

The rational for equality: how vice-chancellors are leading change

Vitae conference

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Advancing equality and diversity in universities and colleges

Background



Research aims:

- Reasons why senior leaders in HE believe that Equality & Diversity are of value to their institutions
- Motivations & drivers that prompt senior leaders in HE to become visible & active champions of E&D
- Evidence that supports these beliefs
- Outcomes of senior leadership that champion

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Participating institutions



Equality Challenge Unit



Kingston
University
London



OXFORD
BROOKES
UNIVERSITY

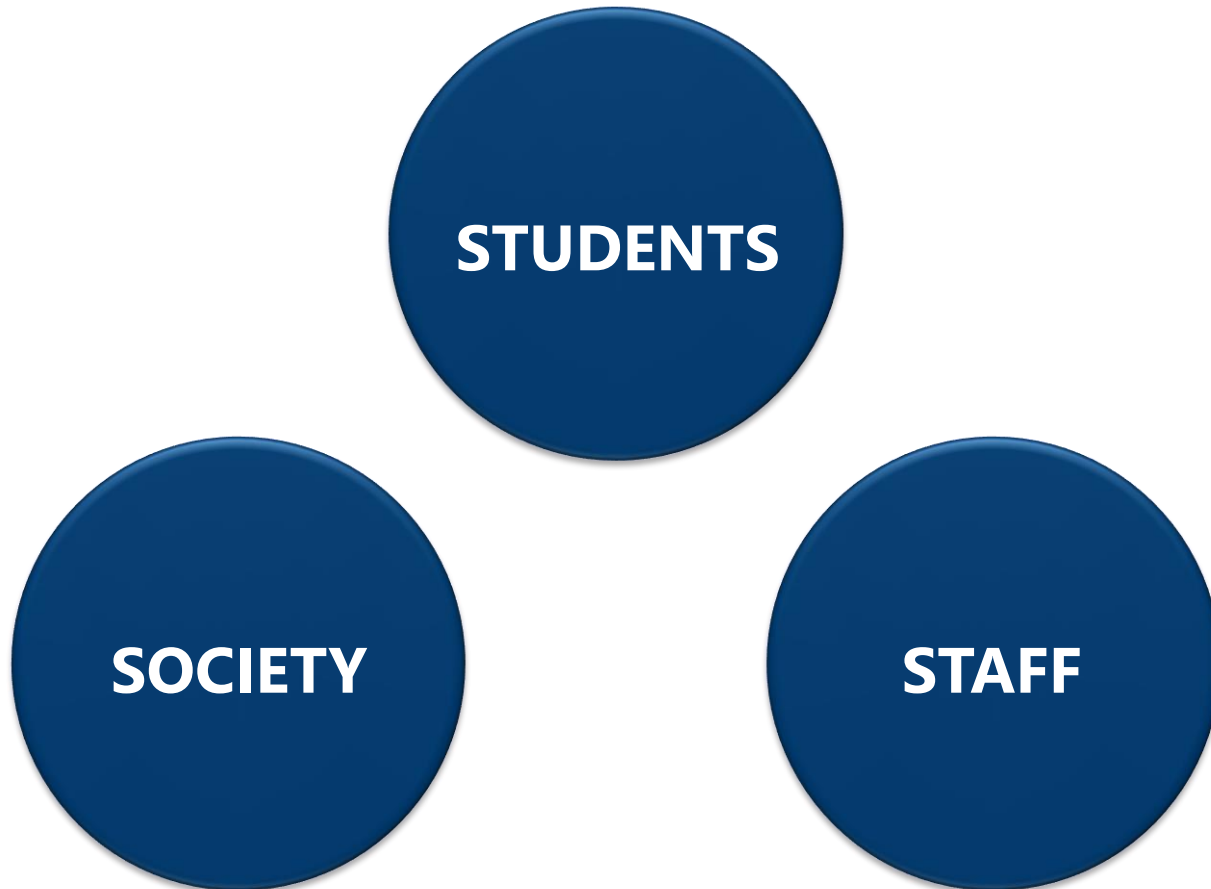


University of
Salford
MANCHESTER



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A strong rationale



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Equality Challenge Unit

STUDENTS

- Widening access & releasing potential
- Attracting students domestically & globally
- Increasing satisfaction with student experience
- Modernising delivery of the curriculum



Equality Challenge Unit

STAFF

- Fair treatment & releasing potential
- Attracting the best talent domestically & globally
- Increasing staff engagement
- Greater diversity of thinking



