



Seeing the bigger picture: supporting under-represented groups across the admissions cycle

Sarah Randall, Felicity Long & Margaret James,
University of Oxford

Princess Banda
Current doctoral student



Why do equality and diversity matter?

“We are committed to equality of opportunity, to engendering inclusivity, and to supporting staff and student wellbeing, ensuring that the very best students and staff can flourish in our community.

“We believe that a diverse staff and student body strengthens our research and enhances our students’ learning.”

University of Oxford Strategic Plan 2018-2024



How are we making a difference?

We aim to develop recruitment and admissions processes that:

- Are underpinned by values of fairness and justice.
- Acknowledge multiple student trajectories
- Celebrate diversity of individuals and research areas
- Promote reflective, values-driven practice by everyone involved in PGR admissions



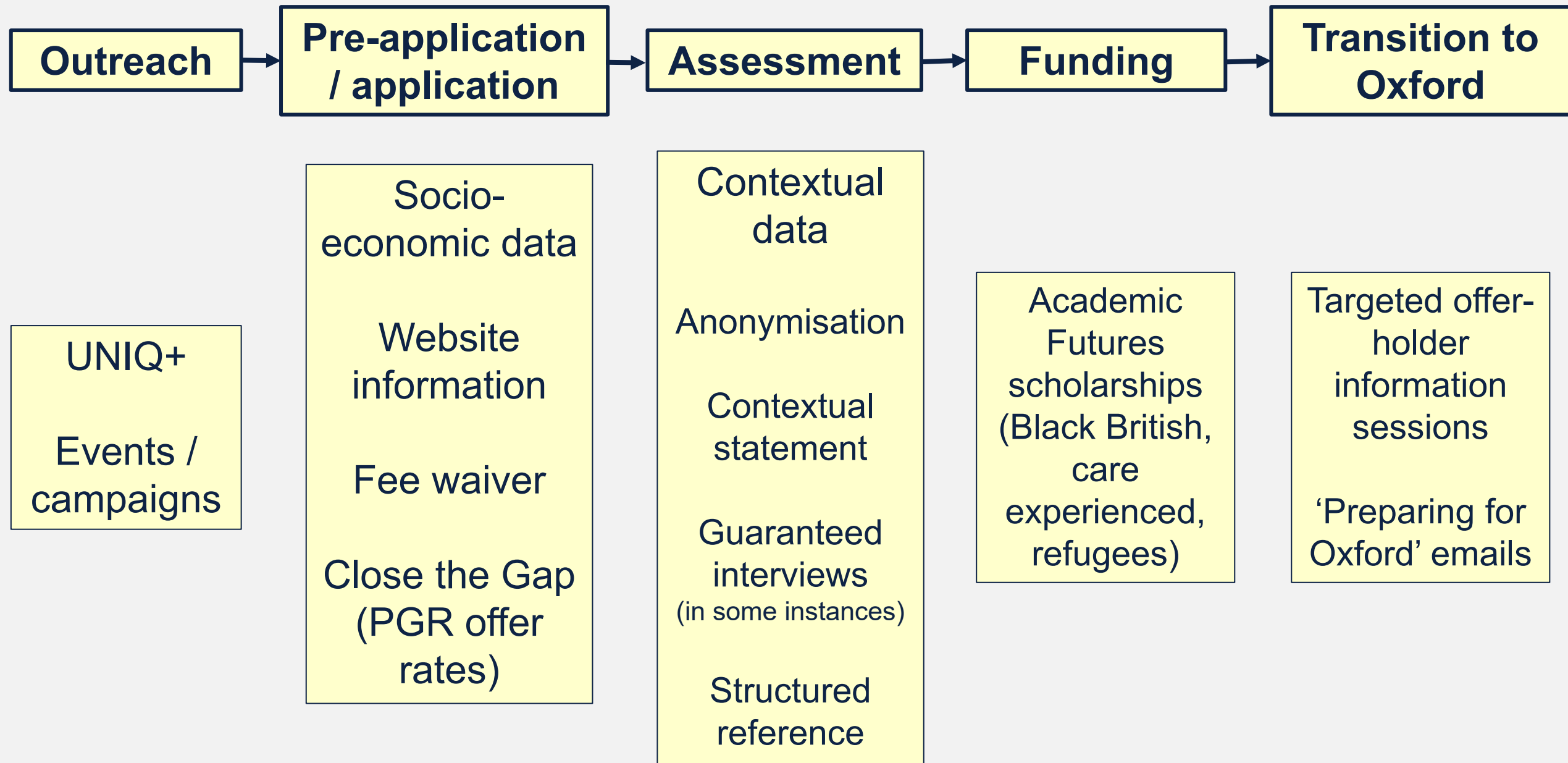
What made you decide to apply to Oxford for postgraduate study?

