1ST UKCGE CONFERENCE ON
EQUITY, DIVERSITY AND INCLUSION IN POSTGRADUATE RESEARCH
RACE AND ETHNICITY IN PGR

CROWNE PLAZA ROYAL VICTORIA, SHEFFIELD
2ND & 3RD NOVEMBER 2023

DAY 1

THURSDAY 2nd NOVEMBER 2023

09:00	Registration with Tea & Coffee
09:30	**Conference Briefing**—Ballroom
09:45	**Welcome & Introduction**—Ballroom Maisha Islam Research Culture Lead (Equality, Diversity and Inclusion) | University of Southampton
10:00	Keynote Presentation—Ballroom **There we were... Now here we are: Exploring Race and Higher Education** Professor Jason Arday Professor of Sociology of Education | University of Cambridge
10:40	Refreshment Break

| **11:00** | Workshop—Waverley Room

"This stuff is actually working, isn't it?" - Magnifying and Amplifying racial equity

Rachel Van Krimpen, Alice Haslam & Sandra Rose \| *University of Nottingham*

Primary theme: Tackling bias and privilege

Secondary theme: Admissions and recruitment | Workshop —Ballroom

How can universities make postgraduate research degrees more accessible?

Professor Farzana Shain \| *Goldsmiths, University of London*

Professor Donna Chambers \| *University of Northumbria*

Professor Uma Kambhampati \| *University of Reading*

Professor Shaofeng Liu \| *University of Plymouth*

Professor Iyiola Solanke \| *University of Oxford*

Professor Amaka Offiah \| *University of Sheffield*

Dr Monica Bernal \| *University of Leeds*

Primary theme: Admissions and recruitment

Secondary theme: Research funding | Small Group Discussions—Assembly Room

See page 8 for list of presentations |

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THURSDAY 2nd NOVEMBER 2023
DAY 1—Continued

12:05	Changeover

12:10 — Keynote Panel Discussion—Ballroom

The Experiences of PGRs

Princess Banda—Doctoral Candidate | University of Oxford
Anita Chonzi—Doctoral Candidate | Sheffield Hallam University
Garth Dallas—PhD Researcher Business Management | Liverpool John Moores University

12:50	Lunch

13:50

Oral Presentation
—Ballroom

Research culture, community building with a focus on wellness and inclusivity

Dr Márjory Da Costa Abreu, Dr Elizabeth Scanlon, Liz Brearley & Rebecca Oldfield | *Sheffield Hallam University*

Primary theme: Building communities

Secondary theme: Effective practices in coaching and mentoring

Oral Presentation
—Waverley Room

The Leadership Course: A Pilot EDI Initiative for black Asian and minority ethnic PGR students

Francesca Bartram & Dr David M Rea |*Swansea University*

Dr Natalie Wint | *UCL*

Primary theme: Effective practices in coaching and mentoring

Secondary theme: The uses of Equity, Diversity and Inclusion

Symposium on Admissions & Recruitment (i)
—Assembly Room

- Session includes:

Accomplished Study Programme in Research Excellence (ASPIRE)

Dr Ifedapo Francis Awolowo | *Sheffield Hallam University*

Primary theme: Admissions and recruitment

Secondary theme: Building communities

14:20 — Changeover

Tackling racial inequalities in PGR recruitment and admission (Pro:NE project)

Professor Vikki Boliver | *Durham University*

Primary theme: Admissions and recruitment

14:25

Oral Presentation
—Ballroom

Fostering Inclusivity in Postgraduate Research: An Innovative Methodology for RM groups Empowerment

Dr Benjamin Ajibade | *Northumbria University*

Primary theme: Building communities

Oral Presentation
—Waverley Room

Social and Epistemic Justice in Elite U.K. Universities: A Systematic Review on Doctoral Studies

Katerina Psilopoulou & Melissa McCreery | *University of Cambridge*

Primary theme: Building communities

Secondary theme: Admissions and recruitment

In2research - Addressing the research access problem

Dr Michael Sulu & Dr Snigdha Dutta | *UCL*

Rebecca Jelbert & Anishta Shegobin | *In2science*

Primary theme: Admissions and recruitment

Secondary theme: Building communities

continued....

