

NEON Addressing Differential Outcomes for BME Learners Working Group

Measuring Racial Equality: Awards and Data as External Markers of Success?

Hosted by the University of Brighton and Kingston University
Tuesday 29th October 2019, 13.15pm – 16.15pm

Notes from Discussions:

Group Discussion 1

Capturing your experience of preparing for and/or submitting an RECM Award: Outcomes and Impact

Your discussion should include the challenges for staff and students, with a focus on differential outcomes for BME Learners, in particular

Key points raised

- Drivers and Incentives for Applying for an RECM Award
- Funding problems
- Challenges to get SMT 'buy in' and strategies of approach
- BAME role model initiatives eg Animal Aspirations
- Barriers we can and cannot control
- Incentives for reducing the BAME attainment gap
- What are your university's priorities?
- Higher Education champions in local schools and working with parents
- Resources for data and planning
- Strategies for facilitating a cultural change in HEIs
- RECM Award enables HEIs to showcase good practice

Group Discussion 2

- **Capturing your experience of preparing for and/or submitting an Access and Participation Plan: Outcomes and Impact**

Your discussions should include the challenges for staff and students, with a focus on the differential outcomes for BME Learners, in particular

Key points raised

- Making targets achievable
- How to deliver on targets?
- How to get a holistic view of a University's institutional culture
- The importance of collaborative approaches
- Access Rights to data facilitates ownership over challenges
- Value of Foundation programmes
- Opportunities for conversations are essential
- A lack of belonging for students and students needs to be addressed

- Need to consider whether strategies are aimed at targeting all students or just particular groups and consequences
- Need to think about 'what we all need to do together as a University, with compassion and respect'
- Language: we need to engage students in conversations about cultural awareness
- Consider what success looks like at your university and why