



# “Do black lives still matter?” Wonkhe @Home

Amatey Doku | 30<sup>th</sup> June 2021

# Amatey Doku

- **Consultant at Nous Group**
  - Leading Nous' equity, diversity and inclusion offer in the UK
  - Supported a number of UK institutions on projects involving student experience journey mapping, widening participation strategies and international student experience
- **Former Vice President Higher Education at NUS**
  - Co-chaired NUS-UUK #ClosingTheGap report

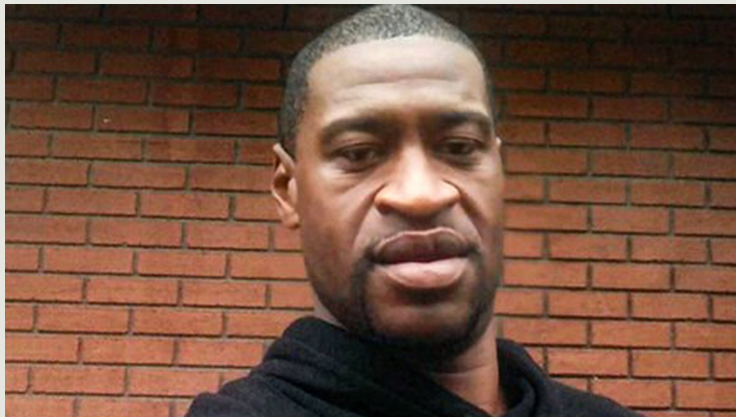
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**Nous has supported universities in the UK, Australia and Canada for over 20 years**

- University and faculty strategy
- Organisational and system performance
- Student experience
- Research focus and productivity
- Educational Direction
- University led change through people

# One year on



# What we'll cover today

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1. Moving from strategy to action
2. Creating a comprehensive race equity strategy with London Metropolitan University

## ***Break***

3. Decolonising the curriculum with De Montfort University
4. Panel: what is needed to drive meaningful change

Join the  
conversation on  
Twitter:

**#BlackLivesMatterHE**

# Moving from strategy to action

# What I'll discuss in the next 20 minutes



A quick note on terminology





## Activity

See if you can find your university's current strategies or plans tackle racial inequality.

(I'll ask you a simple question about it on an online poll later on in the session)

