

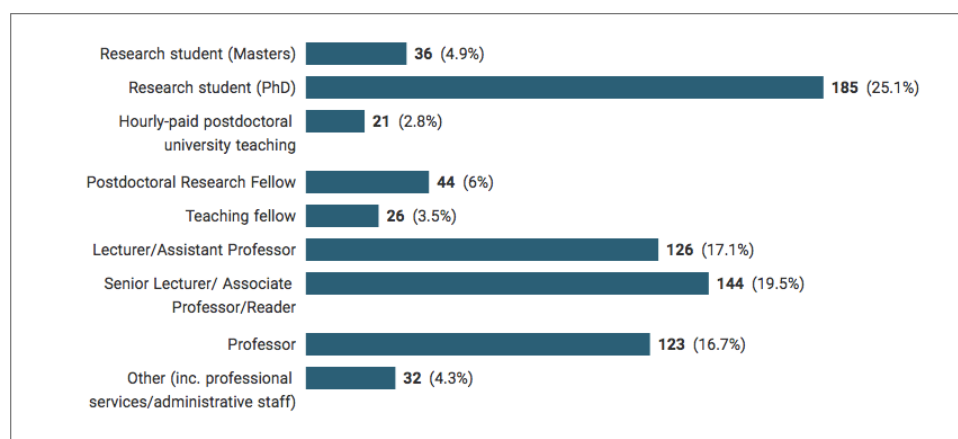


Race, Ethnicity and Equality Working Group  
Survey Results 2018

This survey of UK university-based Historians  
was undertaken in spring 2018 as part of the research for  
*Race, Ethnicity and Equality in UK History: A Report and Resource for Change*.  
Details of its methodology are discussed in the report.

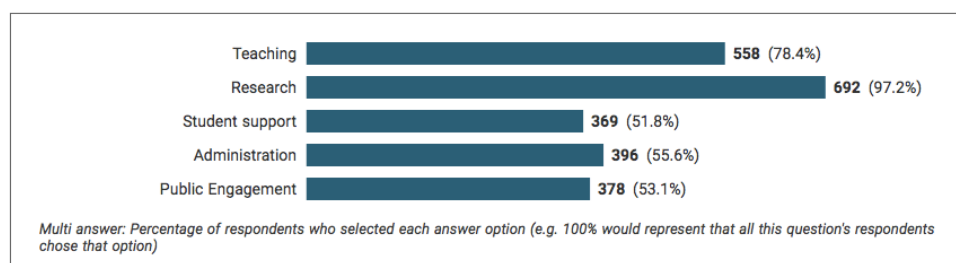
Total Responses: 737

- 1** Which of these best describes your employment status? Choose only one. Your answer here will determine the questions you see later in the questionnaire.

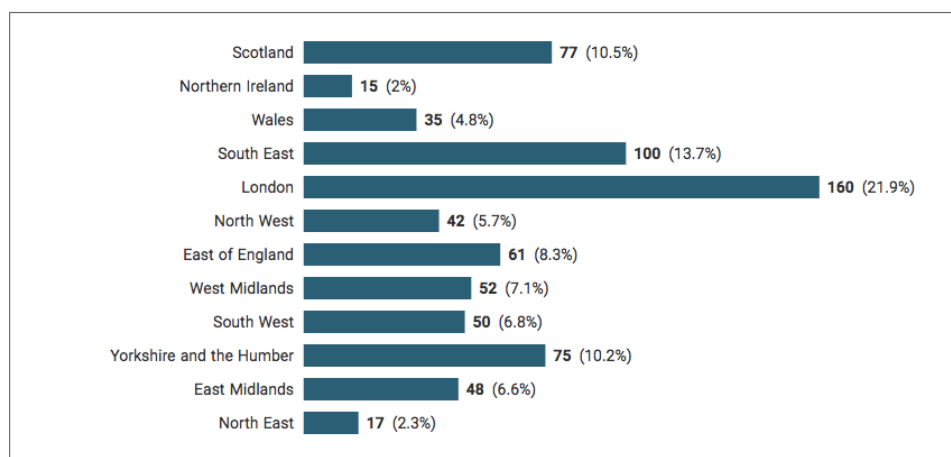


**1.a** If you selected Other, please specify:

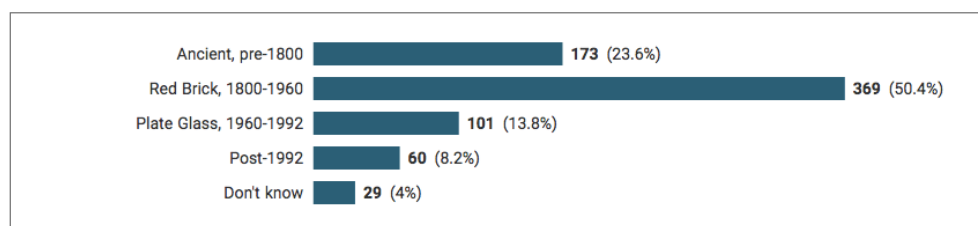
- 2** In your academic work, are you actively involved in any of the following? Tick all that apply.



