

No One Can See Me Cry: Understanding Mental Health Issues for BAME Academics, Professional Staff and Students in Higher Education, 2 July 2020



01:23:37 Julie Pearson: Hello everyone. Hello once again Jason!

01:24:08 Hema Sharma: hello

01:24:20 Kulwinder Maude: hello Jason, Honoured to be listening to you this afternoon :)

01:24:59 Yaz Osho: A very important topic for discussion, looking forward to hearing the insights.

01:25:19 alison backhouse: hello all

01:25:39 MD SAHABUDDIN ANSARI: Good Evening to All.... Md Sahabuddin Ansari, Research Scholar, Aliah University, Kolkata, India

01:27:33 Simon Marginson: 200 participants! Welcome all ,great to see all the names. Start thinking about your questions for Jason

01:29:02 Margaret McKeown: love Kasabian and REM! Good taste :)

01:35:30 Dave Thomas: The exceptional Professor Jason Arday dropping science.

01:35:33 Kalvir Kaur Kalvir Kaur: good evening everyone

01:37:14 Margaret McKeown: Jason - when you say "altered mental state" what do you mean?

01:37:36 Rotimi Akinsete: Outcomes of your study applies to BAME staff in central services to as well as academics, right?

01:38:20 Cornell Coggins: The concept of working twice as hard as your white counterparts to progress your career does have an impact on BAME staff and students mental health.

01:38:22 Dave Thomas: I feel what Jason means is that once you have been impacted by the trauma, the damages are long lasting

01:38:22 Margaret McKeown: Thanks Jason - yes please do say more later :)

01:39:07 Dave Thomas: if we can imagine a state of trauma that impacts on one's essence of self

01:40:14 Dave Thomas: Yes Professor Jason, our services in higher education institutions are generally culturally insensitive and culturally inappropriate

01:40:21 Winston Morgan: It took me 5 years to start to move on from an incident I encountered

01:40:53 Dave Thomas: yes Prof Winston, it promotes a form of post traumatic stress

01:40:56 Pauline Gayle: Jason are you recording this and does anyone mind if it is recorded?

01:41:21 Kulwinder Maude: I agree with this. I am a part of a well being team for students and everyone keeps saying that I am new to this and don't really understand what is required.

01:41:40 Nyasha Pitt: It can also add additional horror to the individual's imagination/altered state too.

01:42:35 Winston Morgan: But you cannot show weakness in the hostile environment, academics are predatory

01:42:36 Dave Thomas: Professor Jason, at a more granular level, to what extent is there allyship with the BAME group

01:44:36 Winston Morgan: Academics are predatory

01:45:05 Dave Thomas: Similar to Professor Charles Mills' notion of 'white ignorance'

01:46:38 Rachel Kartika Sari: Sometimes I am wondering why people call others by names based on the colour of their skin and stereotype them in a way that it's not proper. It happens to Chinese descedants in Indonesia as well

01:47:02 Julie Pearson: Universities have so many professed values but rarely are they lived in action

01:48:36 Sophia Warhurst: What practical/physical steps can be made to make actual change happen

01:49:24 Dave Thomas: Professor Jason, to what extent is there a form of 'insider without' syndrome at play here. Meaning, even when black academics are elevated to higher status in the academy, they may have no autonomy

01:50:05 Dave Thomas: which compromises ones mental health in itself

01:50:26 Amanda Selormey: Well said, Jason

01:50:38 Nyasha Pitt: It's an overwhelming and stressful push-pull of emotional state... exhausting

01:50:54 Jason Grant: You present a very clear picture of the problem, what I would like to know is what do we do about it?

01:51:40 Dave Thomas: @jason grant I feel it is important to name it and reconcile with it first. Really important

01:51:45 Nyasha Pitt: The sharing of lived experience IS the first thing you can do... listen.

01:52:12 Margaret McKeown: As an Irish person living and working as a health professional and senior academic in the UK, I have experienced considerable micro (and macro!!) aggression over the 4 decades I have worked in the health sector. I find that as a white ethnic minority, the trauma and damage experienced is very readily dismissed. I am not sure that being part of a white minority is any less problematic or damaging than being part of a black ethnic group???? thoughts??