“

"Studying at Oxford is a dream so big and far-fetched that people are almost even too afraid to dream it, and as such, never vocalise or chase it."

Kayomavua Akpobaro – DPhil candidate in Biochemistry and Black Academic Futures scholar

”

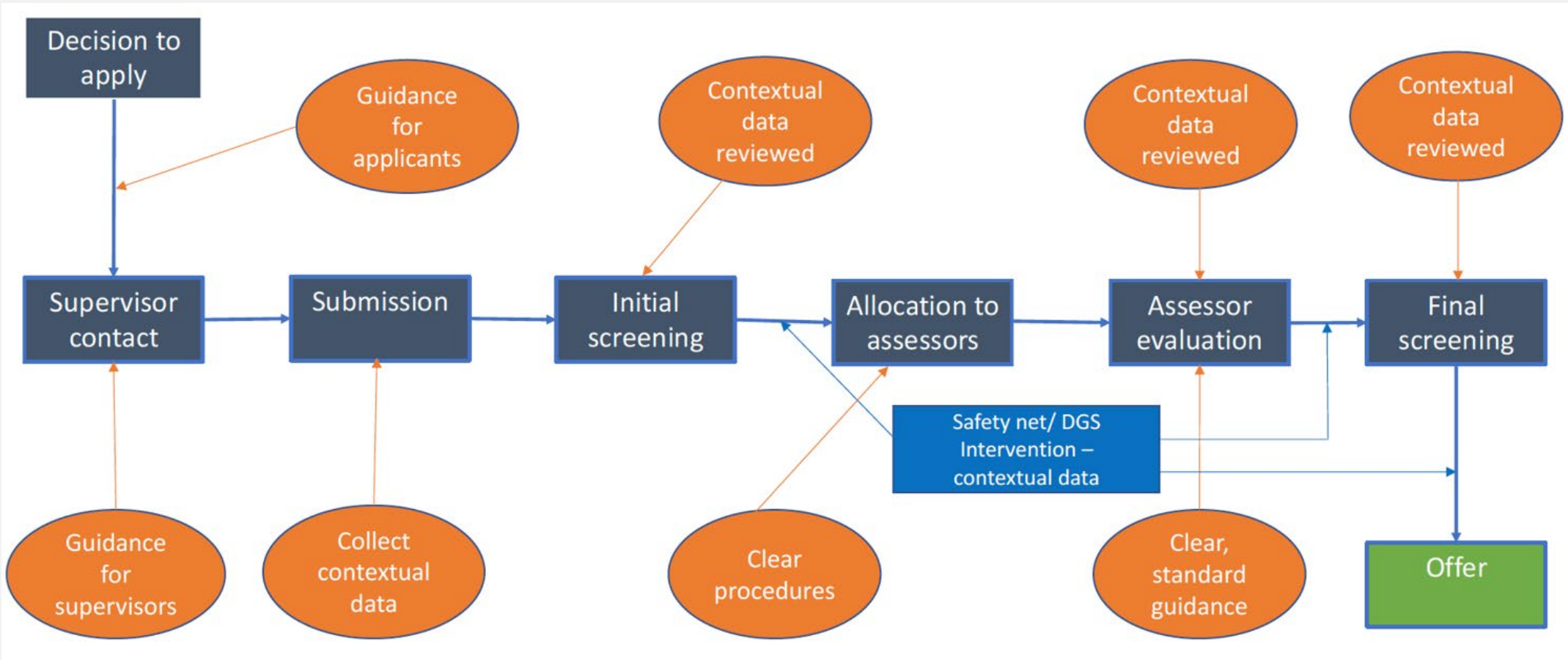


Our approach (bottom-up; intersectional) FL



What does it mean in practice?

