



Studies have demonstrated unequivocally that many Black and Minority Ethnic (BME) academics experience discrimination within HEIs resulting in marginalisation, damaged self-esteem and stunted career progression. There are few studies focussing on BME nurse academic's experiences in HEIs.

## Aims

To explore experiences of discrimination, determine its impact on progression and development and coping strategies used to overcome racialised experiences.

## Methods

Narrative methodology using semi-structured interviews (period 2017 -2018). Snowball sampling to recruit 10 BME academics from HEIs across the UK: range of background, ages, experiences and positions. Two interviews analysed to date using dialogic/performance narrative and NVivo software.

## Findings

Participants produced individual narratives of their experience but commonalities were found across stories. Multiple oppressions shaped their journey (e.g. class, gender race) but racial discrimination was most significant in shaping experience and career trajectory.

Racism and Bullying

Intersectionality/Marginalisation

Departmental Culture

Lack of Career Progression

Coping Strategies

### Career Progression

"I still didn't get on. I still couldn't get on. I acted as a principal lecturer ... but when I applied for the job somebody else always got the job. I didn't have enough experience in one area I didn't have this I didn't have that. So I was always refused and I did apply.' I was very angry, very angry, very upset... "

P1 - BME Female SL m South East England.

### Racism and Bullying Culture

"I started it here and the woman who was supervising me [PhD supervision]- ... she was very racist. She actually asked me if I came to England on a banana boat (laughter)."

P1 - BME Female SL, South East of England.

### Racism and Bullying Behaviour

"... And he says to you [Sr Manager] 'this topic area is not a PhD...' This man does not have a PhD and this man is [not a nurse]... And every other white woman, sat at that desk, does not disagree with him, and two of those women have a PhD... Now, again – 'and you're on probation at this point, you know, just started here - so you can't do a PhD on your probation.' [Sr Manager] So we have overt racism, because he's telling a black woman that a PhD... about black nurses and their nursing identity, and he says it's not a PhD. So, I'm sorry, if a white, middle-class man says that to me, that's racist "

P2 - BME Female SL, East of England

### Coping Strategies

"I have always had a positive home life... My husband's been quite supportive ... in all of my endeavours..." "...friends not to do with work I think that is what has helped me more than anything else." P1 - BME Female SL, South East England.

### Marginalisation

"... this institution ...you will see very few black faces. This is a purely white middle class dominated institution. Now and then you see a few but then there are in much lower positions... who is the black professor here? I don't think I know one here. I don't know many senior lecturers. ." P1 - BME Female SL, South East England.

### Departmental Culture

"...It wasn't progressive [Nursing Dept.] ... at that time, research and doing that sort of thing... it's not integral, it's on the side [research]... Nurses' bums on seats, passing, is a number one priority and I'm not even knocking that – of course, no students, no jobs absolutely –but if you wanted to do less of that [teaching] and do more research, there's no culture [research]... that's not devaluing teaching and learning but it should be equitable... it's just not."

P2 - Female BME SL , East of England

## Recommendations

### What?

Disseminate findings  
Prominent BME academics  
Empower, ↑ resilience Challenge racialised behaviour  
Lobby vice-chancellors to affect REAL change.

### How?

Leadership forums, publish, conferences  
Mentors, workshops.  
Knowledge equality & diversity policies; union representation  
Implement policies/processes: e.g. Athena SWAN, Race Equality Charter

### References:

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