Dr Deborah Gabriel, Founder & Director

We are a global community established in 2013, working to tackle racial inequality in higher education.

CONSULTANCY-BASED

PROJECT-ORIENTED

SOCIAL JUSTICE AGENDA
Ivory Tower Project

TIMELINE

2020 Transforming the Ivory Tower published

2019 Health, Wellbeing & Happiness Event

2017-2019 Eight book launches in UK & USA

2017 Inside the Ivory Tower published

2015 Two pilot studies completed

IMPACT

RESEARCH INNOVATION

STRATEGIC RESOURCE

STAFF DEVELOPMENT

POLITICAL PARTICIPATION

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**Race & Inequality**

In the Ivory Tower

In the Covid-19 & BLM Era

**Respondents**

- **Black**: 53.4%
- **Other**: 6.7%
- **Asian**: 6.7%
- **Mixed Race**: 33.3%
- **Woman**: 93.3%
- **Man**: 6.7%

**Covid**

- Tested positive: 93.3% No, 6.7% Yes
- Self-isolated: 26.7% Yes, 73.3% No
- Hospitalised: 100% No

**Mental Health & Wellbeing**

- Feel isolated and lonely due to Covid-19: 26.7%
- Feel very anxious about family members & Covid-19: 20%
- Not bothered about Covid-19: 13.4%
- Feel very anxious about increasing rates of Covid-19: 13.3%
- Feel very anxious about being affected by Covid-19: 13.3%
- Feel at increased risk of getting Covid-19: 13.3%
Race & Inequality
In the Ivory Tower
In the Covid-19 & BLM Era

<table>
<thead>
<tr>
<th>WORK ENVIRONMENT</th>
<th></th>
<th>CAREER PROSPECTS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Worse 53.3%</td>
<td>Better 46.7%</td>
<td>Worse 73.3%</td>
<td>Better 26.7%</td>
</tr>
<tr>
<td>YES 53.3%</td>
<td>NO 46.7%</td>
<td>YES 40%</td>
<td>NO 60%</td>
</tr>
</tbody>
</table>

My institution has taken appropriate measures to protect me as a staff/student of colour:

My institution provides additional mental health support given increased vulnerabilities of staff/students of colour:
<table>
<thead>
<tr>
<th>Question</th>
<th>Yes (%)</th>
<th>No (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I support Black Lives Matter (BLM):</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>BLM has improved race equality at my institution:</td>
<td>46.7</td>
<td>53.3</td>
</tr>
<tr>
<td>BLM will improve race equality at my institution in the future:</td>
<td>66.7</td>
<td>33.3</td>
</tr>
<tr>
<td>I've been directly involved activities to promote BLM at my institution:</td>
<td>80</td>
<td>20</td>
</tr>
<tr>
<td>I've had direct experience of racism at my institution:</td>
<td>66.7</td>
<td>33.3</td>
</tr>
<tr>
<td>How do you feel about events that led to BLM protests (COVID-19 &amp; police violence):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very upset about what happened</td>
<td>86.7</td>
<td>13.3</td>
</tr>
<tr>
<td>Not bothered</td>
<td>100</td>
<td>0</td>
</tr>
</tbody>
</table>

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Covid has affected my promotion chances...

People of colour need action...no more words...systemic change is needed now!

Covid has led to funding cuts and promotion freezes for everyone...

It is not clear what career opportunities are available...

My career is stagnated. I don’t have time for research and am swamped with day to day activities...
Has 2020 Destroyed the Equalities Agenda?

EQUALITIES AGENDA

DESTROYED ITSELF

NOT FIT FOR PURPOSE

CHRONIC FAILURE
Change Is Possible…

People of colour need action...no more words...systemic change is needed now!

INCREASE FUNDING FOR RACE EQUALITY

EQUITY NOT ‘EQUALITY’

ADDRESS WHITE PRIVILEGE

ACCOUNTABILITY

NOT TIED TO RACE EQUALITY CHARTER BUT TO TASKFORCE TEAMS AT DEPARTMENT & FACULTY LEVEL

REPLACE CENTRAL E&D WITH LOCALISED EQUITY LEADERS AT EXECUTIVE DEAN LEVEL

REPARATIVE SOCIAL JUSTICE MEASURES – RECRUITMENT AND PROMOTION TARGETS FOR BLACK AND BROWN ACADEMIC & OPERATIONAL STAFF

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THANK YOU!

Featuring the THE Awards