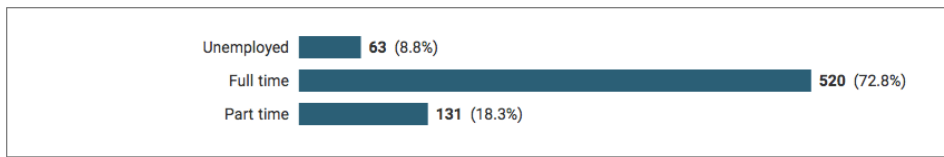
- 3** Region of workplace / study



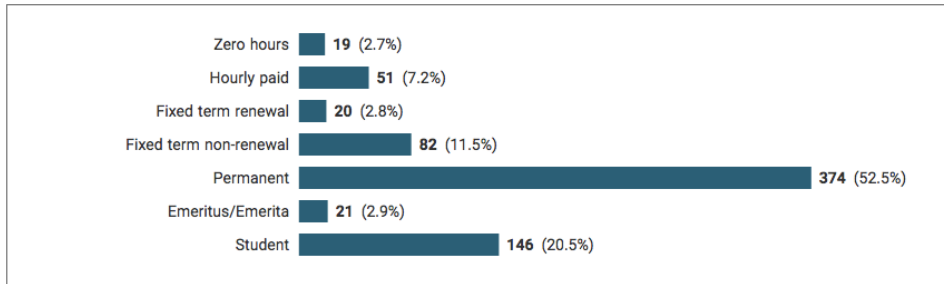
- 3.a** By date of establishment and using categories from the Department of Education, which type of institution are you based in?



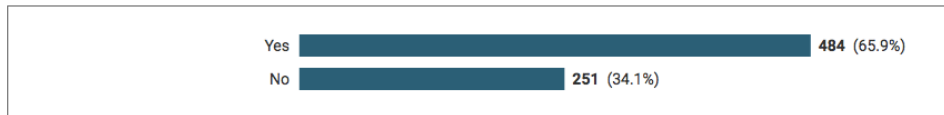
#### 4 Contract of employment



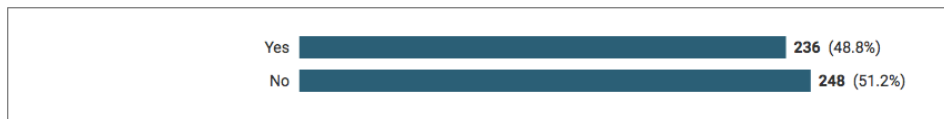
#### 4.a Contract of employment



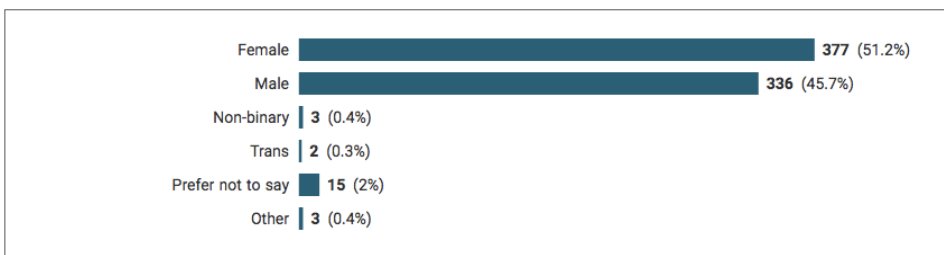
#### 5 Are you aware of the Equality Act 2010 and its provisions for protected characteristics?



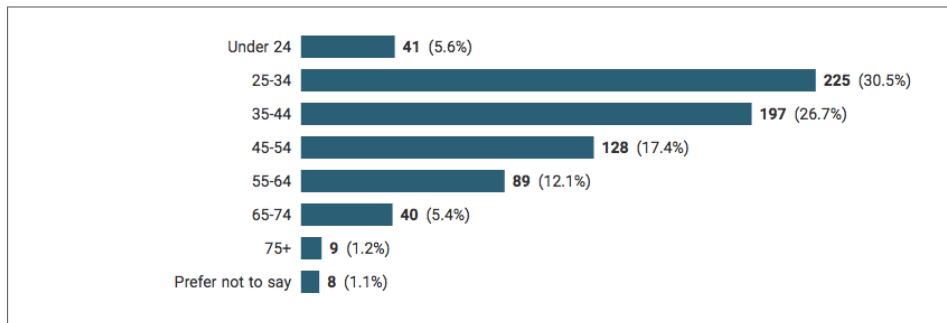
#### 5.a Did you find out about the Act through your current or past Higher Education Institution?



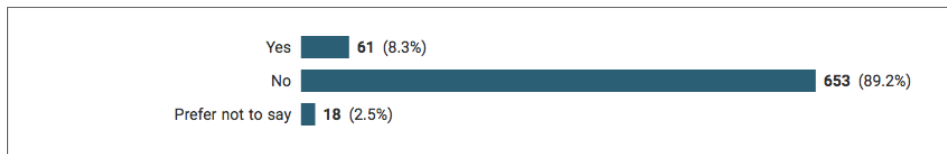
#### 6 What is your gender?



