

Mobility, space, and race

An examination of the underrepresentation of racialised minority staff in UK universities

1. Aims and objectives

Aims: To explore the underrepresentation of academic staff from racialised minority groups within UK universities

Investigate the career trajectories of racialised minority PhDs and early career researchers (ECRs) thinking about pursuing academic careers.

Explore the experiences, motivations towards, and perceptions of academic careers

How are racialised minority PhD and ECRs imagined futures tied to their racial identities and experiences in UK higher education?



What motivates racialised minority PhD and ECRs to pursue a career trajectory into academia in UK higher education institutions?

Why is positionality important?

How you see/experience the world can shape all stages of the research process (Gary & Holmes, 2020)

Theoretical framework:

- Critical race theory
- Black feminism
- Intersectionality

As a woman and Chinese mixed heritage scholar-activist, I connect my race activist work to my research, and my research informs my activism.

4. Positionality

2. Politics of mobility



The idea of the politics of mobility is that unequal power relations shape, and are shaped through mobility (Cresswell, 2010).

My work looks at how politics of mobility is experienced through a racialised lens, changing the way racialised minorities picture their future selves and careers, both realistically and ideally.

This is to see how racism, whiteness, and structural inequalities affect these imaginations

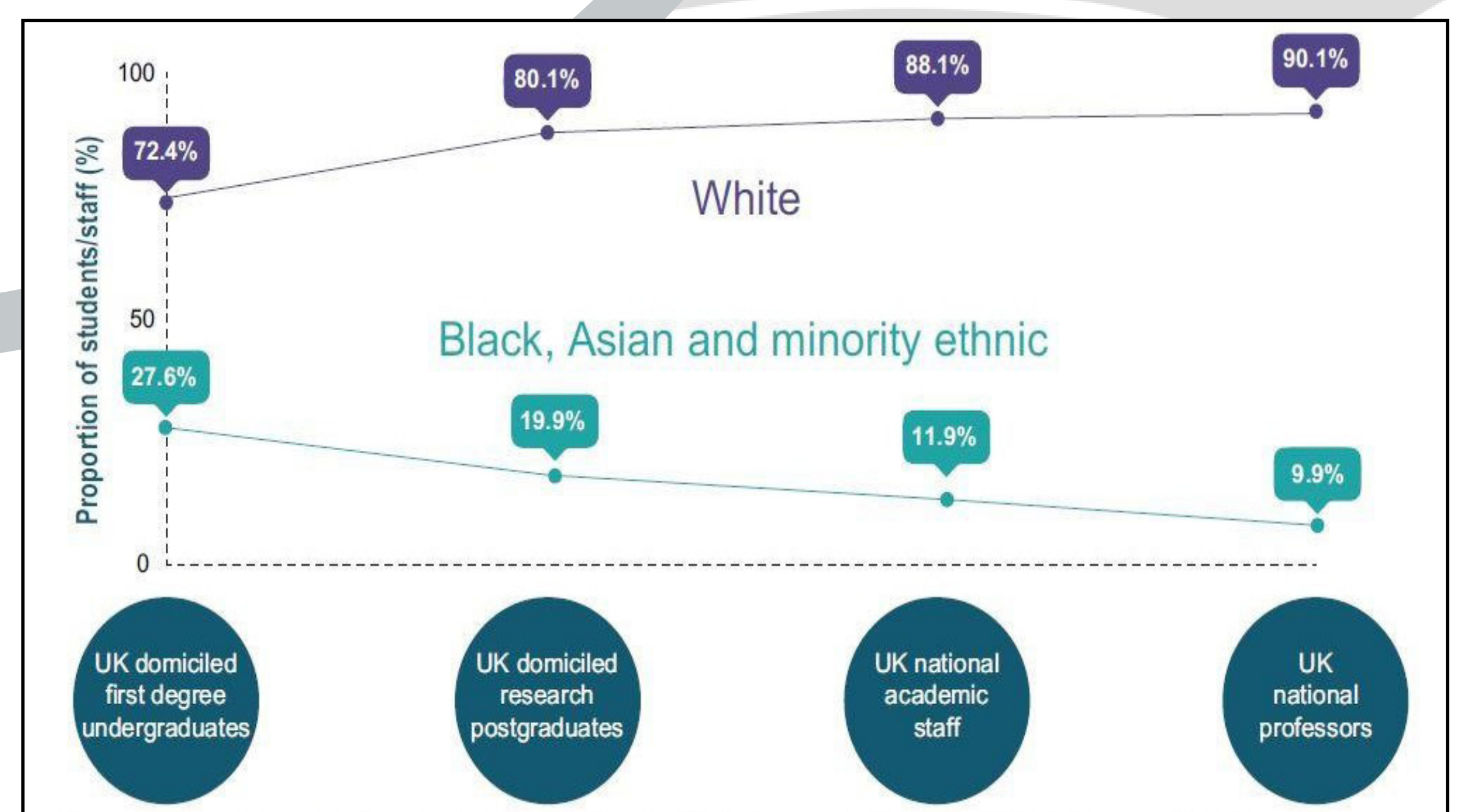
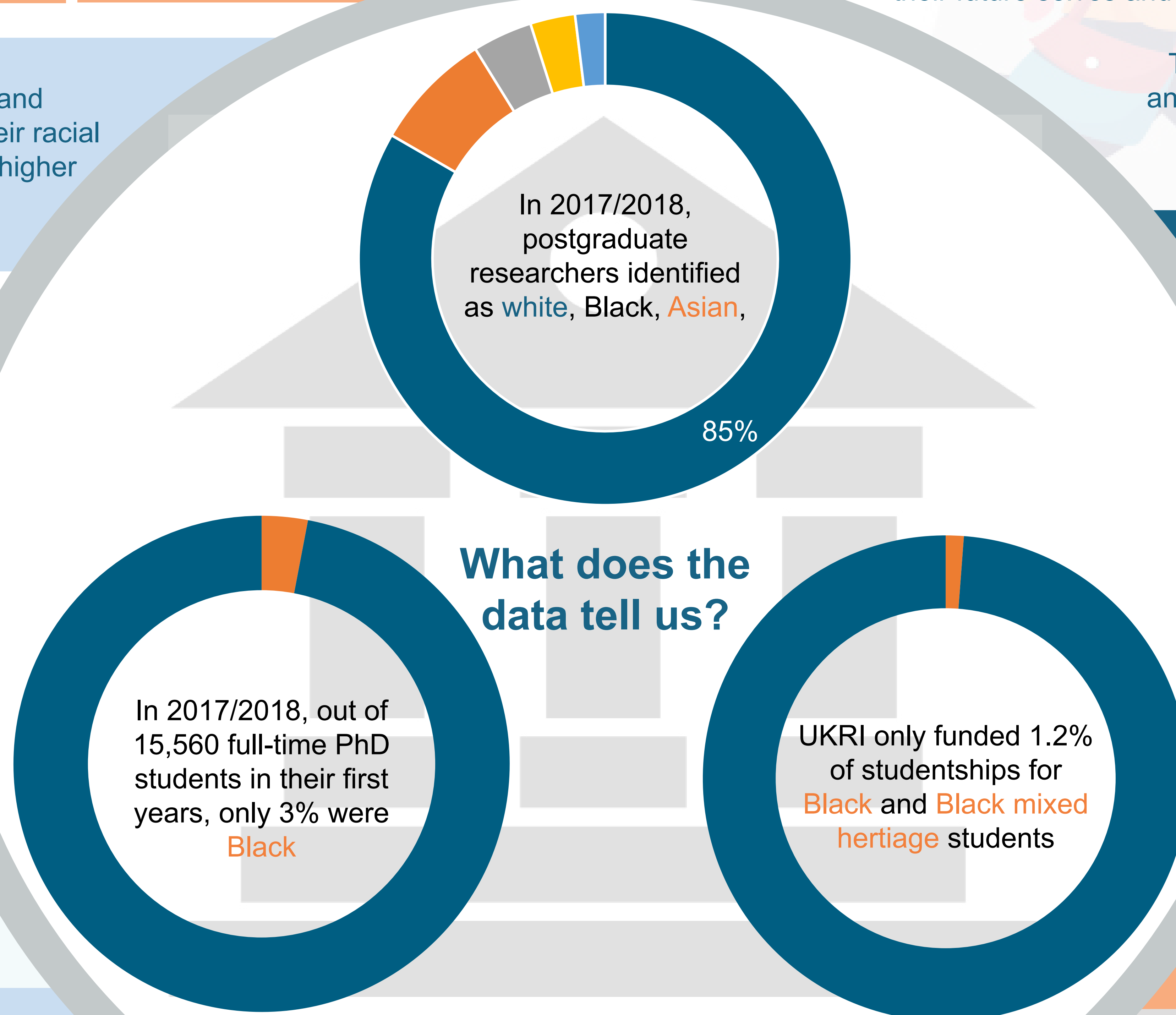
Did you know?

