

Faculti Summary

<https://staging.faculti.net/racism-and-inequality-in-higher-education/>

The speaker addresses the issue of institutional racism in higher education, asserting that while there may not be overt racism present, the metrics of recruitment, student attainment, and staff progression indicate underlying institutional racism. They emphasize that universities, as centers of learning, should take the lead in addressing these issues rather than attributing them to broader societal problems.

The speaker identifies a lack of transparency and fairness in the PhD recruitment process, arguing that the individualistic nature of PhD supervisor-student selection can perpetuate bias against marginalized communities. They highlight the importance of making selection processes more equitable to prevent disadvantage.

The need for universities to demonstrate leadership in inclusion is emphasized, particularly given the diversity of their student bodies. The speaker emphasizes the vital role of belonging in educational attainment and calls for collaborative efforts between educational institutions, secondary schools, and employers to support diverse students.

While acknowledging progress, such as decolonizing the curriculum and improving support for disadvantaged communities, the speaker warns against complacency, stressing that efforts should be focused on excellence and not tokenism. Overall, they express optimism for the future but underline the importance of maintaining high standards and creating genuine opportunities for all students.