THURSDAY 2nd NOVEMBER 2023
DAY 1—Continued

14:55	Refreshment Break

15:15	Oral Presentation —Assembly Room **Building a subaltern community of belonging for British-Bangladeshi female PGR students** Maisha Islam | *University of Southampton* *Primary theme: Building communities* *Secondary theme: Tackling bias and privilege*	20:20 Presentations —Ballroom See page 9 for list of presentations

15:45	Changeover

15:50	Keynote Presentation—Ballroom **Call and Response: Inclusive approaches to supervision** Dr Christine Edwards-Leis Associate Professor - Education | *St Mary's University* Dr Julie Spencer Principal | *ArtsEd*

16:30	Close Day 1

CONFERENCE DINNER

THE MOWBRAY, 118 MOWBRAY ST, S3 8EN

19:15	Pre-dinner Drinks

19:45	Conference Dinner

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DAY 2

FRIDAY 3RD NOVEMBER 2023

08:45	Day 2 Registration with Tea & Coffee
09:00	**Morning Briefing**—Ballroom
09:05	Keynote Panel Discussion—Ballroom **Funders Panel** Dr Diego Baptista—Head of Research and Funding Equity | Wellcome Trust Dr David McAllister—Director of Talent and Funding Policy & Delivery | BBSRC Dr Silvia Panico—Research Programme Manager | Cancer Research UK
09:45	Changeover

09:50	Oral Presentation —Assembly Room **Towards Doctoral Equity: a Whole-Institution Approach** Professor Luke Windsor & Louise Banahene | *University of Leeds* *Primary theme: Building communities* *Secondary theme: Tackling bias and privilege*	Oral Presentation —Waverley Room **A Framework to Embed Inclusive Research Design, Practice and Culture** Andrea Ferguson | *UCLan* *Primary theme: The uses of Equity, Diversity and Inclusion* *Secondary theme: Learning from global approaches*	Symposium on Admissions & Recruitment (ii) —Ballroom - Session includes: **Creating inclusive centres for PhD study: supporting recruitment from minoritized ethnic groups.** Dr Gail de Blaquiere, Rebekah Puttick, Mehmet Oruc & Michelle Palmer | *Newcastle University* *Primary theme: Admissions and recruitment* *Secondary theme: Tackling bias and privilege*
10:20	Changeover		**Seeing the bigger picture: supporting under-represented groups across the admissions cycle** Sarah Randall, Felicity Long & Margaret James | *University of Oxford* *Primary theme: Admissions and recruitment*
10:25	Oral Presentation —Waverley Room **Exploring the mental health needs of REMS in the North-East of England** Dr Mma Yeebo, Dr Lucy Robinson & Dr Sarah Thwaites | *Newcastle University* *Primary theme: Building communities* *Secondary theme: Tackling bias and privilege*	Oral Presentation —Assembly Room **PGR student support, EDI and the role of the professional services** Dr Márjory Da Costa Abreu, Jennifer Sturch, Rachael Toogood & Alexandra Preston | *Sheffield Hallam University* *Primary theme: Effective practices in coaching and mentoring* *Secondary theme: The uses of Equity, Diversity and Inclusion*	**Diversifying Doctoral Education: Enhancing Equity, Diversity, and Inclusion (EDI)** Professor Hala Mansour | *Royal College of Art* *Primary theme: Admissions and recruitment* *Secondary theme: Tackling bias and privilege*

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THURSDAY 3rd NOVEMBER 2023
DAY 2—Continued

10:55	Refreshment Break

11:15	Workshop —Ballroom	Workshop—Waverley Room	Workshop —Assembly Room
	New perspectives to improve fairness and equity in PGR assessment criteria	**Facilitating not forcing: the potential and limitations of organisational structures as spaces for research community**	**How to create psychological safety when working with Black and ethnically minoritised PGRs.**
	Professor Paul Wakeling and Dr Bukola Oyinloye | University of York (YCEDE)	Dr Cathy Coombs, Professor Anya Ahmed & Dr Kate Jones | *Manchester Metropolitan University*	Dr Sally Osei-Appiah | *University of Leeds*
	Dr Benjamin Ajibade | University of Northumbria (Pro:NE)		*Primary theme: Tackling bias and privilege*
	Lauren Russell | Nottingham Trent University (EDEPI)	*Primary theme: Building communities*	*Secondary theme: The uses of Equity, Diversity and Inclusion*
	Margaret James | University of Oxford (Close the Gap)	*Secondary theme: Effective practices in coaching and mentoring*	
	Tanne Heathershaw | University of Cambridge (Close the Gap)		
	Primary theme: Admissions and recruitment		

12:15	Changeover

12:20	Keynote Presentation—Ballroom
	From power-hoarding to power-sharing: why do we need diversity for a healthier research culture
	Dr Maria Augusta Arruda Director | Brazilian Biosciences National Laboratory - LNBio