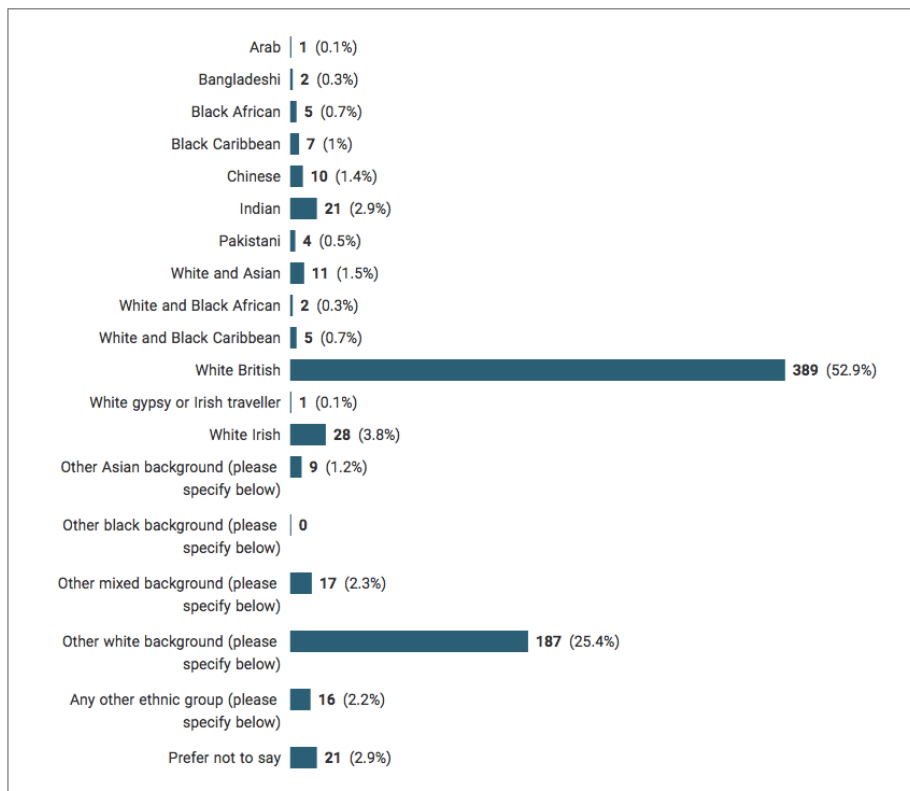
7 What age group do you belong to?



8 The Equality Act 2010 describes a person with a disability as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Do you consider yourself to have a disability?

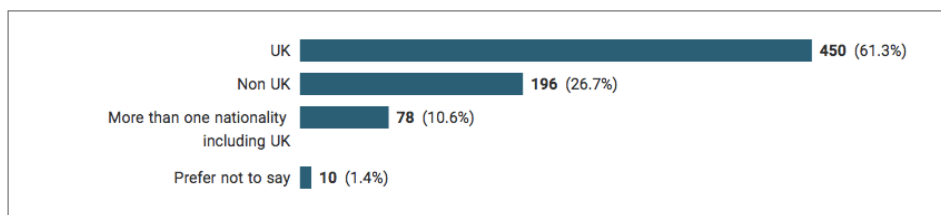


9 Please choose the option that best describes your ethnic background. The categories used here are taken from the UK 2011 census.



9.a If you selected 'Other', please specify

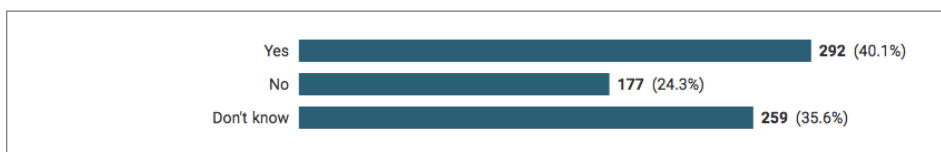
**10** What is your nationality?



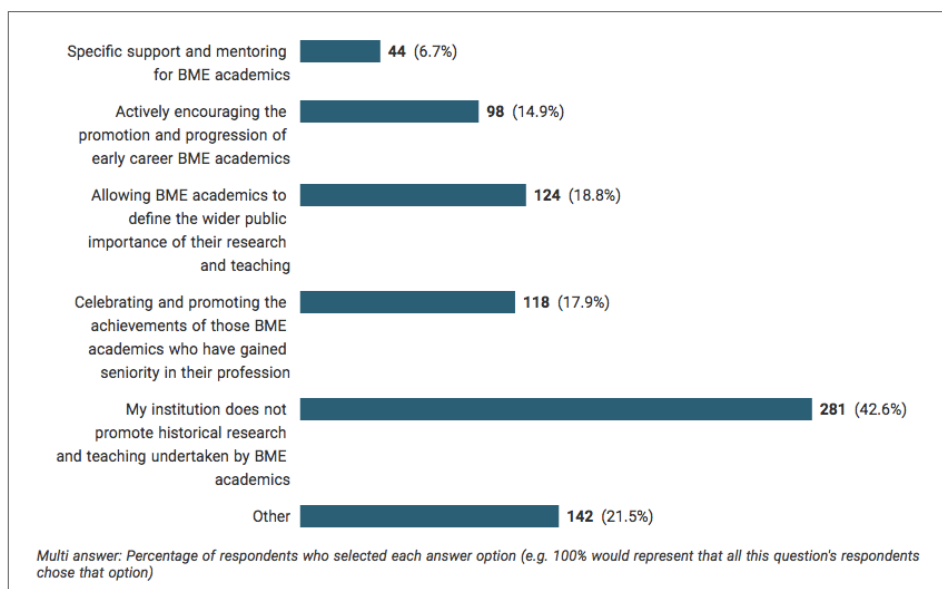
**10.a** Please use this box for any comments you would like to raise regarding your nationality in relation to this survey.



**11** Do you consider that your institution's policies, processes and outcomes are fair with respect to race and equality?



