

EVENTS (<https://www.gre.ac.uk/events>)

# Institute for Lifecourse Development Equality Diversity and Inclusion Research Conference

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 8th Dec 2021 4pm - 7pm

## Institute for Lifecourse Development Equality Diversity and Inclusion Research Conference

**Date:** Wednesday, 08<sup>th</sup> December 2021

**Time:** 16.00-19.00

**Location:** A hybrid event held on the Greenwich Maritime Campus and is live streamed to audiences at home.

Light refreshments are available for in person audience.

## **Aim:**

The conference is an annual celebration of research, practice and policy innovations related to issues of equality diversity and inclusion. We showcase the work done within the Institute for Lifecourse Development and we also have an exciting external speaker.

Our goal is to build awareness of the broad array of research, practice and policy actions being undertaken by the Institute for Lifecourse Development to address and improve issues of equality, diversity, and inclusion in our society.

## **Speakers:**

**Dr. Denise Miller** (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/denise-a-miller>), **Dr. Charmaine Brown** (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/charmaine-brown>) & **Dr. Ryan Essex** (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/dr-ryan-essex>)

University of Greenwich, Institute for Lifecourse Development

### ***Prejudice, Discrimination, and Racism: Experiences of Higher Education Staff.***

*Abstract:* The objective of this study was to examine institutional practices that support and enable racial inequality in Higher Education (HE). Although the study is centered in one Higher Education Institution, two main conclusions can be drawn. First, racism affects the career trajectory of BAME HE employees in ways that are not experienced by their White counterparts. Second, the experience of BAME employees is disproportionately negative and aversive. The implication is that HE leaders must give racial equality, diversity, and inclusion greater priority.

## **Alan Dudley**

University of Greenwich, Institute for Lifecourse Development

### ***LGBT+ staff experience & institutional policy***

*Abstract:* Knowledge of LGBT+ staff experience is limited and the institutional diversity data on the record tells us little about individual experience. Through research, we aim to advance understanding of LGBT+ and community ally staff experience at the university. Achieving this requires engagement with the community, exploring unique identities and perspectives – more to surveying perceptions across the wider staff population. Organisational principals, practice parameters, behavioural expectations, and response to misconduct, are all outlined within strategies, guidance directives, and policy documentation. Reflecting on preliminary research findings, this talk considers the analysis of institutional policies and their impact on the lived experience of minority groups.

**Dr. Amena Amer (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/amena-amer>)**

University of Greenwich, Institute for Lifecourse Development

***The dance of recognition: identity negotiation among white British Muslims.***

*Abstract:* Based on in depth interviews, the paper explores how white Muslims in Britain not only identify themselves but negotiate and manage their expressions of religious, ethnic, and national identities in relation to the ways in which they are positioned by others. The paper uncovers the dynamic and complex ways in which white Muslims do this through performative means. They do so by consciously and agentically manipulating levels of recognition through the presence or absence of identity markers, as well as resisting boundaries based on difference and instead reconstructing, redefining, and widening the parameters of inclusion

**Dr. Julia Morgan (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/julia-morgan>)**

University of Greenwich, Institute for Lifecourse Development

***Invisibility and Gypsy, Roma, and Traveller Students in Higher Education***

*Abstract:* Gypsy, Roma (Romany/Romani) and Traveller communities are under-represented in higher education in the UK. In this talk I will present some initial findings from a qualitative research project with students from these diverse communities to explore their experiences of higher education. Biehl's Foucauldian focus on “technologies of invisibility” will be utilised to explore how particular groups are made 'invisible' in and to universities.

**Prof. Russel Luyt (<https://www.gre.ac.uk/people/rep/faculty-of-education-and-health/dr-russell-luyt>)**

University of Greenwich, Institute for Lifecourse Development

***How can men contribute to gender equality and interact with/within feminist spaces***

*Abstract:* I make a case, during this presentation, in support of men contributing as, or allied to, change agents for gender equality. The task of contributing toward gender equality and interacting with/within feminist spaces is not without difficulty. How do we, for example, refrain from reproducing normative masculinity in these men's work while at the same time motivating them; balancing a focus on men and women in their work, in order to not marginalise or even undermine women's projects and their funding; as well as these men undergoing (potentially painful) self-reflection concerning their own and personal gender and sexuality politics and experiences whilst fostering their continued engagement. In doing so, men need to be able/willing to call to out negative practices among other men, participate in pro-feminist or allyship to women's initiatives, and look critically, on an ongoing basis, at their own behaviour and the impact it may be having on others and in particular women.

**Prof. Danny Dorling (<https://www.dannydorling.org/>)**

University of Oxford, School of Geography and the Environment

***Picking seven children to represent the UK***

*Abstract:* Suppose you were asked to pick seven children, seven children typical of the UK today, who represented its diversity, its injustices, and its inequality. How would you go about deciding which children to pick? The children can be constructs, they need not be actual children, and so you do not have to worry too much about putting seven children on seven pedestals. But what would their families be like, how many would be poor and wealthy, where might they go to school and what might their future life chances look like? This talk is about trying to carry out just such an exercise.

Please register for the event via Eventbrite (<https://www.eventbrite.co.uk/e/ild-equality-diversity-and-inclusion-research-conference-tickets-215640254807>) and details of how to join will be sent to you. For further information please email [ILD@greenwich.ac.uk](mailto:ILD@greenwich.ac.uk)

## Schedule:

4.00- 4.10	Welcome	
4.10- 4.25	Dr Denise Miller, Dr Charmaine Brown & Dr Ryan Essex	Prejudice, Discrimination and Racism: Experiences of Higher Education Staff.
4.25- 4.40	Alan Dudley	Institutional policy and EDI strategy.
4.40- 4.55	Dr Amena Amer	The dance of recognition: identity negotiation among white British Muslims.
4.55- 5.00	Short Break	
5.00- 5.15	Dr Julia Morgan	Invisibility and Gypsy, Roma, and Traveller Students in Higher Education
5.15- 5.30	Prof. Russel Luyt	How can men contribute to gender equality and interact with/within feminist spaces.

5.30- 5.40	Short Break	
5.40- 6.40	Prof. Danny Dorling	Picking seven children to represent the UK
6.40- 6.45	Short Break	
6.45- 7.00	Panel Discussion	

 CURRENT STAFF; CURRENT STUDENTS; RESEARCH COMMUNITY

BOOKING REQUIRED

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