

*EDI Reading Newsletter #20, 6 December 2021*

*The newsletter project is a contribution toward improving our collective EDI (Equality, Diversity and Inclusion) literacy. We hope that everyone takes a few minutes to engage with the shared writing. We welcome any and all contributions or recommendations for readings!*

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What we're reading this month: "Equality + Higher Education Staff/Student statistical report 2021" by Advance HE, published on 28/10/2021.

Why we're reading it: This is the 14th national staff equality data report for higher education institutions and it aims to assist the sector in better understanding the main equality challenges for staff and students, directing future efforts to overcome them. This report was also one of the main references of an (excellent) SoPA EDI talk on "Women in Physics", presented by Julie Jebsen on Dec 2, 2021 (see slides attached to an email circulated by Victoria Parrish that same date).

What you should read: (In 10 minutes) the summary infographics on 'Staff'; the document is available for download via your @ed.ac.uk<<http://ed.ac.uk/>> email address here: <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2021> (penultimate link)

Four highlights (all data refer to 2019-20):

- (1) UK professors by gender and ethnic group: White Male: 64.8%; White Female: 25.9%; BAME Male: 6.9%; BAME Female: 2.5%
- (2) Women still form the majority among first-degree undergraduate students (56.1%), but remain the minority in postgraduate research students
- (3) Mean pay gap by gender for all UK university staff: 15.7% [... Equality!]
- (4) Academic staff on fixed-term contracts: Aged 40 and under: 66.4 %; Aged 41 and over: 33.6% [... Casualisation!]

(If you have one full hour) consider also skimming the two complete reports - on 'Staff' and 'Students', respectively:

<https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2021> (first two links).

Discussion question: Which of the above highlights disappoints you the most, and which action would you personally take to help redress it?