



# GENERATION DELTA

Training for Careers  
Training Resources



Laying the foundations for a long-term increase in the number  
of racially minoritised women in England's professoriate.



# FOREWORD



On behalf of Generation Delta, I am delighted to present these training resources which have emerged directly from the Workshops organised by this project and held around the country between 2022 and 2025 to understand and enhance the experience of racially minoritised women students at the post-graduate research level. They are designed with the needs of these women in mind, but we hope they will help all those wishing to pursue a research career in higher education.

The contents of the following pages can be used by individuals or in groups, in academic and non-academic settings. The materials can be used separately or as a whole package, at any pace and as often as necessary - the videos can be watched and the activities completed in multiple settings - in a classroom or individually at home. By curating the materials in this way, we hope to make the valuable information that they contain as accessible as possible to encourage women wherever they are to consider a future in academia, as per our goal to nurture the next generation of racially minoritised professors.

It just remains to say that we hope that you enjoy engaging with and benefit from the use of these materials. We are grateful to our institutional support groups, the Generation Delta Advisory Group, Generation Delta Champions and all who participated in our workshops, roundtables and conferences over the past four years. None of this would have been possible without your support.

Sincerely,

*Leyiola Solanke*

# GENERATION DELTA TEAM

## Principal and Co-Investigators



**Professor Donna Chambers**  
*Co-Investigator, University of Sunderland*



**Professor Uma Kambhampati**  
*Co-Investigator, University of Reading*



**Professor Shaofeng Liu**  
*Co-Investigator, University of Plymouth*



**Professor Amaka Offiah**  
*Co-Investigator, University of Sheffield*



**Professor Farzana Shain**  
*Co-Investigator, Goldsmiths, University of London*



**Professor Iyiola Solanke**  
*Principal Investigator, University of Leeds*

## Project Team



**Dr Dami Folayan**  
*Senior Research Fellow*



**Dr Monica Bernal Llanos**  
*Senior Research Fellow*



**Dr Anna Horn**  
*Project Manager*



**Mr Olumide Solate**  
*Project Administrator*



**Ms Godstime David**  
*Freelance Videographer*

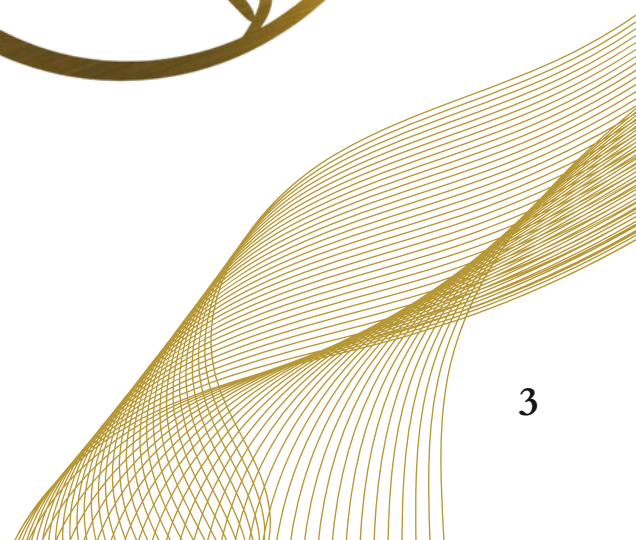


**Dr Queenie Eng**  
*Former Project Manager*



# TABLE OF CONTENTS

1. OVERVIEW
2. VIDEO HUB
3. SUPPORTING ACTIVITIES
4. ACKNOWLEDGEMENTS



# OVERVIEW OF TRAINING RESOURCES

## The Aim

Generation Delta is an action research project with the aim of improving the experiences and outcomes of racially minoritised women in postgraduate research studies (PGR) in England through targeted interventions at three key phases of the PGR life cycle: Access to Academy (A2A), Retention and Progression (RaP) and Training for Careers (T4C).

During the funding period of 2022-2026, we facilitated student workshops and cross-institutional staff roundtables aligned with these three key phases to make change at both individual and institutional levels. Phase I (2022-2023) formed an exploratory period to define what students wanted from tailored training sessions aimed at women from racially minoritised backgrounds. Phase II (2024-2025) implemented student-informed topics into training sessions.

Generation Delta acknowledges that institutional racism and sexism remain embedded within academia, and that addressing these injustices requires multifaceted and long-term solutions. The Training for Careers (T4C) workshops responded directly to students' calls for practical strategies to navigate these structural barriers—not through a deficit lens, but by equipping individuals with tools to thrive while holding institutions accountable. These training resources address T4C for racially minoritised women pursuing academic careers, bringing together insights from the workshops and organised into two sections: 'Video Hub' and 'Supporting Activities'. Pairing both Generation Delta videos and participatory activities provide intersectional insights into training for academic careers, calling on institutions to critically reimagine equitable career development in academia.