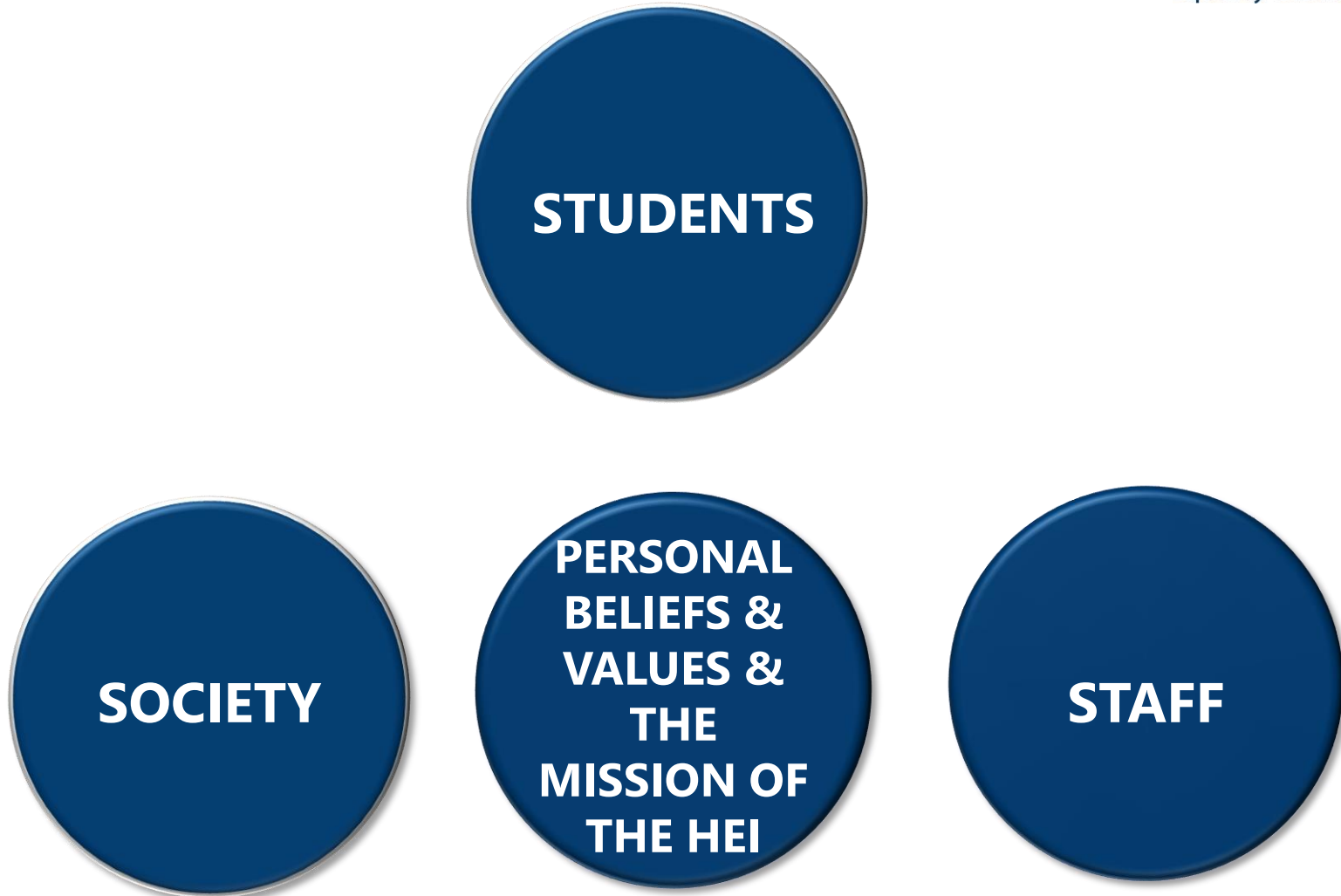
Equality Challenge Unit

SOCIETY

- Releasing potential from disadvantaged communities
- Acting as an agent for regeneration & social mobility
- Equipping UK to succeed in a globalised economy

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Personal drivers for leaders



- Underlying motivations & personal values drive leadership
- Being fair & inclusive matter deeply
- Values led leadership & a ethical/social case for change
- Walk the talk

Hallmarks of leadership on E&D



- Fluent in explaining “rationale” of E&D
- Making values visible
- Flex leadership styles
 - from coaching to directive
- Inclusive decision making
- Personal and engaging communication

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Implications for us as change agents?



Equality Challenge Unit

1. Practise fluency in explaining the rationale - and making the underlying values (our organisation's and our own) more visible
2. Reflect on how we lead – exploring our own leadership styles and how to flex our own style
3. Reflect on our own wider system of influence

Contact



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= Research report - <http://bit.ly/1llqtrp>