

3RD UKCGE CONFERENCE ON EQUITY, DIVERSITY AND INCLUSION IN POSTGRADUATE RESEARCH

RACE AND ETHNICITY IN PGR

CLOTH HALL COURT, UNIVERSITY OF LEEDS

4TH & 5TH NOVEMBER 2025

DAY 1

TUESDAY 4TH NOVEMBER 2025

09:30	Registration & Morning Refreshments	
10:00	Conference Briefing	
10:05	<u>Welcome Presentation</u> Welcome & Introduction	
10:20	<u>Keynote Panel Session</u> The Experiences of Doctoral Candidates Esther Ezegbe King's College London Janith Jayatilake Kankanamalage University of Leeds Melea Sinclair University of Nottingham Mohammed Irfan Yusuf University of Leeds	
11:00	Refreshment Break	
11:20	<u>Oral Presentation</u> Neurodiversity as a Strength: Enhancing Research Culture in STEM Anne Graham <i>University of East Anglia / John Innes Centre</i> Clare Stevenson <i>John Innes Centre</i> <i>Primary theme: EDI within research culture and environment</i> <i>Secondary theme: Effective practices and outcomes, including coaching and mentoring</i>	<u>Oral Presentation</u> 'Whose voice matters?' Mental wellbeing experiences of international women doctoral researchers from the Global South Thirsha de Silva <i>University of Portsmouth</i> <i>Primary theme: Connecting to global and international perspectives</i> <i>Secondary theme: Systemic barriers, intersectionality and strategies for equity</i>
11:50	Changeover	
11:55	<u>Round Table Discussions</u> See p5 for list of presentations	<u>Workshop</u> Co-Creating Inclusive Futures: A Theory of Change Approach to Embedding UDL Seán Bracken <i>University of Worcester</i> <i>Primary theme: Facilitating communities, partnerships and collaboration</i> <i>Secondary theme: Defining, measuring and evaluating EDI impact</i>

TUESDAY 4TH NOVEMBER 2025

DAY 1-Continued

13:00	Lunch	
14:00	<u>Keynote Presentation</u> Creating Inclusive Research Cultures in Doctoral Education Prof. Emmanuel Adukwu Minoritised Life Scientists Future Forum University of the West of England, Bristol	
14:40	Changeover	
14:45	<u>Oral Presentation</u> Why Mixed Ethnic Postgraduates Deserve More Attention in UK Higher Education Rhianna Garrett <i>Northumbria University</i> Maranda Ridgeway <i>Nottingham Trent University</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i> <i>Secondary theme: Facilitating communities, partnerships and collaboration</i>	<u>Oral Presentation</u> Inclusive recruitment in a multi-institutional, multidisciplinary centre for doctoral training Rachael Miles, Kate Loutit & Jonathan Reid <i>University of Bristol</i> Kerry Knox <i>University of York</i> <i>Primary theme: Inclusive practices around funding, scholarships, recruitment and progression</i> <i>Secondary theme: Defining, measuring and evaluating EDI impact</i>
15:15	Refreshment Break	
15:35	<u>Workshop</u> From Logic Models to Evaluation – Measuring Impact in Postgraduate Access Michelle Barclay, Mike Eeley & Piergiorgio Salvan <i>University of Oxford</i> <i>Primary theme: Defining, measuring and evaluating EDI impact</i>	<u>Workshop</u> Equity in Doctoral Education: Embracing Empathy, Recognising Privilege, and Embracing Inclusivity Ifedapo Francis Awolowo <i>Sheffield Hallam University</i> <i>Primary theme: Inclusive practices around funding, scholarships, recruitment and progression</i> <i>Secondary theme: Supervisory influence and inclusive practice</i>
16:35	Close Day 1	

CONFERENCE DINNER

At Tharavadu restaurant - 7-8 Mill Hill, Leeds, LS 15DQ

19:15	Pre-dinner Drinks
19:45	Conference Dinner

DAY 2

WEDNESDAY 5TH NOVEMBER 2025

09:00	Morning Refreshments & Day 2 Registration	
09:20	<u>Keynote Presentation</u> Beyond Academia, Toward Equity: Inclusive Career Pathways for Postgraduate Researchers Professor Lisa-Dionne Morris University of Leeds	
10:00	Changeover	
10:05	<u>Oral Presentation</u> Experiences of Connecting & Presenting Research Abroad: PGRs of the Brad-ATTAIN Travel Bursary Fund Maida Alamgir, Nabeela Khan, Reuben McKay, Prince & Tiffany R Holloman <i>University of Bradford</i> <i>Primary theme: Connecting to global and international perspectives</i> <i>Secondary theme: Defining, measuring and evaluating EDI impact</i>	<u>Oral Presentation</u> Equity, Credibility, and Belonging in the Doctoral Journeys of Racially Minoritised Women in England Monica Bernal <i>University of Leeds</i> Donna Chambers <i>Northumbria University</i> Uma Kambhampati <i>University of Reading</i> Shaofeng Liu <i>University of Plymouth</i> Amaka Offiah <i>University of Sheffield</i> Farzana Shain <i>Goldsmiths University of London</i> Iyiola Solanke <i>University of Oxford</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i>
10:35	Refreshment Break	
10:55	<u>Oral Presentation</u> Introducing the Close the Gap Toolkit for Doctoral Admissions Edward Dodson <i>University of Oxford</i> Cherry Benson <i>University of Cambridge</i> <i>Primary theme: Inclusive practices around funding, scholarships, recruitment and progression</i> <i>Secondary theme: Systemic barriers, intersectionality and strategies for equity</i>	<u>Oral Presentation</u> Transforming Research Cultures Through Inclusivity Lara Lalemi <i>Creative Tuition Collective</i> Vivienne Kuh <i>EPSRC Centre for Doctoral Training in Aerosol Science / University of Bristol</i> <i>Primary theme: Effective practices and outcomes, including coaching and mentoring</i> <i>Secondary theme: EDI within research culture and environment</i>
11:25	Changeover	
11:30	<u>Oral Presentation</u> Fixing the Pipeline Before it Breaks: the influence of institutional racism on ECRs Rhianna Garrett <i>Northumbria University</i> <i>Primary theme: EDI influences on career pathways and employability</i> <i>Secondary theme: Systemic barriers, intersectionality and strategies for equity</i>	<u>Oral Presentation</u> From data to action: Understanding the EDI landscape of PGR students in UK Higher Education Panagiota (Peny) Sotiropoulou <i>Advance HE</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i>