01:52:28 Chi Maher: For change happen Government needs to legislate as has been done with Gender pay gap.

01:52:37 CGHE Webinars: Can the person using the mark-up option on the slides stop please.

01:52:40 Kulwinder Maude: yes and then there is this danger of too much data collected on a certain professional which can be easily used against you

01:52:41 Margaret McKeown: apologies if this was posted to everyone previously

01:53:03 Nyasha Pitt: There are fewer negative tropes though... and imagine if you were Black! 😊 there is always that additional marker when you're white.. which is the distance of privilege... you can choose to hide your accent. I am always Black.

01:53:06 Stephanie DeMarco: Hi Margaret - statistically it is.

01:53:45 Stephanie DeMarco: It's absolutely clear in the numbers that being Irish is NOT the same as being BAME.

01:53:57 K Potts: How can we have a significant impact on the way HE is built so that we can make some serious change happen? This has got to stop. The time is now!

01:53:57 Kelber Tozini: In your research, have you looked at those participants that hold more than one minority identity, for instance, being BAME and queer, or being BAME and a foreigner?

01:53:59 Margaret McKeown: Hiding an Irish accent is not an easy thing to do at all...I have never been able to do that!! lol

01:54:18 Nyasha Pitt: loool Margaret and you shouldn't have to right! 🙄

01:54:20 Stephanie DeMarco: You don't have to hide it. People can't see an accent.

01:54:41 Nyasha Pitt: Stephanie 😊😊😊 brilliant

01:55:04 Kirsty Chan: being a BAME and neurodivergent student, I was repeatedly wiped off as a student. My department refuse to support me think I am asking for adjustment for being treated as favourable. That I am try to cheat. Go to university counselling and they

othered me to the floor. Ask to take leave to pause my studies but got told to speak to an immigration officer

01:55:27 olusola oyeleye: being the only academic is also challenging. Please discuss

01:55:38 Laretta Nwaka: Okay, thanks.

01:55:47 Carole Murphy: Hi Margaret I'm also Irish but I don't have to be conscious of how people will react to me in the public domain based not the colour of my skin

01:56:31 Kulwinder Maude: I would urge people to see social media articles on experiences of BAME students and staff in Durham

01:56:51 Kirsty Chan: Also being BAME might I was diagnosed late with a neurodivergent condition because people around me such as my Disability Advisor, My course convenor who write references for me to enter a master course just lump English is my second language without letting me speak that I am raise in the UK and English is the language that I am most fluent in.

01:56:51 Kulwinder Maude: You will be speechless that this is happening in the 21st century

01:57:17 Rachel Kartika Sari: and for the centuries to come

01:58:05 Kulwinder Maude: if senior leaders had financial consequences then something might change

01:58:09 Carole Murphy: Thanks for highlighting the complicit racism embedded in the 'lofty and egalitarian ideals' of the academy

01:58:21 Kulwinder Maude: that never happens - it is always voluntary engagement

01:58:55 Hannah Turner-Uaandja: Thankyou so much for your insights. Are medical professionals receiving any training on this?

01:59:15 Diana Laurillard: This is a powerful argument for action. Recently I've been looking for research on 'understanding racists/racism'. Maybe these are not the best terms, but I found remarkably little and nothing recent. Does this kind of research exist? Isn't it important to understand it in order to work out how to overcome it?

01:59:32 Jana Bacevic: could you say a bit more about eye movement desensitisation and reprocessing?

01:59:43 Binish Khatoon: understanding intelligent racism is important

02:00:05 TREVOR STAMMERS: I was an NHS clinician for decades and never had any training in this but was appalled at the racism of one psychiatrist in particular

02:00:06 Chi Maher: Thank you Jason!

02:00:06 Binish Khatoon: hard to recognise

02:00:17 Hannah Turner-Uaandja: Thankyou so much

02:00:19 Michael Cole: Thank you Jason

02:00:20 Raj Gill: Thank you! This is well needed

02:00:28 Linh Nguyen: Very genuine and candid, Jason. Thank you so much for raising and discussing these hard questions. Could you please comment on the role of language when BAME staff and students need to articulate their problems? Do they feel comfortable expressing themselves in the English language? Thank you kindly.