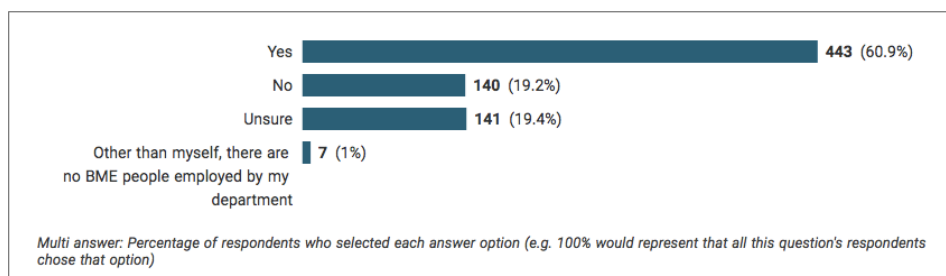
**12** Do you consider that your institution supports and promotes historical research and teaching undertaken by BME academics? If yes, please indicate how it does this.



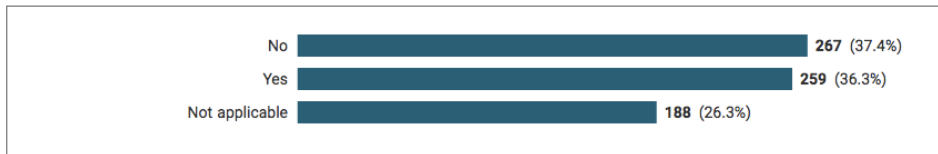
**12.a** If you selected Other, please specify:



**13** Does your institutional unit employ BME historians?

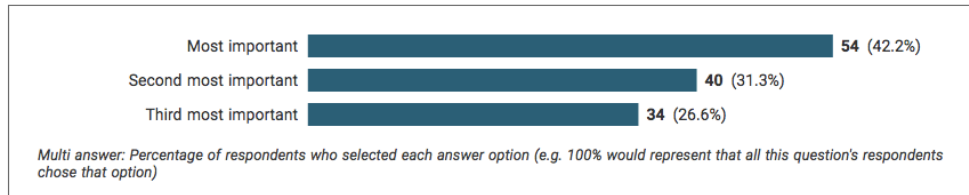


**14** Are there barriers to career progression within your institution?

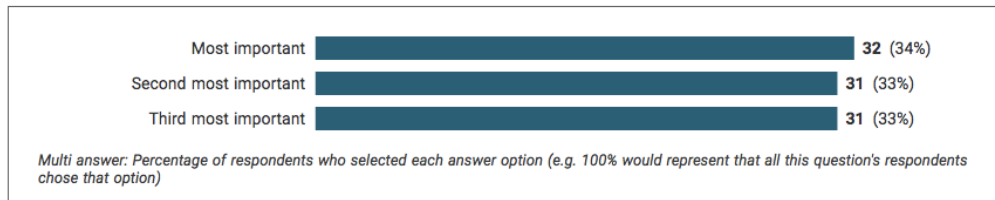


**14.a** If yes, please tick the three barriers that apply most in your institution, and disproportionately to BME people.

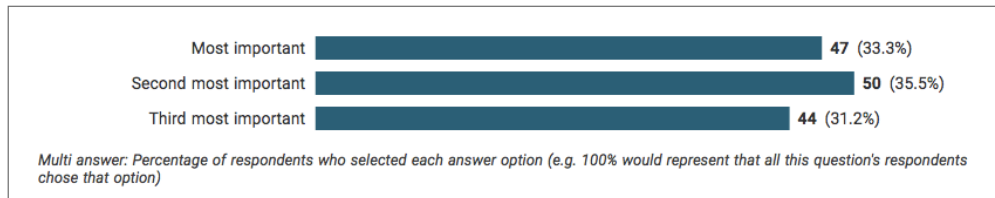
**14.a.1** Lack of knowledge /guidance provided on how to progress



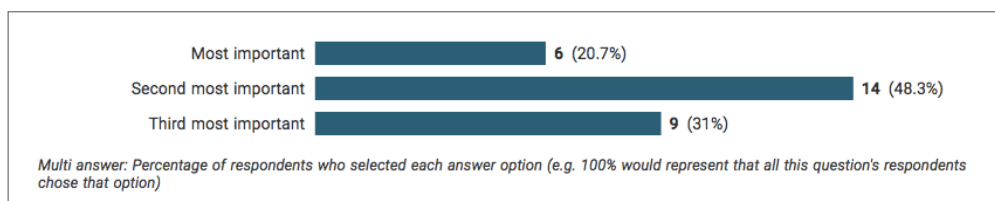
**14.a.2** Lack of recognition of individual contributions



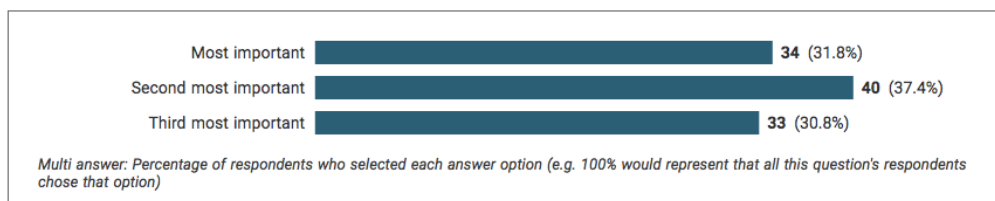
**14.a.3** Lack of support and mentoring from institution



