

Equality & Diversity in Research Careers: Five years on

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Is it the same old story?

- July 2009. HEFCE meeting on Equality & Diversity in Research Careers
- October 2011. Launch of Vitae Every Researcher Counts
- October 2013. Launch of phase of Vitae Every Researcher Counts

Different perspectives on progress

- Official statistics
- ECU Report (2014) - The Rationale for Equality & Diversity: How Vice-Chancellors and Principals are leading change
- REF 2014

Statistics

- Relatively little progress over past five years in terms of University academic staff profile, e.g.
 - Only 21% UK Professors are female
 - Proportion of female academics earning > £50K less than half that for males
 - 0.4% UK Professors are black
 - BME academics less likely to earn over £50K

ECU (2014 statistics)

ECU Report: The rationale for Equality & Diversity

- Evidence shows that there is a good business case for paying more attention to E&D, in that doing this has led to:
 - Improved overall University performance
 - Increase in proportion of senior women academics
 - Increased success in attracting staff and students from overseas
 - Improvement in widening participation
 - Modernisation of the curriculum

ECU Report: The rationale for Equality & Diversity (2)

- Also cultural changes evident;
 - Compliance no longer key driver
 - Recognition that diversity brings different life experiences and richness of thought
 - E&D seen as being crucial to fostering excellence and success
 - Universities are mainstreaming E&D – no longer confined to HR Departments

Equality & Diversity in REF

- From outset, E&D built into REF through :
 - requirement for Codes of Practice to be developed and submitted for review
 - handling of individual circumstances
 - requirement for EIAs
- HEIs more confident in submitting excellent research of a wide range of staff
 - Proportion of staff submitted risen from 12% in 2008 to 29% in 2014
- EIAs showed good number of institutions taking steps to imbed broader cultural change in promoting E&D

REF Equality Impact Assessments

- Many demonstrated that Codes of Practice were ‘living documents’, linked to planned actions and anticipated impacts
- Many showed evidence of applying REF-like processes more broadly in their institution
 - E.g. for taking account of personal equality-related circumstances in relation to assessing cases for promotion
- But, some just blaming ‘broader systemic factors’ for inequalities, rather than taking steps to bring about change

So, where are we now?

- Despite disappointing ‘staffing statistics’, some evidence of improvement in outcomes and in broader cultural change
- But, MUCH more to do
 - We are still wasting ‘costly’ talent - the realisation of potential should not be restricted by gender, race, disability, sexual orientation, etc.
 - No-one should experience inequality as a result of who they are or where they come from
 - Sector level change WILL come about if enough Universities take steps to bring about real change at institutional level