# Comprehensive strategies



# Challenges for students...

**Attainment /  
awarding gaps**

Inadequate racial  
harassment reporting  
structures

**Eurocentric  
curriculum**

Lack of diversity of  
staff

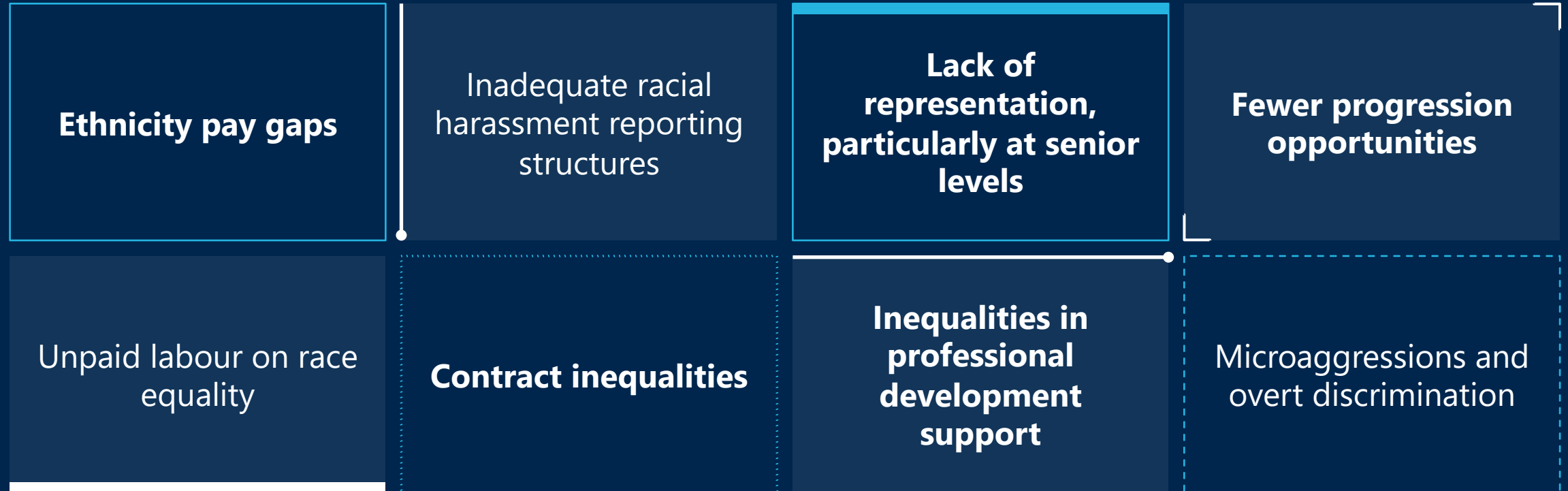
Lack of a sense of  
belonging

**Lower continuation  
rates**

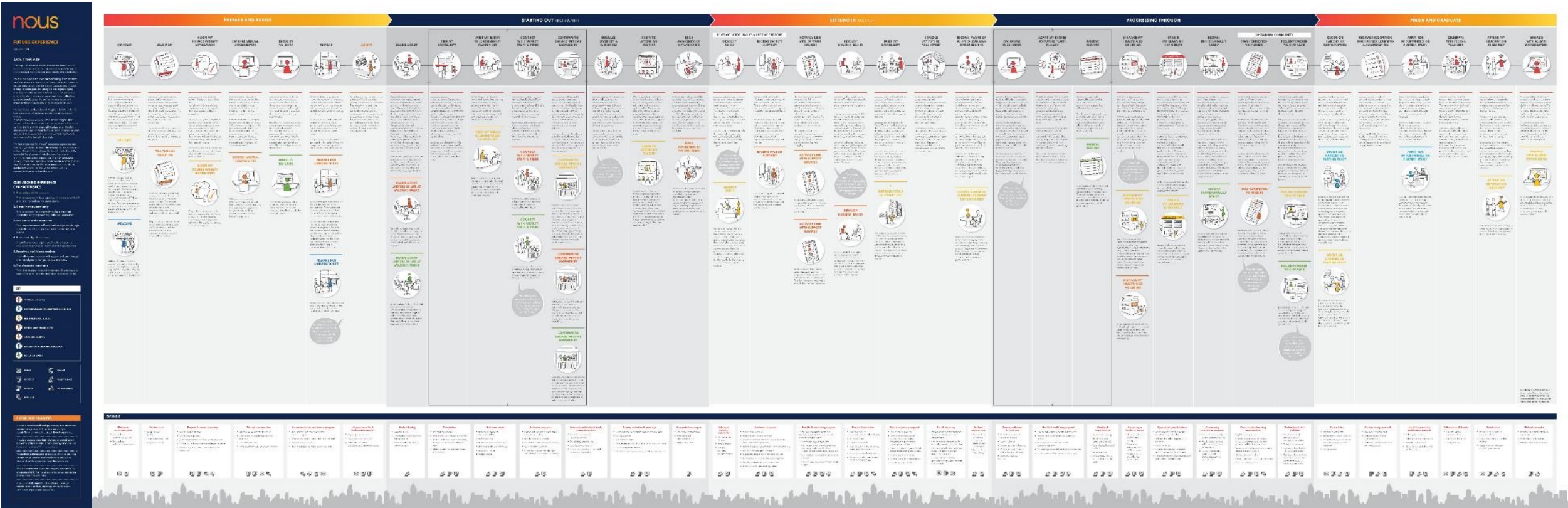
**Overt racism and  
microaggressions**

Poor progression into  
postgraduate study

## ...and for staff




# The scale of the challenge



# Consultation is key...

- Comprehensive understanding of the issues
- Identification of root causes
- Prioritisation of actions

# Consultation is key...but act on what you know already

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- A vertical line on the left side of the slide, transitioning from red at the top to orange at the bottom. Three white circles are positioned along this line, each corresponding to a point in the list.
- Comprehensive understanding of the issues
  - Identification of root causes
  - Prioritisation of actions



# Ask the right questions

## CASE IN POINT: LOW REPORTING OF RACISM AMONGST STUDENTS

- To what extent are students aware of the process to report racist incidents?
- To what extent does the process encourage / discourage the reporting of racist incidents?
- To what extent are wider university issues discouraging students from reporting racist incidents?

# Key principles for consulting minoritised communities

Consult on their  
terms

Take a trauma  
informed approach

Don't ask for the  
solutions

Don't just ask  
about race



## Activity (reminder)

See if you can find your university's current strategies or plans tackle racial inequality.