02:00:29 Cornell Coggins: Thank you Jason.

02:00:29 Kelly Cooper: Thank you Jason

02:00:30 Emily Williams: Thanks, Jason, and look forward to reading the paper!

02:00:32 Carolina Rocha: Thank you Jason, this means a lot

02:00:32 Swati Sharma: Thank you very much

02:00:34 Katharine Howell: Thank you Jason

02:00:35 Sarah Jones: Danke

02:00:36 Hanna Smyth: Thank you Jason! This is so informative and important

02:00:36 Miguel Antonio Lim: Thank you Jason

02:00:37 Binish Khatoon: Thank you so much

02:00:39 Paulette Williams: Thank you, Jason! That was brilliant

02:00:40 Ugo Ejionye: Thank you that was really good.

02:00:40 Dave Thomas: Professor Jason, awesome as usual

02:00:44 Cassie M. Zhang: Thank you Jason!

02:00:45 Jarlath Brine: Look at Pearn Kandola resources around modern racism: free and accessible research papers and webinars.

02:00:47 Calli Dendrou: Thank you Jason! That was excellent!

02:00:51 Carole Murphy: Thanks Jason

02:00:55 Olubunmi Oladipo: ThNk

02:00:56 Amanda Selormey: This was so insightful, thank you Jason!

02:00:58 Suman Prinjha: Fantastic talk, thanks Jason

02:00:58 Daniel Warnke: Thank you so much for this helpful and honest account.

02:00:58 Nyasha Pitt: BRILLIANT! Excellent as always Dr Arday

02:01:00 Kingsley Ugwu: Really informative. Thanks Jason.

02:01:04 Becky Johnson: Thank you that was very insightful

02:01:11 Gillian Stokes: Truly enlightening, yet shockingly bad. Thank you

02:01:27 Izram Chaudry: smashed it Dr Jason Arday - very informative to hear this from the leading scholar in the area

02:01:32 Maxwell Addo: Brilliant - Jason Arday!

02:01:51 Olubunmi Oladipo: Thank you Jason! This has been so insightful

02:01:53 Anita Patel: Jason, I'm glad you are talking about it. I felt utterly paralysed about what to do about the racism I encountered over my career. I eventually left after making it to full professor and have since realised I was just too traumatised and burnt out to tackle this while in academia.

02:01:56 Masuma: Thank you, I can relate to what you've said totally!

02:01:59 Pauline Gayle: First timer, excellent Jason. Now we have the time to act and not be negative but to push on a door that is beginning to open.

02:02:07 Michael Hobson: Thank you Jason, fantastic work

02:02:30 Jana Bacevic: great talk!

02:02:39 Lara Hayward: Thank you Jason. This was so enlightening and informative - I would love to share the recording and your work with my colleagues and more widely (eg on LinkedIn) - what's the best way to access and share these resources? E.g. a weblink? Or is there a better way?

02:02:46 Teresa Dawkins: At interview for an EDI role this week I was asked 'What mechanism do you have in place to safeguard your wellbeing' I replied, 'After I respond to that question, I want to pose the question right back at you' I didn't get the job needless to say.

02:03:01 Dave Thomas: @Izram I agree. Jason is THE leading scholar in this field

02:03:30 Cornell Coggins: Senior Leaders, VC's and Board of Governors need to recognise the need for change within their organisations and have policies and practises to match. Lip service to change is no longer acceptable.

02:03:59 Ugo Ejionye: The constant self monitoring people of colour have to engage in is exhausting. Thank you Jason and others for bringing these experiences to light.

02:05:14 Stephanie DeMarco: @Winston, I think this cost is something that white colleagues need to take on. BIPOC have taken on the burden of speaking out and taking the hits from Senior Leaders for years. The idea that you have to concede something to win. White people need to start to concede something. As Olusola says - we need to give up comfort as BIPOC academics have for years.