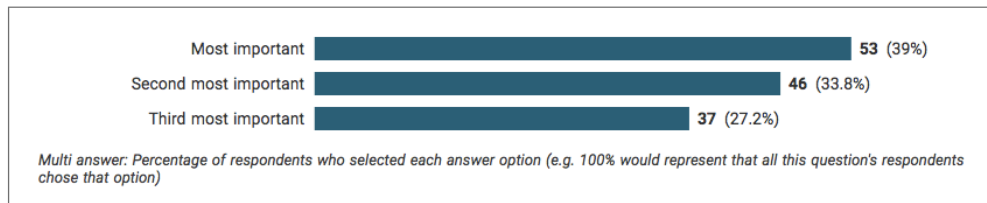
**14.a.4** Previous unsuccessful promotion attempts/ applications of other kinds



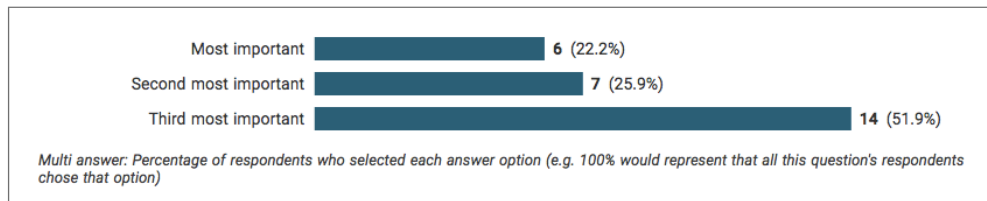
**14.a.5** Research area and/or expertise not valued



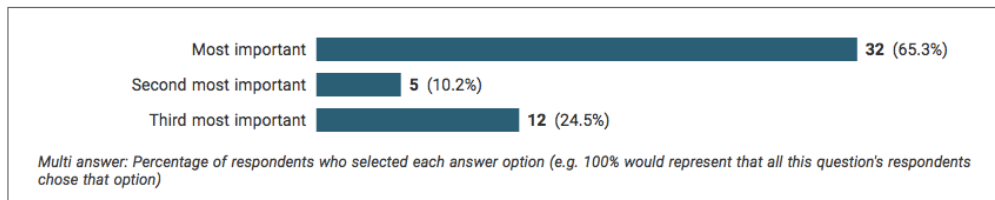
**14.a.6** Colleagues/ peers unwilling to discuss/acknowledge race and ethnicity



**14.a.7** Low expectations of individual potential among colleagues



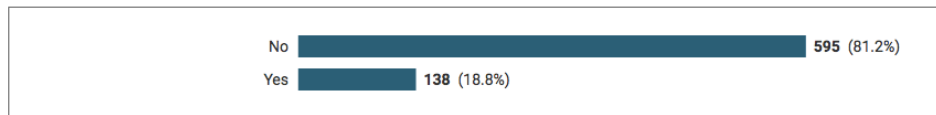
**14.a.8** Other



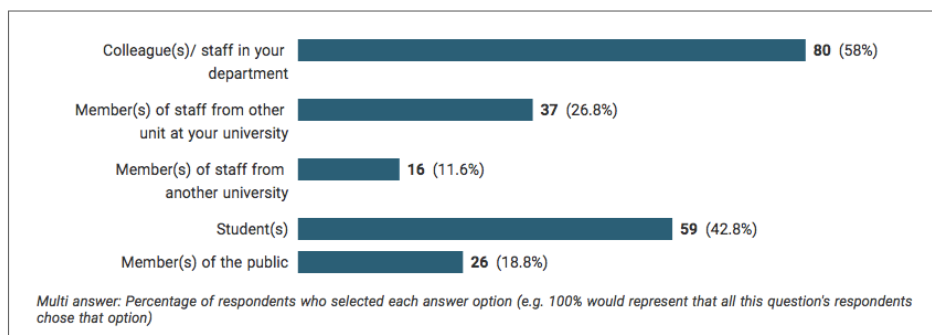
**14.a.i** If you clicked 'Other' please provide details here.



**15** Have you witnessed discrimination or abuse of others (colleagues and/or students) based on race or ethnicity in your academic employment?



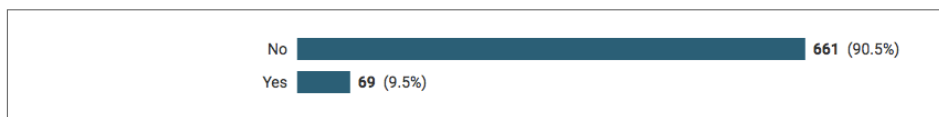
**15.a** Who was this discrimination or abuse initiated by (Tick all that apply)



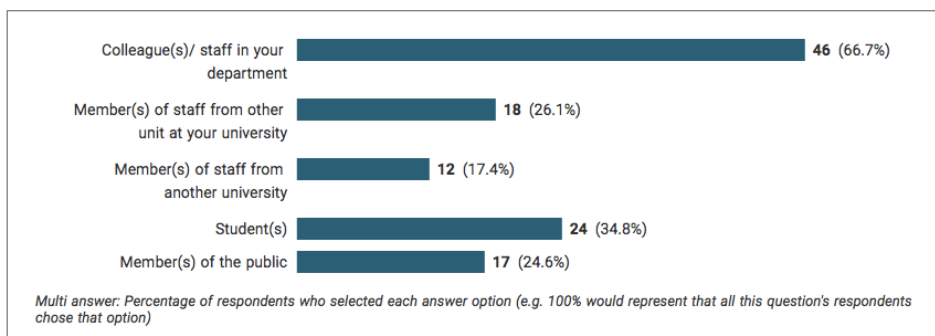
**15.a.i** Please detail any aspect of the witnessed behaviour you wish to bring to the Working Group's attention.