Selection Pilots & Close the Gap:

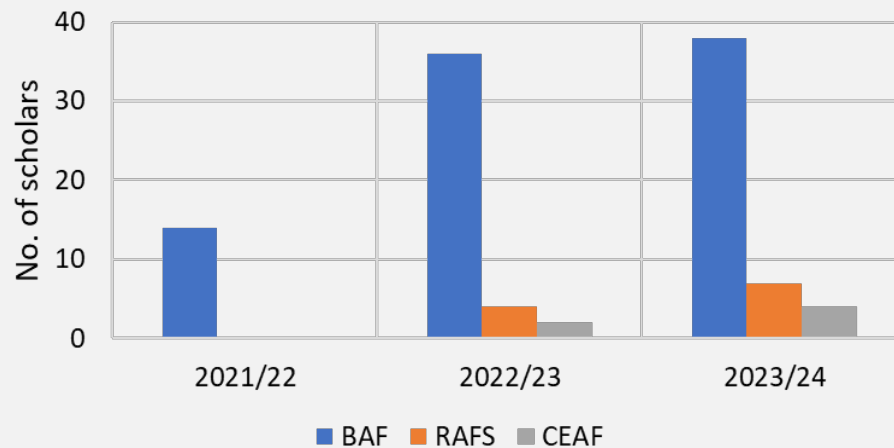




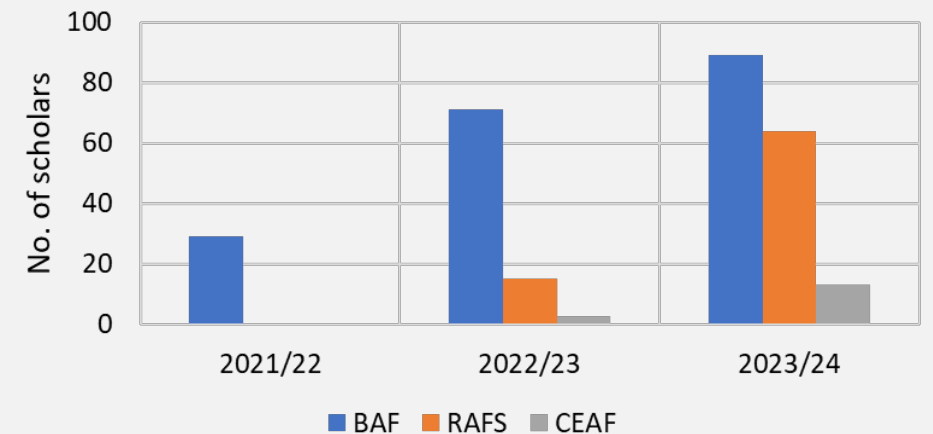
Academic Futures

- Created to address under-representation and disadvantage in Oxford's graduate student recruitment.
- Black Academic Futures is the first and largest strand with over 70 scholars on course over 3 intakes

Scholar numbers



Eligible offer holders





What made you decide to take up your offer of a place at Oxford?

“

If I was offered a place without funding, I would've turned it down. The scholarship afforded me the freedom to make a decision based purely on my own desire to pursue research here and at this level, taking fear of survival out of the equation.

*Kayomavua Akpobaro – DPhil candidate
in Biochemistry and Black Academic Futures scholar*

”



What's next?

- Drawing strands of access work together in an institutional postgraduate recruitment and access strategy
- Putting funding for scholarship programmes on a more sustainable footing



UNIVERSITY OF
OXFORD

Thank you

www.ox.ac.uk/admissions/graduate/access