02:05:32 Winston Morgan: Challenging makes you more isolated

02:06:18 Laretta Nwaka: Here is me leaving the NHS for teaching. Good grief!

02:06:27 Olubunmi Oladipo: 100%

02:07:03 Neena Samota: Question to Jason: To what extent should prevention and treatment focused work, in a therapeutic context, be made mandatory for HEIs to put in place to address racism in higher education both for staff and students?

02:09:00 Michael Cobden: Amazing work as always Jason.

02:09:32 Iorna Dyke: Well done Jason ! Fantastic !andimportant work

02:09:47 Simon Marginson: Put your specific questions in the chat to enter the speaker list - indicate if you want to ask a question or comment

02:10:15 Emily Williams: I'm going to use that metaphor, if I may, about White people being able to check in and out, when emphasising this discourse to White people.

02:10:56 Iorna Dyke: Well done ! Fantastic! Important work. Hope all is well.

02:11:16 Winston Morgan: I notice the same issues when I am writing about COVID-19

02:11:41 Tim Kerr: This has been excellent. The challenge in HE seems to start at the policy level. Should we be moving from discourses around "diversity and inclusion" to "equality and justice"? This has been suggested by Dr. Dafina Lazarus Stewart as a way to drive the (much needed) change. Rather than asking "How many BAME students do we have on roll this year?" (diversity), we would ask "What structures and processes do we have in place that are allowing the racially exclusive reality to persist?" My sense is that at leadership level, we're measuring the wrong things and asking the wrong questions. I'd appreciate more thoughts on this.

02:11:42 Zachery Spire: Question to Jason: the 'spatial' lens feels like an important part of your approach. In the context of a strong push to move 'hybrid' and 'online' modes of teaching/learning, can you comment on how you see the spatial as key to unpacking this conversation?

02:11:58 Raj Gill: Question: do you the universities are prepared or even equipped to support the different groups within the 'BAME' categories?

02:12:15 Pauline Gayle: question, is Jason happy to share the webinar with participants and for us to share with other people?

02:12:15 Gazey Umweni: Jason thank you very much. This is poignant for students too. Joint up working to shine a light in the dark places.

02:12:15 Terri Kim: FYI: in case of interest

<https://srhe.tandfonline.com/doi/abs/10.1080/23322969.2018.1564886?journalCode=rprh20&fbclid=IwAR1IJ9-eeoAy5rhpkQC5QrEa-YjUsIVvx-nZbnQSAlIAkE-jPXkoxNlyX00#.Xvz5dtiSk2w> This article (Kim & Ng 2019) compares the experiences of two groups of East Asian academics working in UK universities. One group is foreign-born but has strong British identities following their English élite education. The other group came to the UK for postgraduate studies and/or chose to work in Britain. The paper changes the

picture of a static, black and white perspective in the BME policy and CRT literature by offering a dynamic, fluid discourse involving East Asian academics' narratives of their positional identities and choices.

02:13:28 Carole Murphy: Thanks Terri

02:13:50 K Potts: This is our moment! The time is now!

02:13:52 Miguel Antonio Lim: Thanks @Terri - great work as always

02:15:18 Kulwinder Maude: very good analogy - engagement is very seasonal

02:16:07 Neena Samota: Thanks Terri. I will read this with interest being one of the group that came to the UK for PG studies and chose to live and work here. Useful to reflect on positionally which I do all the time.

02:16:17 TREVOR STAMMERS: I know I have changed hopefully permanently . The murder of George was a JFK moment for me

02:16:43 MD SAHABUDDIN ANSARI: অসামান্য উপস্থাপন স্যার।

02:20:10 Chi Maher: More money and legislation to specifically expand BAME professors in the UK

02:20:36 Kiran Manku: Do you think genuine transparency and accountability structures enforced by the government and funding bodies have the potential to make change?

02:21:10 Kirsty Jackson: Thanks everyone - this was amazing!

02:21:21 April-Louise Pennant: Non-racist or anti-racist universities???

02:22:15 Daphne Cunningham: Not that interested in colour blind society.

