The University of Brighton have undertaken a university-wide study to identify some of the factors contributing to the British-BAME attainment gap from the perspective of the students that it impacts. This session will highlight some of the key outcomes from focus groups, which were undertaken within all our academic schools and the actions which have subsequently been implemented.

The session aims to:

- Highlight some of the positive and negative factors that may impact the BAME student experience during their studies;
- Identify interventions that have benefitted the experiences of BAME students;
- Consider how to drive a whole institution approach to improve the outcomes for BAME students.

Joanna MacDonnell – Director of Education: University of Brighton

Jo is the Director of Education at the University of Brighton where she has a wide ranging remit which includes strategic leadership for student achievement and engagement. Her areas of leadership includes the academic aspects of Brighton’s Race Equality Charter and the Access and Participation Plan both of which focus on reducing the differential outcomes and experiences for students from Black, Asian and Minority Ethnic backgrounds. Jo was on the assessment panel for the Creative Arts and was also the Widening Participation liaison member in the Office for Students TEF subject level pilots (2017 -2019). She is also a member of the TASO (Transforming Access and Student Outcomes What Works Centre) Gaps in Student Experience working group, she is a Principal Fellow of the HEA (PFHEA) and a Fellow of SEDA (Staff and Education Development Association)
Amandip Bisel – Lecturer in Student Success: St George’s, University of London

Amandip is a Lecturer in Student Success at St George’s, University of London where her remit includes leading the institution’s work on reducing differential outcomes, with a particular focus on the experience of students from Black, Asian and Minority Ethnic (BAME) backgrounds. Amandip has worked in a range of Higher Education Institutions in roles supporting equality in student access, participation and success. She is also currently writing up her Doctoral thesis at Imperial College London focusing on the challenges of widening access in medical education which takes a mixed methods approach to investigating the full student lifecycle.

PRESENTATION – University of Law

Co-creating with BAME students
The University of Law has recently introduced a BAME Advocates scheme to enable BAME students to work with the University to address the inequity of outcomes for BAME students. In this session the BAME advocates will talk about their experiences of the scheme, and the opportunities it has given them to work on a range of projects, from campus-level initiatives to university-wide ones. The session will highlight how such a scheme can work at a multi-campus provider, where the demography of each campus, and in particular the number of BAME students, is very different.

Morag Duffin – Head of Access and Participation

Dr Morag Duffin is Head of Access and Participation at the University of Law, a specialist provider of legal and business courses with numerous campus across England and the world. Morag is responsible for University of Law’s work in supporting students from disadvantaged or under-represented backgrounds to access, succeed in and progress from Higher Education into employment. Morag is a qualified teacher and has over 10 years’ experience in Access and Participation work at a variety of educational institutions, spanning higher, secondary and primary education.

Rachel Morgan – BAME Advocate

Rachel is currently studying on the MA Law Part-Time Weekend at Bloomsbury campus of The University of Law. Her future aspiration for her legal career is to become a solicitor advocate, possibly practising in Litigation.
Flora Porkolab – BAME Advocate

Flora is currently studying on the Solicitor Apprenticeship programme, part-time LLB in Legal Practice & Skills. She studies online, but is linked to the Bloomsbury campus of The University of Law. As part of her apprenticeship, Flora is currently working at a city law firm in the corporate transactions department. She is in the second year of her five/six-year programme which will result in her qualifying as a solicitor. Flora is also an aspiring entrepreneur and would like to set up her own beauty business.

PRESENTATION – The Open University

Learner and Discovery Services (LDS) BAME Pilot
The LDS pilot was a series of initiatives designed by senior management in conjunction with the Open University’s Black and minority ethnic network to develop a more inclusive unit and increase the representation of BAME staff in senior roles.

Sas Amoah – Digital Media Producer

Has been Co-chair of the Open University’s Black and minority ethnic network for 10 years. He works closely with different departments within the university advising on how to support BAME staff in addition to reviewing policy designed to increase the representation of underrepresented in senior roles.

James Davies – Director of Commissioning

James Davies is Director of Commissioning and Open Media and Informal Learning. He is also a member of the Learner and Discovery Services Executive Team.
Liliana Torero Fernández – Senior Project Manager

Liliana Torero Fernández, co-chair from the BME network for the last 8 years. Experience working across faculties and also a OU student. Working in LDS BAME pilot now merged with the EDI group in LDS Pillar 1 for increasing black and ethnic minorities representation at senior roles.

Shaun Daly – Head of Resourcing Hub, People Services

Shaun Daly is Head of Resourcing Hub within People Services, and additionally leads the Belonging & Inclusion workstream within People Services and is Co-Chair of the LGBT+ Staff Network. Shaun joined the OU in early 2019 just after the set-up of the Resourcing Hub as part of the People Services Transformation. Prior to joining the OU Shaun had worked in Recruitment, Resourcing, Talent Management and Career Transition, in agency and managed services environments across private and public/not for profit sectors. He is passionate about creating truly inclusive practices and using technology to improve what we do and how we do it.

PRESENTATION – University of East Anglia

From reaction to action: Bystander Intervention Training in Norwich Medical School

Outlining the process of making significant changes, through staff-student co-creation, this presentation will demonstrate how reactions to very real and very troubling negative experiences can address the award gap but can do much more and become a driving force in anti-racist interventions. Bystander Intervention Training is a very real possibility to effect change by utilizing open and transparent methods to raise awareness of racism and microaggressions, to educate students and staff about the importance of allyship and demonstrate how to take positive and meaningful action within and across a whole University.

Joanna Semlyen – Associate Professor of Psychology and Medical Education

Dr Joanna Semlyen is an Associate Professor of Psychology and Medical Education at University of East Anglia, a Registered Health Psychologist (HCPC) and a Chartered Psychologist (BPS). She is Lead for Diversity and Inclusion in Norwich Medical School and Chair of the BAME Working Group. In addition to developing interventions to improve minority students’ experience, Dr Semlyen is carrying out research within higher education settings, looking at levels of cultural competency within medicine and psychology training and at developing interventions to improve skills, knowledge and awareness of BAME and LGBT issues in medics and other HCPs. She also continues to explore health disparities in UK sexual minorities.