**16** Have you experienced discrimination or abuse yourself based on race or ethnicity in your academic employment?



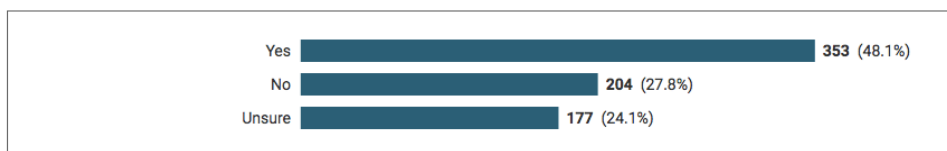
**16.a** If yes, who was this discrimination or abuse initiated by (Tick all that apply)



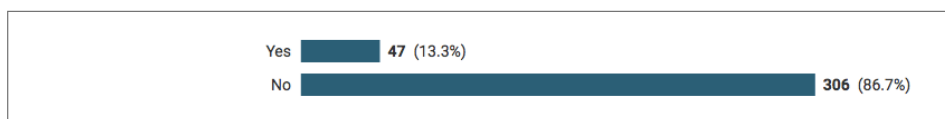
**16.a.i** Please detail any aspect of the incident you wish to bring to the Working Group's attention



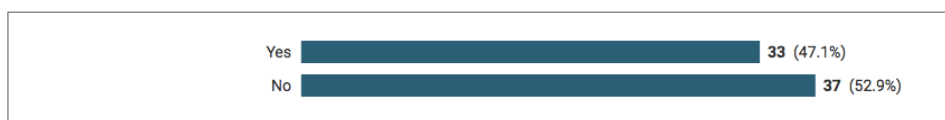
**17** Are you aware of the mechanisms/policies for raising/reporting issues of ethnic or racial discrimination within your institution?



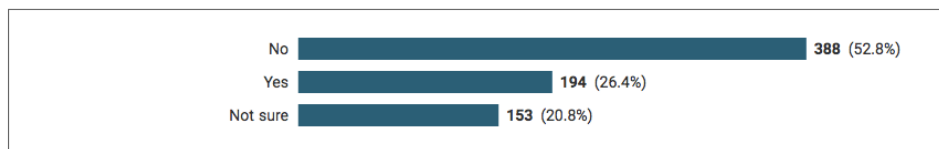
**17.a** Have you raised issues of ethnic or racial discrimination within your institution?



**17.a.i** If yes, did you feel that your institution was able to respond in a satisfactory manner?



**18** Have you experienced any unconscious and/or implicit bias around race and ethnicity in your employment?

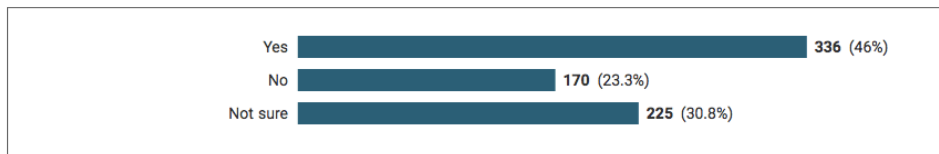


**18.a** Please feel free to describe any aspect of the observed behaviours you wish to bring to the Working Group's attention.

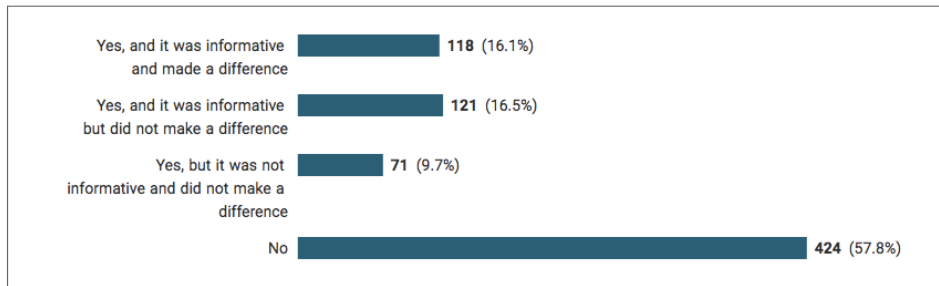




19 Do you consider that your institution is working to eliminate unconscious and implicit bias?



20 Have you received equality and diversity training on race and ethnicity in particular?



20.a Please provide details



21 What barriers to progression exist at postgraduate level that may especially or disproportionately affect BME Historians (e.g. from Masters to PhD or across a PhD)?



22 What would make it more likely for BME students to continue within the field?



23 What prevents the interrogation and integration of histories of race and ethnicity across research undertaken at the postgraduate level?



24 What barriers exist to research students at Masters and PhD level undertaking projects on wider world history?



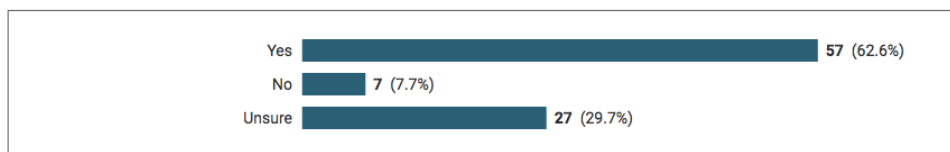
25 What barriers to progression exist for early career historians that may especially or disproportionately affect BME historians? (e.g. in progressing to the next stage in their careers/publishing work/participating in conferences, seminars and other such events/ receiving constructive feedback on teaching and research/ finding the right mentors)?