The first university was created by a muslim woman, Fatima Al-Fihri (Fejzić-Čengić, 2020)

I am investigating current racialised minority PhDs, and ECRs (someone within 8 years of their PhD viva).

Table: Staff/student pipeline by Black, Asian, and Minority Ethnic (BAME)/white identity, and shows the BAME drop-off rate

What does the data tell us?



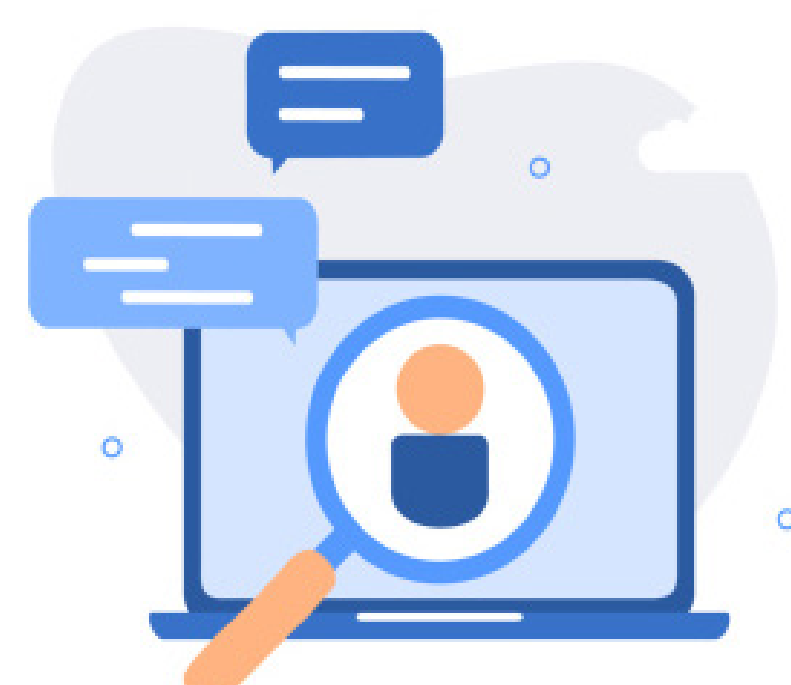
3. Why PhDs and ECR's?

Next steps



Recruitment

- Snowball sampling
- Equity communities
- BAME groups
- Institution network connections



Methods

- Semi-structured interviews
- Online survey



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References
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