[Watch: Introduction to Generation Delta  
by Professor Iyiola Solanke](#)



## Who These Resources Are For

These training resources have been designed by Generation Delta based on the knowledge and experience generated over a four-year period, during which the six Generation Delta project partners held collaborative workshops and roundtables with racially minoritised women postgraduate research students (from universities across England) and staff (from the institutions of the project partners), respectively. They are intended for use by anybody whose responsibilities include the training and development of racially minoritised women undertaking postgraduate research programmes.

Trainers and all who use these resources should be committed to Generation Delta's fundamental principles of racial and gender equity, diversity (recognising the value of individual differences) and inclusion (creating environments where all participants feel safe, valued, listened to and heard).

## Using These Training Resources

These resources are organised into two sections: 'Video Hub' and 'Supporting Activities', designed to inform, reflect, and support action to improve the outcomes and experiences of racially minoritised women in PGR studies.



## Using the Video Hub

This section presents selected recordings from Generation Delta's T4C workshops. The videos support the transition from postgraduate research studies to the first academic role. Divided into two subthemes 'navigating everyday racism and sexism' and 'preparing for academic careers', these resources offer trainers both practical insights and critical reflections to support equitable academic journeys.

## Using the Supporting Activities

This section offers a curated selection of participatory activities from Generation Delta's T4C workshops. Designed to complement the video recordings, these activities encourage critical engagement, discussion, and collective reflection. They prioritise well-being and self-determination, while also providing practical tools and skills for trainers to support the employability of racially minoritised women in academia.



# Video Hub:

## Navigating Everyday Racism and Sexism

This subtheme utilises scenario-based role play to form strategies to navigate workplace discrimination. While the burden of confronting racism and sexism should not fall on those who experience it, racially minoritised women are often forced to develop personal strategies to navigate everyday oppression. These scenarios are based on real life experiences and reflect the emotional and cognitive labour involved in simply existing within hostile or exclusionary environments.

### Black and Brit(ish)



Student actors from the University of Reading team up with Generation Delta Senior Research Associate, Dr Dami Folayan, to deliver a skit exploring the racialised dynamics faced by a British-born Black woman applying for a role in an Arts and Humanities Department. In the scenario, the applicant presents her research on a white British author rather than an African writer and is questioned about this decision, revealing the assumptions and pressures often placed on racially minoritised scholars to align their academic interests with their perceived identity.

VIDEO DURATION: 06:41

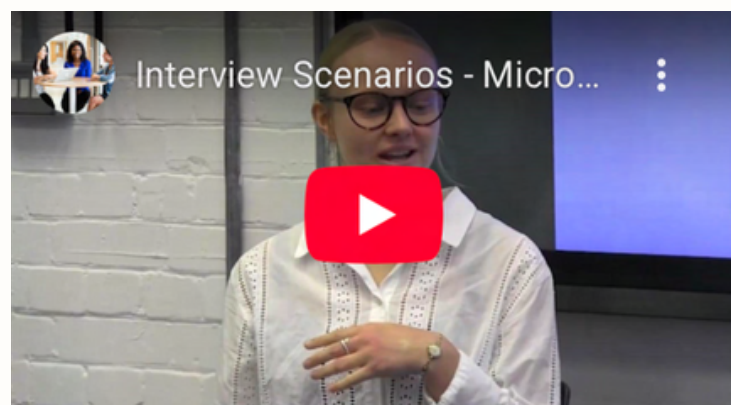
### Rude Viva Examiner



Student actors from the University of Reading collaborate with Generation Delta Co-Investigator, Professor Amaka Offiah, to perform a skit that highlights the gendered and racialised dynamics within academic assessment. In this scenario, a PhD candidate faces repeated interruptions from a male examiner during her viva presentation and is later questioned about her publication in a high-ranking journal.

VIDEO DURATION: 05:27

### What's in a Name?



Student actors from the University of Reading team up with Generation Delta Senior Research Associate, Dr Dami Folayan, to present a skit that explores assumptions based on name and race in academic spaces. In this scenario, a racially minoritised woman arrives for an interview, only to be met with visible surprise from the administrator, who expected someone white based on her British-sounding name.

VIDEO DURATION: 02:44

# Video Hub:

## Preparing for Academic Careers

This subtheme focuses on practical guidance on academic career pathways and securing employment after completing the doctoral programme. These resources aim to demystify the transition from PGR studies to employment, offering clear strategies to build confidence and direction in a competitive landscape.