02:22:35 April-Louise Pennant: We don't need a colour-blind approach and race was made a structuring principle due to white Europeans who imposed it...again we Black people didn't choose this!

02:22:40 Izzi MEAR: I agree Daphne

02:22:50 Kulwinder Maude: Thoroughly interesting and thought provoking Jason. I am grateful for your time and effort. have to leave for another meeting.

02:23:04 Terri Kim: Thanks Jason, thanks Simon for the great seminar!! Sorry I have to go now for another meeting.

02:23:13 Katie Price: thank you

02:23:23 Chi Maher: Transparency, accountability and anti- racist structures will help

02:23:27 Tanvi Rai: I missed the talk - please can I watch it somewhere??

02:23:29 Lara Hayward: Have to go another call now, but thank you again Jason for such an incredibly informative talk. Am looking forward to thinking about we can all be in the hotel with you. Such necessary work.

02:23:29 Sophia Warhurst: Unfortunately I have to leave - this has been incredible! please let me know if it has been recorded

02:23:46 Sonia Hill: Thanks Jason. Very informative Talk/discussion

02:23:48 Gene Huie Manneh: Thank you very much Prof. Arday. So refreshing and on point. Fantastic work. So inspiring I have another meeting to attend now. Stay safe well and empowered.

02:23:57 Dr. Pushpinder Singh: thank you so much for wonderful session, really useful, good knowledgeable and nice informative session....

02:24:04 Cristina Carvalho: It is really relevant seminar! Congratulations Jason and Simon!

02:24:10 Zachery Spire: Yes please!

02:24:23 Jana Bacevic: Thanks everyone - great stuff! Jason, you smashed it!!

02:24:32 Zachery Spire: Can I stay on for a bit after to ask my question?

02:24:36 Nyasha Pitt: Academia is not a welcoming place. Adopting an approach where 'colour doesn't matter' is not the way to go. I want my colour to be noticed and celebrated. As a professional, it would never occur to me to even consider Academia. It simply does not look like it is for me.

02:24:44 Neena Samota: April Louise-Pennant I like the idea of universities stepping up and claiming the anti-racist ground. We MUST for the public good - that is what we are about after all!

02:25:05 Taneesha Ahmed: Really interesting, thank you Jason . I work in cultural/ art sector with focus on education and participation-- big part of that is talent development and diversifying talent- working with academia is essential to progress. this really resonates with my own personal lived experience and also the young PoC - affects their MH and . re underrepresentation in leadership leaders, I echo Winston-if we want more BIPOC leaders in positions we will need more investment- and policy change.

02:25:19 GRAHAM BRISCOE: Will a copy of this session be circulated to participants after the event ? Thank you.

02:25:40 Rotimi Akinsete: A question from me please Simon around the last point how trying to deal with such affects not only mental health but studies and careers

02:25:41 Helga Santos: This has been a very insightful discussion- thank you! I have a niece who is studying a Masters' programme at Kings and going through some real difficulties due to her being black. She wasn't able to attend this today, but I really wanted to send her the video as this is being recorded? How can I get hold of this? much appreciated and thanks again!!

02:26:25 Rachel Bray: Jason - Very grateful for your findings and insights. I work in the Oxford Uni Careers Service supporting PhD students and postdocs/early career academics in following whatever career path they want. Also have had a foot in academia for 20+ yrs and see what you speak about. Am keen to further tune our Service to the issues you have highlighted, particularly the audio, text and other resources about progression, understanding academic culture & hierarchy, facing feelings of failure, imposter syndrome etc. <https://www.careers.ox.ac.uk/change-setbacks/> Your work gives us a great starting point; we'd value any further suggestions!

02:27:08 Ugo Ejionye: This has been a fantastic and brilliant session - thank you Jason and Simon. Great work - Thank you!

02:27:22 delayna spencer: Fantastic seminar, thank you for all of your work on this - such important messages that people need to hear. Allies need to listen to this research and to BAME voices. They need to educate themselves and each other to support the work that minorities have been doing. That work being done often without recognition, and for free and which causes massive ramifications to their mental health.

