

Prejudice, Discrimination and Racism in HE

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Overview

- Purpose.
- Methods.
- Findings.
- Conclusions.

Methods

- Mixed methods - survey and semi-structured interviews
- Survey – 84 HE staff participants
- Semi-structured interviews – 18 HE staff participants

The everyday discrimination scale

- **The everyday discrimination scale is a nine-item scale.**
- Participants rate their agreement on a six-point scale, rated from 0 to 5. Scores ranged from a possible 0 - 45
- **Greater scores corresponded to more frequent experiences of discrimination.**
- This scale asks about discrimination more generally and doesn't ask about ethnicity specifically.

Workplace Prejudice/Disc rimination (WPDI) Inventory

- The WPDI was developed to assess workplace/organizational experiences of prejudice and discrimination.
- Consists of 15 items, rated on a 7-point scale, from 1 to 7. Scores ranged from 15 – 105.
- Higher scores indicate higher levels of workplace prejudice/discrimination.
- This scale asks specifically about racial discrimination

Quantitative Findings

Everyday discrimination scale and WPDI results

- 84 participants completed these scales. Sixty (71%) participants identified as being from a white ethnic background, while 24 (29%) identified as being from a BAME ethnic background.
- The only significant demographic characteristic which predicted increased everyday discrimination ($U = 805.5$, $z = 2.95$, $p = .003$, $r = 0.35$) and WPDI ($U = 824.5$, $z = 2.96$, $p = .003$, $r = .35$) scores was ethnicity, with BAME participants scoring significantly higher.;
- This means BAME participants experienced higher levels of everyday discrimination and within the workplace.

Qualitative Findings

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Demographics

	BAME	White
Age		
≤ 30 years	0	2
≤ 40 years	2	5
≤ 50 years	3	3
50+ years	1	2
Gender		
Male	1	7
Female	5	5

Thematic Analysis

**“If I go upwards within the chain, I’m
managed by a white man, who's managed
by a white man, who's managed by a white
woman, who's managed by a white man”
(White, Male, <30)**

Theme 1: Institutional Racism

“I think there's something wrong with the senior management structure... the faculty board...[is] an absolutely toothless body... there's still a feeling that and they're just going to placate us really” (White, Male, <60).

“I've missed out on a few opportunities, probably because of the colour of my skin, and if I looked a different way, I probably would have had a better chance of [advancing my career] by now” (Black, Female, <40)

“People don't even realise often that they have been engaging in racist practices and discrimination, because it is part of the system, it's embedded in the system” (White, Female, <50).

Theme 2: Impact

- “You feel isolated, you feel othered you feel upset, but you sort of try and put on a brave face, you feel tired, constantly...You feel your own guard all the time...because your face doesn't fit. And it makes you feel as if you're not as able...it makes you feel like you're not good enough. And that has an effect on your confidence” (Asian, Female, <60).
- **“I'm going to go, because they hurt you, ...I will leave...I'm choosing not to be as successful as I could be...And that's why I have to step down” (White, Female, <50).**
- “It's left me feeling quite demoralised actually quite disappointed and quite angry, actually that the organisation has let me down...I feel very disheartened actually...I was angry all the time...I felt quite crushed actually and quite demoralised” (Black, Female, <60).

Theme 3: Strategies

“it's not about us, just explaining to everybody, it's not our responsibility to keep having to do this because we're the ones that live in it...it is about education and people educating themselves especially people who are non BAME ...and recognise that there is the structural racism, because you know they're the ones that have been benefiting from their advantage and their privilege” (Asian, Female, <60).

“But there has to be visibility because otherwise people don't believe they can do it” (White, Male, <30).

“You can't fire every leader if their statistics show discrimination because you end up without any leadership...data collection, transparency around statistics around various associations correlations between promotion and ethnicity, and salaries, and well being and satisfaction” (White, Female <50).

Theme 4: If things don't change

- “You might have an explosion ... people **rioting** push people to a limit then you know people **explode**” (White, Male, <30).
- “There might be riots, I don't know, rebellion” (Black, Female, <40).
- “I'm sure that they will be a **breaking point** at which the people will just simply have had enough” (White, Male, <30).
- “Bit of an **avalanche**...people are going to get more and more vocal” (Asian, Female).
- “I think we will have more **civil unrest**, more protests which become **violent** because there will be clashes, and I think we all have more poor outcomes for students of colour” (White, Female, <50)

Preliminary conclusions

“I think if we're gonna really change things, it has to be about the power structures, and, and the way that the leadership team is, ...We need more representation, it's ridiculous that we are in the diversity of the academic staff and faculty is the way it is and how it's been managed to get away with that for so long” (Black, Female <60).

Thank you

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