



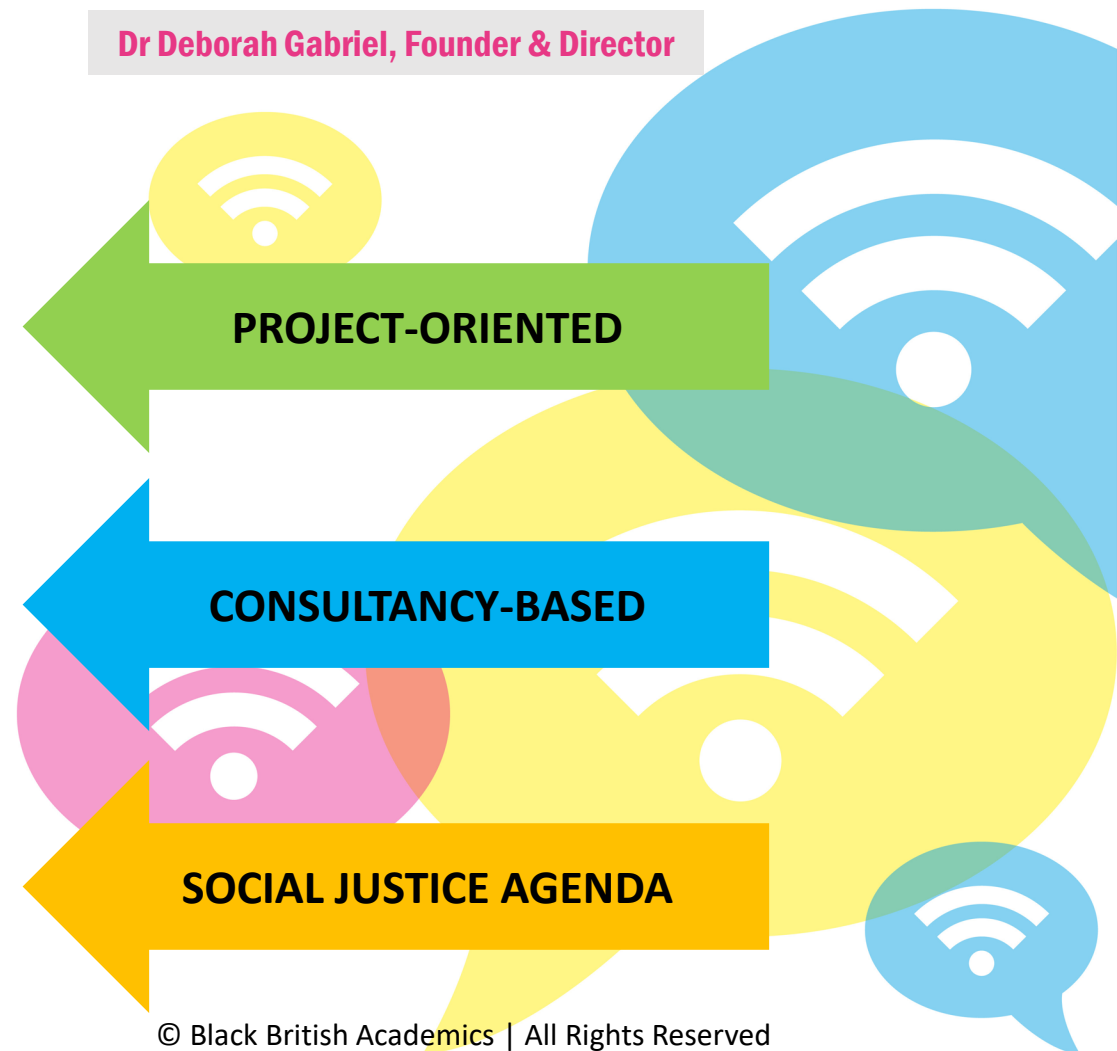
Featuring the THE Awards



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



Dr Deborah Gabriel, Founder & Director



Ivory Tower Project

TIMELINE

2020 Transforming the Ivory Tower published



2019 Health, Wellbeing & Happiness Event



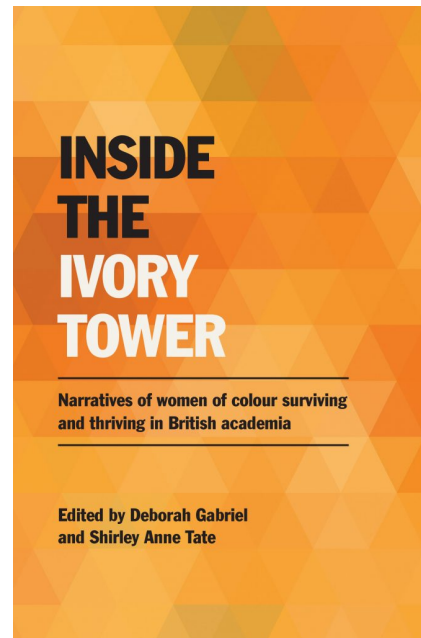
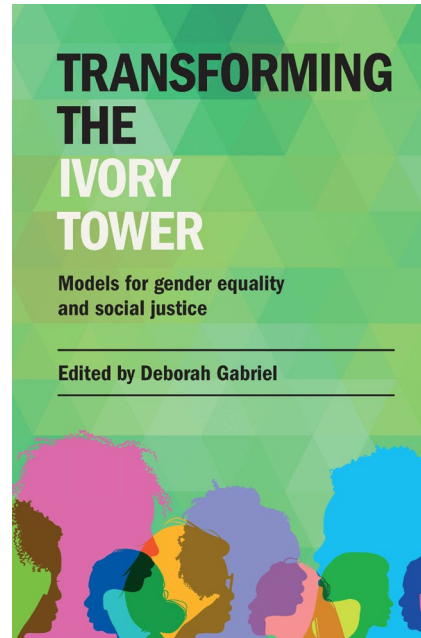
