

Inclusion in Higher Education

Stream Organisers:

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Stream outline:

In the last decade there has been an extensive drive to implement and adhere to equality and diversity measures in higher education institutions. Socio-economic status, race, disability and gender continue to structure higher education opportunity, participation, and advancement. There is an urgent need to address the under-representation, the progression and the achievement of black and minority ethnic people, women in male dominated fields, men in female dominated fields, disabled people and people from lower socio-economic status in higher education. Susan Strum from The Centre for Institutional and Social Change in Colombia put it succulently in the description of the Developing the Architecture of Inclusion in Higher project that:

“Higher education institutions must develop effective ways to address structural inequality, to refocus diversity efforts toward increasing access and participation for those currently marginalized from high quality higher education, and in the process, to reconnect merit to the mission of advancing knowledge and addressing pressing social problems. Reflective and collaborative methodologies are needed in order to create sustained progress in both the research and practice of transforming institutions and promoting democratic outcomes across all institutions of higher education”.

On one hand, Brown (2009) highlights that men appear to be well served by a career in nursing. Brown asserts that even though men may feel unhappy about being a minority in a predominantly female occupation and feel a disjuncture between masculine identity and the nursing role, they are more likely to earn more and be promoted into leadership roles faster than women. On the other hand, it is well known that women who study and work in male dominated fields are usually concentrated in lower pay roles. We ask the question, why women seem to be disadvantaged in all arenas even if they are in a female dominated field?

This stream invites theoretically informed papers as well as empirically based ones that address varied equality and diversity strands and inclusion concerns in higher education institutions and the impact that this may have on the entry and progression into relevant careers. Papers may address an individual strand of equality and diversity or may have a collective view to quality and diversity.

Suggested themes:

Gender and occupational segregation, women in science and engineering, men in nursing, black and ethnic minority people in higher education; barriers that faced by people with disability in higher education; curriculum design to meet the needs of minorities, inclusion measures in higher education; equality and diversity in higher education; widening participation

Keywords:

Inclusion, higher education, career segregation, diversity

Publication plans:

A special issue in the journal, Equality Diversity and Inclusion (Emerald Press)

References

Strum, S; Developing the Architecture of Inclusion in Higher Education project outline, available at <http://www.groundshift.org/programs/projects/developing-the-architecture-of-inclusion-in-higher-education>.

Brown, B. (2009) Men in nursing: Re-evaluating masculinities, re-evaluating gender. Contemporary Nurse 33 (2) pp.120-129