Try searching for:

- Race equality action plan
- Equality, diversity and inclusion strategy
- Race equality charter

# Governance and accountability

# Key governance questions

- Where does this work sit?
- How often is this on the agenda?
- Which groups have strategic / operational responsibility for driving forward the work?
- How is activity monitored and reported?



# Considerations for driving accountability

- Be public action plans and strategies

- Explicitly assign individuals to areas of work

- Regularly report on progress (and lack of)

- Write into performance objectives



## Activity (reminder)

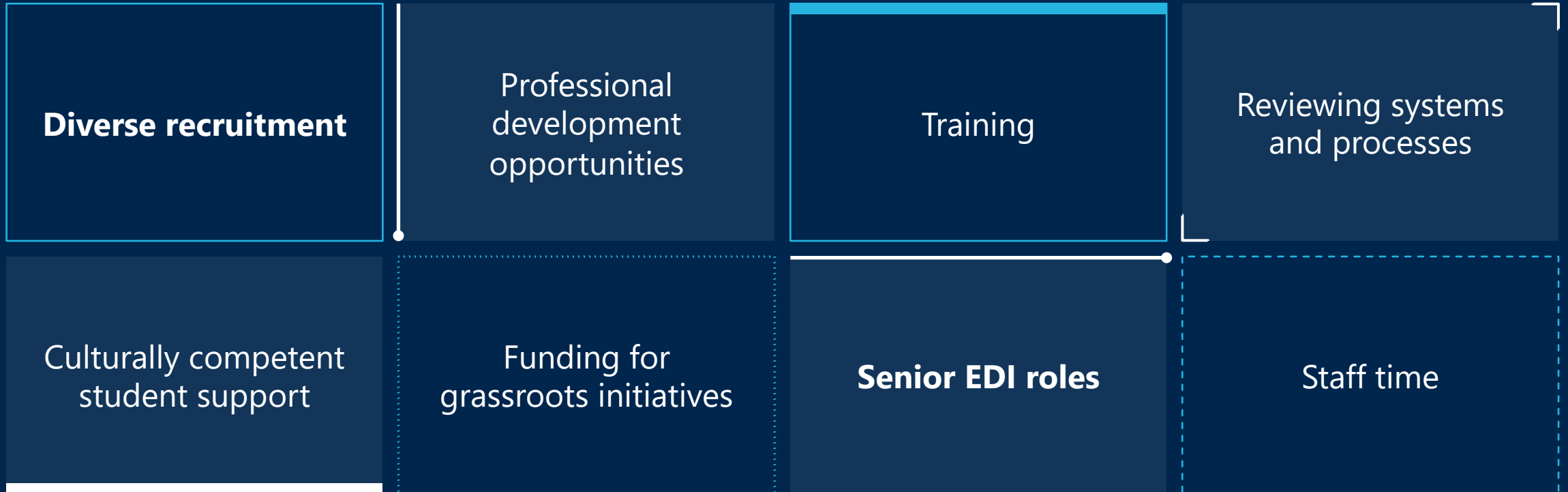
See if you can find your university's current strategies or plans tackle racial inequality.

Try searching for:

- Press release
- University social media
- Internal bulletin

# Effective resourcing

# This work requires resource





# This is about infrastructure





# Ultimately the test will be in tangible change

## INDICATIVE MEASURES

**Reduction in  
ethnicity pay gap**

Reduction in awarding  
gaps

**Increase in staff  
diversity**

**Increase in reporting  
of racist incidents**

Reduction in ethnic  
disparities in  
professional  
development  
opportunities

**Reduction in  
promotion gap**

**Reduction in racial  
disparities in  
engagement and  
experience**

Reduction in non-  
continuation and  
progression gaps for  
students



## Activity

See if you can find your university's current strategies or plans tackle racial inequality.

## Slido Activity

How accessible and comprehensive are your university's actions / plans to tackle race inequality?

Rate out of 5

5 stars – accessible, comprehensive, clear accountability

4 stars – accessible and comprehensive

3 stars – action plan / strategy in place but with gaps

2 stars – inaccessible plan / general commitment

1 star- no clear plan available



# The key points

- Make sure your strategy / action plan is comprehensive
- Ensure that there are effective governance structures and accountability mechanisms in place
- Resource the work effectively

“What are you doing to address these issues?”

**A plan**  
not  
platitudes



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## About Nous

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Nous Group is an international management consultancy operating in 10 locations across Australia, the UK and Canada.

For over 20 years we have been partnering with leaders to shape world-class businesses, effective governments and empowered communities.



PEOPLE



YEARS



LOCATIONS