13:00	Lunch

DAY 2

FRIDAY 3RD NOVEMBER 2023

14:00	Oral Presentation —Assembly Room **Factors shaping inequalities in the doctoral admissions process** Dr Kelsey Inouye, Dr James Robson, Dr Paulina Rodriguez Anaiz & Danielle Watkis | *University of Oxford* Dr Sara Baker, Dr Mona Jebril & Dr Sonia Ilie | *University of Cambridge* *Primary theme: Admissions and recruitment*	Oral Presentation —Waverley Room **Interest-convergence in Black/White doctoral supervision relationships in English universities** Bamba Khan | *Nottingham Trent University* *Primary theme: Supervisor relationships* *Secondary theme: Effective practices in coaching and mentoring*	Symposium on Building Communities —Ballroom - Session includes: **Challenges in evaluating collaborative postgraduate WP work: the YCEDE programme** Professor Colin McCaig & Lucy Clague | *Sheffield Hallam University* *Primary theme: Building communities* *Secondary theme: Admissions and recruitment*
14:30	Changeover		**Building accessible, inclusive and equitable communities across university and city boundaries** Dr Alex Mason & Dr Nicola Hemmings | *University of Sheffield* *Primary theme: Building communities* *Secondary theme: Tackling bias and privilege*
14:35	Oral Presentation —Assembly Room **Transforming PGR Recruitment for Equity Through Contextual Admissions** Liam Carson | *University of Leeds* Dr Nadia Pollini | *Oxford University* *Primary theme: Admissions and recruitment* *Secondary theme: The uses of Equity, Diversity and Inclusion*	Oral Presentation —Waverley Room **Working together across boundaries: developing an international education doctorate.** Dr Tony Armstrong & Professor Rob Smith | *Birmingham City University* *Primary theme: Learning from global approaches* *Secondary theme: Supervisor relationships*	**The Importance of Transformational Organisational Culture: The Brad-ATTAIN Project** Dr Tiffany R Holloman & Kath Bridger | *University of Bradford* *Primary theme: Building communities* *Secondary theme: Tackling bias and privilege*
15:05	Refreshment Break		

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DAY 2

FRIDAY 3RD NOVEMBER 2023

15:25	Oral Presentation —Ballroom **A pre-doctoral outreach programme to facilitate recruitment to the EDEPI programme** Dr Susan Campbell, Jessica Bamonte | *Sheffield Hallam University* Lauren Russell | *Nottingham Trent University* *Primary theme: Admissions and recruitment* *Secondary theme: Building communities*	Oral Presentation —Assembly Room **The James McCune Smith Scholarship and Development Programme** Heather Lambie | *University of Glasgow* *Primary theme: Building communities* *Secondary theme: Admissions and recruitment*
15:55	Changeover	
16:00	Closing Plenary Session—Ballroom **Conference Summary** Conference Chairs	
16:20	Close & Departure	

SMALL GROUP DISCUSSIONS

Thursday 2nd November 2023 : 11:00—12:05
—Assembly Room

Each discussion will last for 30minutes and the be repeated, allowing delegates to attend two different discussions.

Small Group Discussion

Supervisor Development Through Mentoring Circles

Andrea Ferguson & Prof Karen Wright | *UCLan*

Primary theme: Supervisor relationships

Secondary theme: Effective practices in coaching and mentoring

Small Group Discussion

Taking off the mask – analysing outcomes for researchers by detailed ethnicity

Lucy Batten & Tara Wittin | *University of Birmingham*

Primary theme: The uses of Equity, Diversity and Inclusion

Secondary theme: Tackling bias and privilege

Small Group Discussion

An approach to building a community at St George's, University of London

Dr Mohani-Preet Dhillon, Dr Carwyn Hooper & Dr Mark Bodman-Smith | *St George's University of London*

Primary theme: Building communities

Secondary theme: The uses of Equity, Diversity and Inclusion

Small Group Discussion

Community-building initiatives co-developed for racially marginalised PGRs: Facilitating engagement

Dr Myles-Jay Linton & Mar Ruiz Molina | *University of Bristol*

Primary theme: Building communities

Secondary theme: The uses of Equity, Diversity and Inclusion

20:20 PRESENTATIONS

Thursday 2nd November 2023 : 15:15—15:45

- Ballroom

Each discussion will use 20 slides, with each slide being shown for no longer than 20 seconds. There will be opportunity for questions/discussion at the end of the session.

20:20 Presentation	20:20 Presentation	20:20 Presentation
Re-imagining a de-colonised, anti-racist curriculum within Initial Teacher Education in Wales	**The power of podcasting in connecting underrepresented researchers with their communities**	**Conational Communities within Diverse Academic Environments: Safe Havens or Integration Obstacles?**
Dr Susan Davis, Chantelle Haughton & Sharne Watkins | *Cardiff Metropolitan University*	Megan Bradshaw | *Amazon Music & University of East Anglia*	Xuande Wu | *The University of Edinburgh*
Primary theme: *Learning from global approaches*	Primary theme: *Building communities*	Kunyang Qu | *Independent researcher*
Secondary theme: *Tackling bias and privilege*	Secondary theme: *Tackling bias and privilege*	Zhuomiao Guo | *City University of Hongkong*
		Primary theme: *Building communities*
		Secondary theme: *The uses of Equity, Diversity and Inclusion*

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