WEDNESDAY 5TH NOVEMBER

DAY 2-Continued

12:00	Lunch	
13:00	<u>Keynote Panel Session</u> Evaluating Research England EDI Projects Kathryn Arnold <i>University of York</i> Ifedapo Francis Awolowo <i>Sheffield Hallam University</i> Nadia Pollini <i>University of Oxford</i>	
13:40	Changeover	
13:45	<u>Workshop</u> The inclusive doctoral journey, pre entry to post exit Nicola Martin & Joanna Krupa <i>London South Bank University</i> Lindsay O'Dell & Grainne OConnor <i>Open University</i> Danny Clegg <i>BPP</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i> <i>Secondary theme: Inclusive practices around funding, scholarships, recruitment and progression</i>	<u>Symposium</u> Defining, measuring & evaluating impacts of multiple interventions for racial equity in PG research Kathryn Arnold & Paul Wakeling <i>University of York</i> Asha Akram <i>University of Sheffield</i> Colin McCaig <i>Sheffield Hallam University</i> George Gisborne <i>University of Leeds</i> <i>Primary theme: Defining, measuring and evaluating EDI impact</i> <i>Secondary theme: Inclusive practices around funding, scholarships, recruitment and progression</i>
14:45	Refreshment Break	
15:05	<u>Oral Presentation</u> Collaborative Knowledge Exchange as a model for EDI PGR Training Stephen Ling, Katherine Yates & Angela Midgley <i>University of Salford</i> <i>Primary theme: EDI within research culture and environment</i> <i>Secondary theme: Facilitating communities, partnerships and collaboration</i>	<u>Oral Presentation</u> Feedback is a Type of Symbolic Violence: Experiences of Ethnically Minoritised Doctoral Students Cynthia Fasola <i>University of Greenwich</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i> <i>Secondary theme: Effective practices and outcomes, including coaching and mentoring</i>
15:35	Changeover	
15:40	<u>Closing Plenary</u> Conference Summary	
16:00	Close & Departure	

Round Table Discussions

Tuesday 4th November – 11:55-13:00

Widening access to doctoral study via a coaching programme devised by The Brilliant Club and NEEDL Katrina Roberts <i>The Brilliant Club</i> Richy Hetherington <i>Newcastle University</i> <i>Primary theme: Effective practices and outcomes, including coaching and mentoring</i> <i>Secondary theme: Facilitating communities, partnerships and collaboration</i>	Putting our money where our values are: Widening participation in PGR at the University of Salford Katherine Yates, Rachel Woolley & Hannah Helm <i>University Salford</i> <i>Primary theme: Inclusive practices around funding, scholarships, recruitment and progression</i> <i>Secondary theme: Systemic barriers, intersectionality and strategies for equity</i>
How is Research Culture understood by PGRs? Stewart Eyres <i>Eyres Inclusion Consulting</i> Cristina Izura <i>Swansea University</i> <i>Primary theme: Systemic barriers, intersectionality and strategies for equity</i> <i>Secondary theme: EDI influences on career pathways and employability</i>	Inclusive PGR Recruitment Theadora Jean <i>King's College London</i> <i>Primary theme: Inclusive practices around funding, scholarships, recruitment and progression</i>
Give Women a Chance: Research Retreats to Support Women PGR Students Victoria Carpenter <i>University of Bedfordshire</i> <i>Primary theme: Effective practices and outcomes, including coaching and mentoring</i> <i>Secondary theme: EDI within research culture and environment</i>	Mentoring Black British Youth: Ethnicity, Culture, and Career Aspirations Issa Sombe <i>University of Glasgow</i> Samuel Bennett <i>University of Glasgow & University of Aberdeen</i> <i>Primary theme: Effective practices and outcomes, including coaching and mentoring</i> <i>Secondary theme: Systemic barriers, intersectionality and strategies for equity</i>

Round Table Discussions will take place simultaneously. Each discussion will last for 30 minutes and will then be repeated, thereby allowing attendees to participate in 2 different discussions.