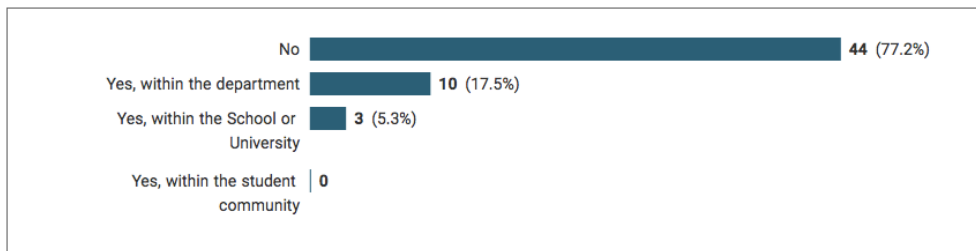
26 What would make it more likely for BME students to continue within the field?



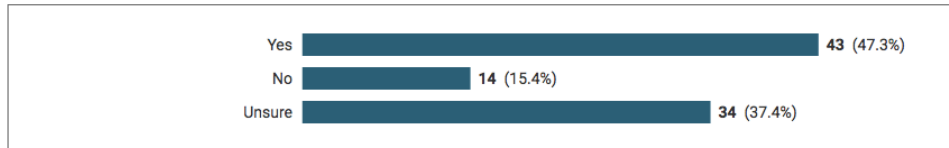
27 In the past five years, has your institution sought to widen the curriculum beyond Britain and Europe?



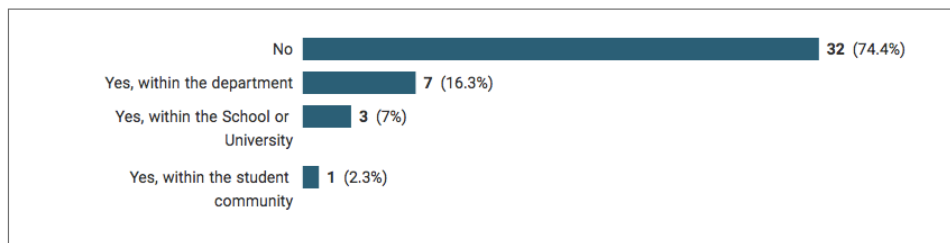
27.a Have there been any objections or barriers to widening the curriculum in this way?



28 In the past five years, has your institution sought to widen the curriculum with regards to histories of race and ethnicity?



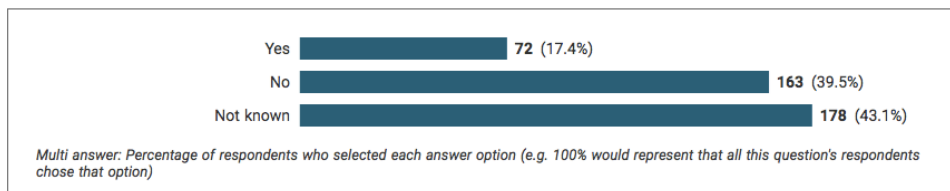
28.a Have there been any objections or barriers to widening the curriculum in this way?



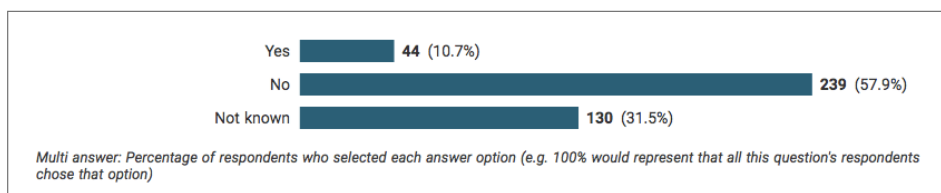
29 Have any changes in the following areas arisen out of equality and diversity training?



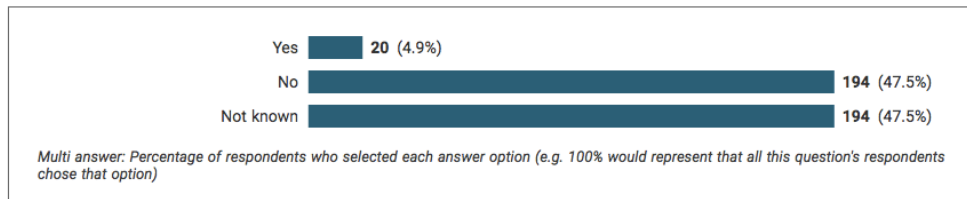
29.1 Recruitment taking race and/or ethnicity into account?



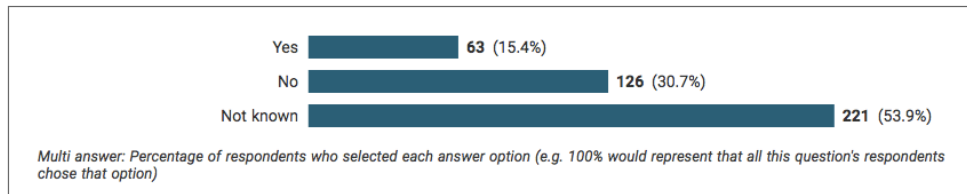
29.2 Anonymised shortlisting of job applicants?



