



ILAS Grand Challenges Lecture - Feb 2023

Lifting the Barriers to Black Academia

– Through Positive Action and Decolonisation

Malik Al Nasir
PhD Candidate



**UNIVERSITY OF
CAMBRIDGE**

Barriers to Black Academia



- Racism and Discrimination.
- Deprivation and Intersectional Disadvantage.
- Recruitment, Retention and Progression of Black Professors and Higher Education Staff.
- The Colonial Curricula.

There is no such thing as single-issue struggle because we do not live single-issue lives.

—Audre Lorde



**Lifting the Barriers
to Black Academia -
Through Decolonisation
and Positive Action.**

A Roundtable Discussion.

The Pro Vice-Chancellor for Research and Enterprise of the University of Bristol invites you on behalf of the organisational team, to attend a full day workshop, which will take place on the 25th of March 2022 at the Wills Hall Conference Room, University of Bristol.

The objective of this workshop is to make policy recommendations to present to higher-education Institutions, academic funding bodies, local education authorities and Parliament.

The Pro Vice-Chancellor - Dr. Phil Taylor, will also host a VIP dinner for delegates on 24th March 2022.

An honorarium, accomodation and travel expenses will be provided.

24-25
MARCH
2022



Proposed Themes for Discussion

- **Legislative Framework.**
- **Policy Framework.**
- **Lifting the Barriers Faced.**



Legislative and Policy Framework

- **Higher Education and Research Act 2017.**
- **The Equality Act 2010.**
- **Widening Participation.**
- **Office for Students.**



Lifting the Barriers

“Almost half of all Black doctoral students are enrolled part-time, representing the largest percentage of part-time postgraduate research students across all ethnic groups”. (Arday, 2017; HE Statistics Agency, 2019)

Black Professors

“14,000 British professors – but only 50 are black... (Professors in post in December 2009). When black professors from overseas were included, the figure rose to 75. This is still 0.4% of all 17,375 professors at UK universities. The six universities with more than two black professors from the UK or overseas include London Metropolitan, Nottingham, and Brunel universities. Some 94.3% of British professors are white, and 3.7% are Asian. Some 1.2% of all academics – not just professors – are black. There are no black vice-chancellors in the UK”. (HESA 09/10).



What Can Be Done?

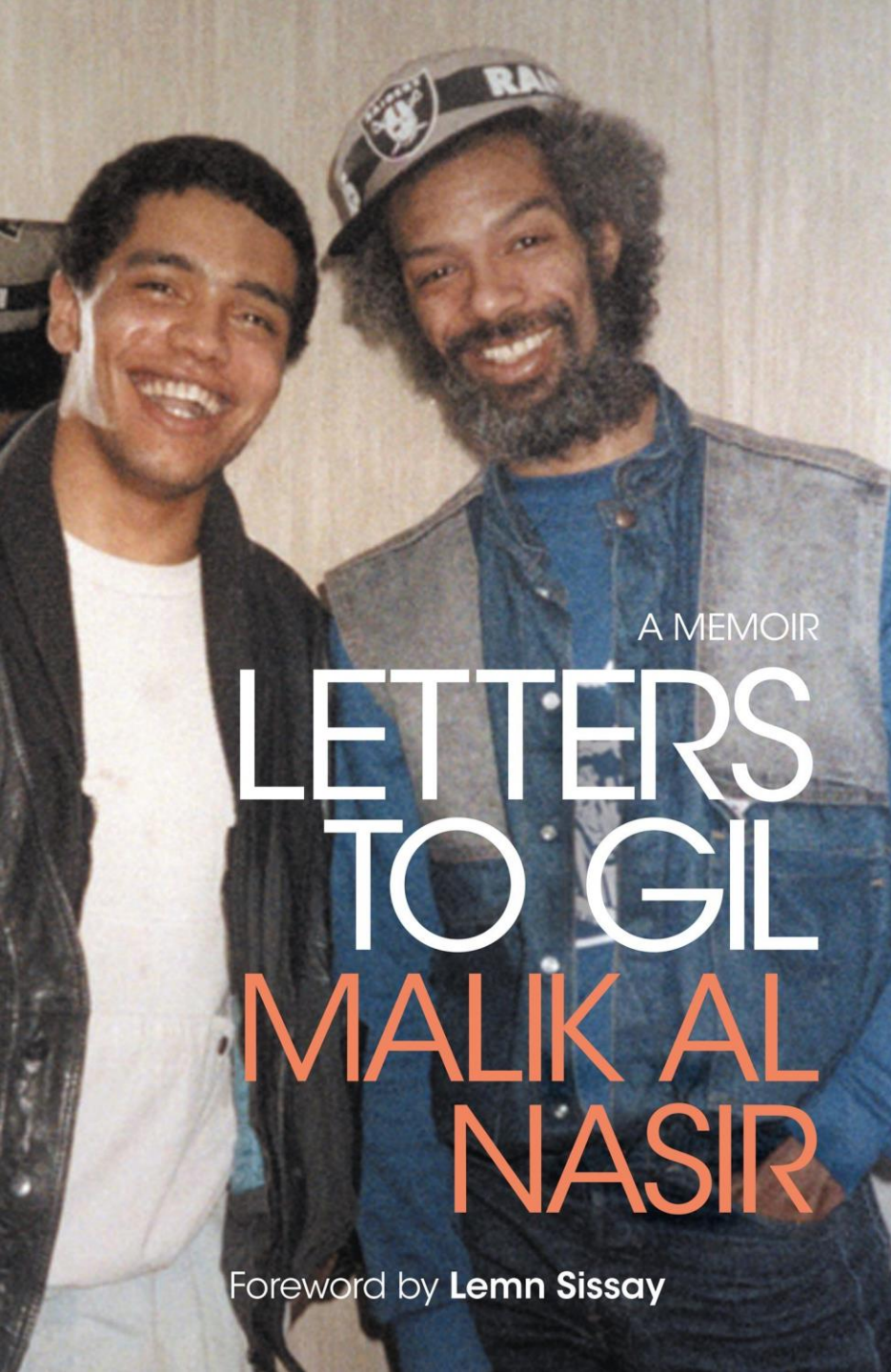
- HE Funding.
- Data Disaggregation.
- Widening Participation.
- Positive Action Measures.
 - Recruitment
 - Retention
 - Progression



**Take
action
now!**

What Have We Done?

- **Introduced Widening Access and Participation Bill.**
- **Produced a Policy Document for HE Sector.**
- **Developing a Positive Action DTP.**
- **Made a Written Submission to the UN WGFPAD UK Visit 2023.**



A MEMOIR

LETTERS
TO GIL
MALIK AL
NASIR

Foreword by Lemn Sissay

Letters to Gil
by
Malik Al Nasir

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