2017-2019 Eight book launches in UK & USA



2017 Inside the Ivory Tower published



2015 Two pilot studies completed



IMPACT

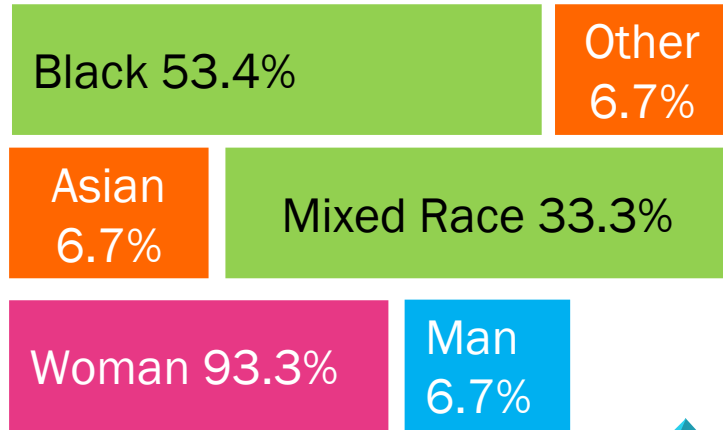
RESEARCH INNOVATION

STRATEGIC RESOURCE

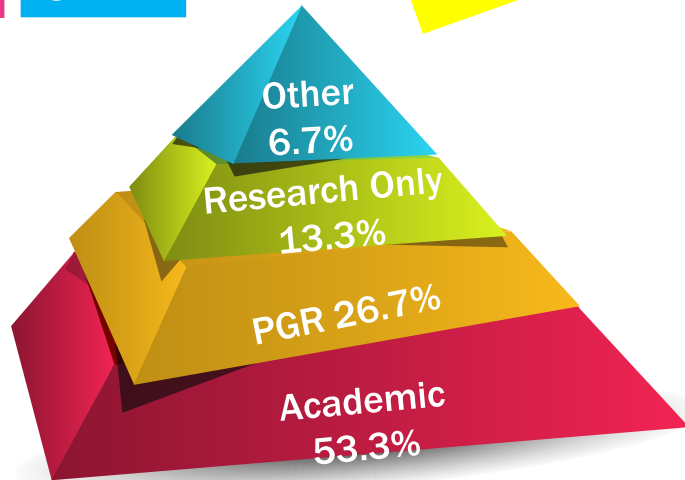
STAFF DEVELOPMENT

POLITICAL PARTICIPATION

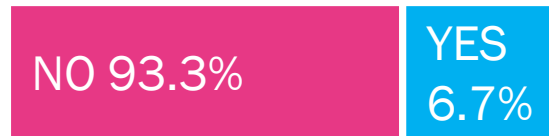
2020 Race & Inequality In the Ivory Tower In the Covid-19 & BLM Era