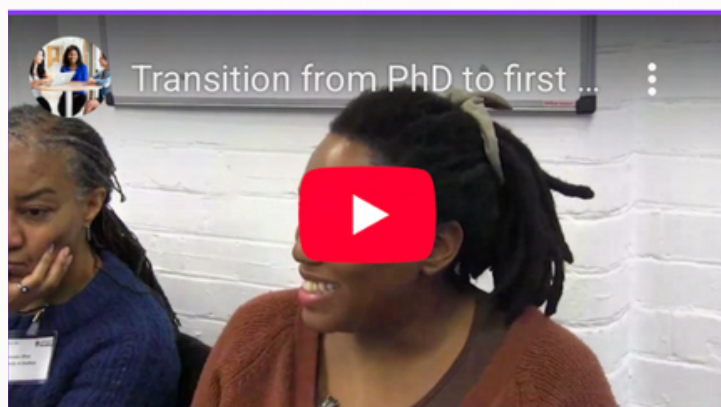
### My Path to the Viva Voce



Dr Sana Murrani shares her personal story as an Iraqi immigrant to the UK and how it shaped her experience of completing the PhD.

VIDEO DURATION: 22: 55

### From PGR Student to the First Job



Dr Hanna Akalu discusses her doctoral research and how she transitioned to her first academic job.

VIDEO DURATION: 30:45

### Academic Citizenship, Networking and Promotions



Professor Victoria Showunmi, Professor Karim Hadjri, and Professor Parveen Ali provide advice and guidance on the importance of networking and academic citizenship in building a successful academic career and progressing to promotion. They emphasise the value of using your talents authentically to foster community and contribute meaningfully to the academy.

VIDEO DURATION: 33:18

# Video Hub:

Preparing for Academic Careers (continued)



## Demystifying the External Funding Landscape

Professor Karen Salt provides insights into applying for and securing research funding, particularly during financially challenging times in the sector. She demystifies the process by breaking down key steps, offering practical strategies, and encouraging women from racially minoritised backgrounds to see themselves as eligible and capable of leading funded projects.

VIDEO DURATION: 01:22:22



# SUPPORTING ACTIVITIES

## Creating an Interactive and Participant-Centred Workshop

Generation Delta workshops are designed to be interactive and to encourage reflection, skill-building, and collective learning. A central feature of the workshops is to create “safe and brave spaces” — structured, respectful environments that encourage open, honest and courageous dialogues about personal and academic challenges.

Below are selected participatory activities utilised in Generation Delta workshops. These activities are designed to centre students’ voices and lived experiences, offering alternative ways of learning that validate emotion, encourage critical thinking, and promote self-determination.

### Role Play

- Engage in role play to practise informal and formal responses to microaggressions and institutional racism in a supportive environment.
- Role play scenarios are informed by Augusto Boal’s forum theatre method where audiences are invited to engage in the performance (usually about a social issue), with options to change the direction of the story. More information on the method can be found in *Theatre of the Oppressed* by Augusto Boal.
- Resource requirements: a clear articulation of one or more scenarios of microaggression and a facilitator with some experience of Forum Theatre or role play methods.

### Affirmation Board

- The Affirmation Board is an opportunity to visualise success.
- Utilising interactive, virtual platforms such as [Padlet](#), can be a way to document and share the vision board.
- The affirmation board does not have to contain multiple goals – the more focused the better
- Participants should reflect upon where they are today: what is going well, where can improvements be made?
- Participants should then visualise the next 3 – 5 years: what do they want to have changed?
- Finally, participants think about one step they can take to move closer to the 3–5-year goal.



## Acknowledgements

Generation Delta extends immense gratitude to the: Advisory Board, Generation Delta Champions, Research Assistants, participants in the Brave Space Mentoring Programme, Institutional Steering Committees and Workshop participants and speakers.

### **Guest speakers featured in the Training for Careers Training Resource:**

Hanna Akalu (University of Reading), Karen Salt (Manchester Metropolitan University), Karim Hadjri (University of Sheffield), Parveen Ali (University of Sheffield), Sana Murrani (University of Plymouth), Victoria Showunmi (University College London)

**Publication Date: September 2025**

## Generation Delta

For any queries or additional information, please contact:

 [generationdelta@leeds.ac.uk](mailto:generationdelta@leeds.ac.uk)  [generationdelta.leeds.ac.uk/](http://generationdelta.leeds.ac.uk/)

 @Generation Delta  @generationdelta.bsky.social