02:27:28 Winston Morgan: Because of the factors that Jason describes it is difficult almost impossible for Black academics to compete on an equal basis. So a different approach is needed.

02:27:31 Tim Kerr: HE leaders need to exercise their autonomy and show leadership. How many of them are in on this conversation? I'd love this last section of the meeting to be pushed out as a call-to-arms to all leaderships across our sector.

02:28:06 K Potts: Gracias. Thank you !

02:28:09 Pauline Gayle: Completely agree a joint solution focused approach is the way to go, particularly where BAME have less authority, power, status and do not write the plans, strategies and policies. Thank you very much Jason and everyone.

02:28:18 Jie Ma: Thank you so much Jason, really inspiring and enlightening!

02:28:48 Ryan Ellison: Thank you for the great talk Jason - very insightful!

02:28:49 Rachna Begh: Such important work, thanks Jason!

02:28:59 Trif Victorita: Thank you!

02:29:14 Charlotte Smith: Thank you all.

02:29:14 Binish Khatoon: thank you

02:29:18 Tanisha Spratt: Thank you so much Jason, such important work!

02:29:19 Patricia Gilbert: Many thanks for an excellent presentation and discussion.

02:29:25 Swati Sharma: Thank you very much Jason. You really enlighten us.

02:29:29 Gillian Stokes: Thank you, excellent session

02:29:30 Graeme Pedlingham: thank you for a fascinating, vital and powerful session.

02:29:31 Maria Hotzel: dismantle the structure. yes. best take home message

02:29:31 Maribel Schonewoff: thank you! I'm the only black DPhil Student in my Department (other BAME students are there) and this is so important for me

02:29:32 Janet Douglas Gardner: Thank you Jason. Insightful as usual

02:29:33 Chi Maher: Thank you Jason. Bye everyone

02:29:35 Meadhbh Brosnan: Thank you Jason for your work and candid presentation!

02:29:38 Julie Pearson: Thank you so much to you all.

02:29:42 Hannah Turner-Uaandja: Thanks so much

02:29:48 Izzi MEAR: Recording will be here: <https://www.researchcghe.org/events/archive/>

02:29:50 Masuma: Thanks Jason!

02:29:51 Karen Fox: Thank you so much Jason

02:30:01 Abena Addo: Thank you

02:30:24 Livingstone Musoro: Thank you Jason and Simon for a great session!

02:30:28 Rebekah Burrow: Thank you Professor Arday!

02:32:12 Aadil El-Turabi: Many thanks for a fascinating and thought provoking webinar - look forward to seeing your paper.

02:33:10 Tim Kerr: Many thanks indeed for a troubling but inspiring discussion. The work to change our institution starts here.

02:36:30 Daphne Cunningham: Thank you Jason, especially for repeatedly and not as a throwaway comment, discussing the burden of struggling and challenging racism in UK HEIs for Black women. Whole careers of brilliant sisters have been stifled by their refusal to keep their heads down to progress themselves. They illustrate the motto of the US Black Women's clubs of 20th century by "Lifting as they climb". Only the climb is studded with thorns all too often and the pain is real.

02:41:40 MD SAHABUDDIN ANSARI: any Certificate for participants???

02:41:52 Linh Nguyen: Thank you so much Simon, Jason, and every one for raising and discussing really tough questions. I am a female, Asian, international PhD student, and a lot of my experience in academia is relatable to the data discussed and arguments presented today. Hardly can anyone see me cry on campus, nor can they see my academic bruises. Multiple layers of symbolic violence are there and we need to process and transform them. I think engaging events like this, and the published research work by Jason and other colleagues are of tremendous importance. We are building allyship. For me every race has its own beauty, and I am also imagining universities and academia of diversity, inclusion and non-racism. Many thanks and warm regards to you all.

02:44:21 Jason Arday: Firstly, can I say the biggest thank you to everyone... believe it or not I find things like this very hard to talk about but it is made all the more easier by engaging with exceptional and open minded people. Thank you all so much. Please take care and hopefully we will do this dance again under better circumstances. With Love and Huge Respect, Jason x