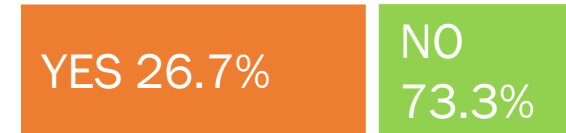
RESPONDENTS



TESTED POSITIVE



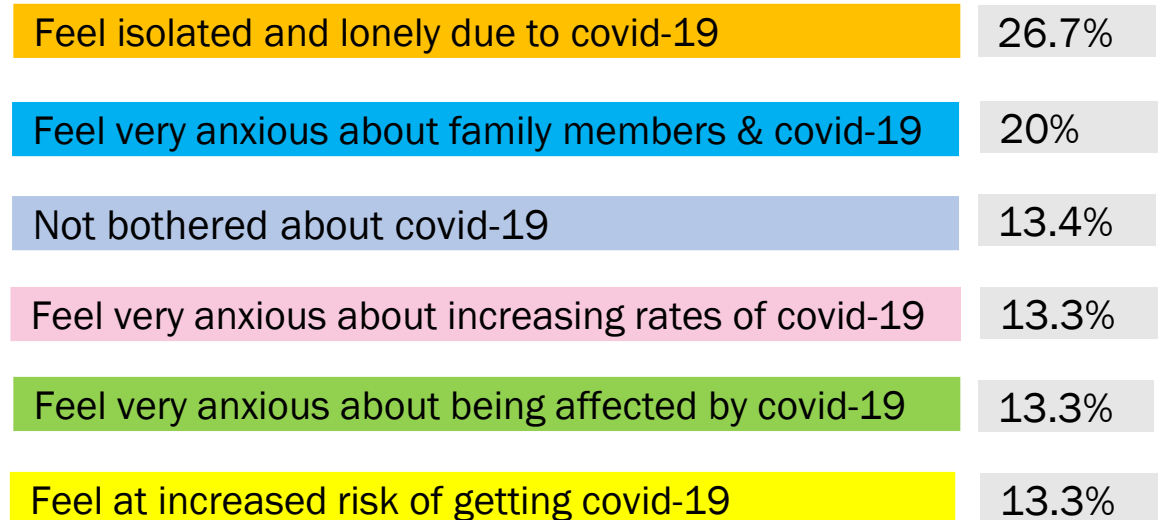
SELF-ISOLATED



HOSPITALISED



MENTAL HEALTH & WELLBEING



COVID

2020 Race & Inequality In the Ivory Tower In the Covid-19 & BLM Era

COVID & WORK

WORK ENVIRONMENT

Worse 53.3%

Better 46.7%

CAREER PROSPECTS

Worse 73.3%

Better
26.7%

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

YES 53.3%

NO 46.7%

My institution provides additional mental health support given increased vulnerabilities of staff/students of colour:

YES 40%

NO 60%

2020 Race & Inequality In the Ivory Tower In the Covid-19 & BLM Era

BLACK LIVES MATTER

I SUPPORT BLACK LIVES MATTER (BLM):

YES 100%

BLM HAS IMPROVED RACE EQUALITY AT MY INSTITUTION:

NO 53.3%

YES 46.7%

BLM WILL IMPROVE RACE EQUALITY AT MY INSTITUTION IN THE FUTURE:

YES 66.7%

NO 33.3%

I'VE BEEN DIRECTLY INVOLVED ACTIVITIES TO PROMOTE BLM AT MY INSTITUTION:

YES 80%

NO 20%

I'VE HAD DIRECT EXPERIENCE OF RACISM AT MY INSTITUTION:

YES 66.7%

NO 33.3%

HOW DO YOU FEEL ABOUT EVENTS THAT LED TO BLM PROTESTS (COVID-19 & POLICE VIOLENCE)

Very upset about what happened

86.7%

Not bothered

13.3%

2020 Race & Inequality
In the Ivory Tower
In the Covid-19 & BLM Era

COMMENTS

Covid has affected my promotion chances...

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

My career is stagnated. I don't have time for research and am swamped with day to day activities...

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

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

Has 2020 Destroyed the 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**

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

EQUITY NOT 'EQUALITY'

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

ADDRESS WHITE PRIVILEGE

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

ACCOUNTABILITY



Featuring the THE Awards

THANK YOU!