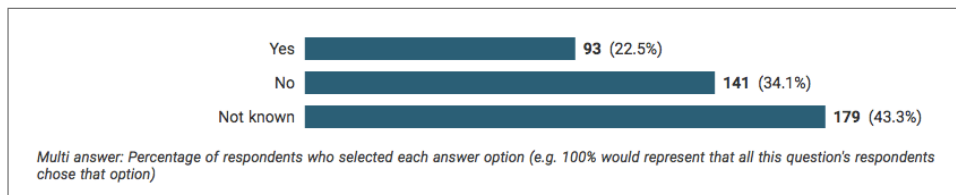
29.3 Promotion which takes race and/or ethnicity into account?



29.4 Harassment/bullying which takes race and/or ethnicity into account?



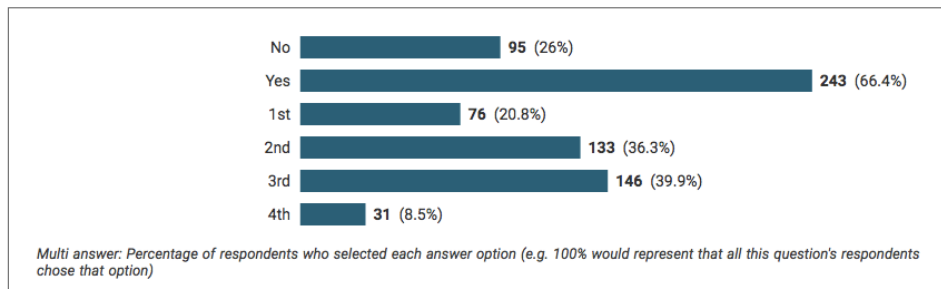
29.5 Mentoring for new staff/students?



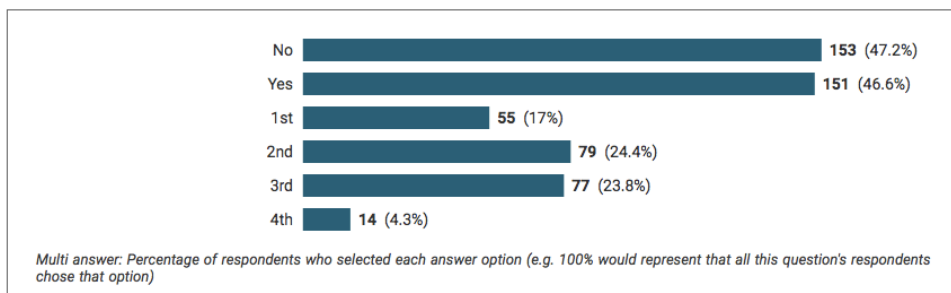
29.a Any further comments?

30 Does your institution regularly offer courses in the following areas at undergraduate level? If yes, please indicate at which year/s, or leave blank if you don't know.

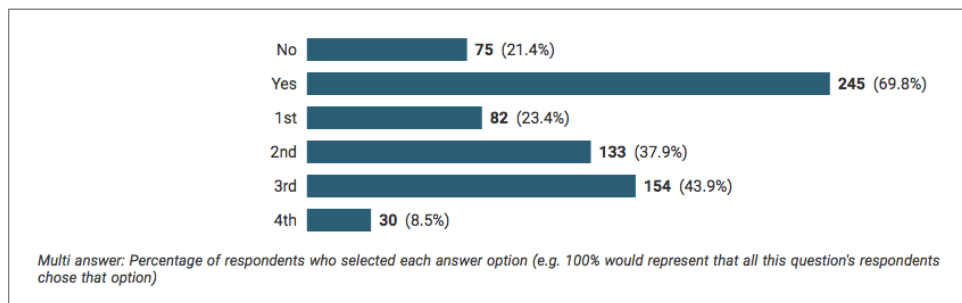
30.1 African History



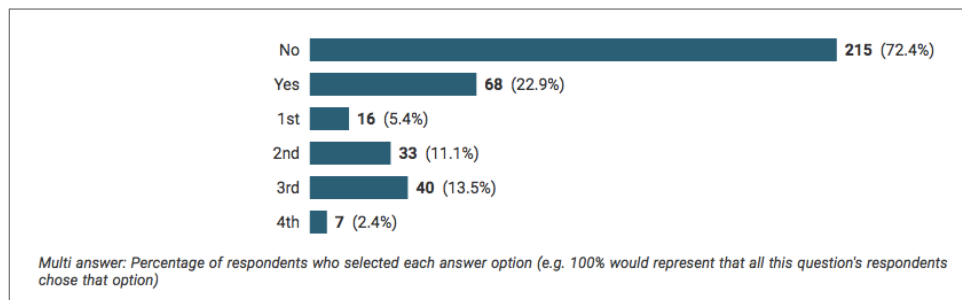
30.2 Black/ Asian British History



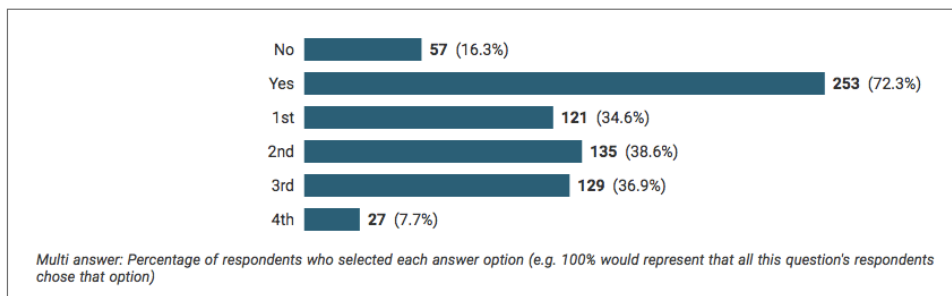
### 30.3 East Asian History



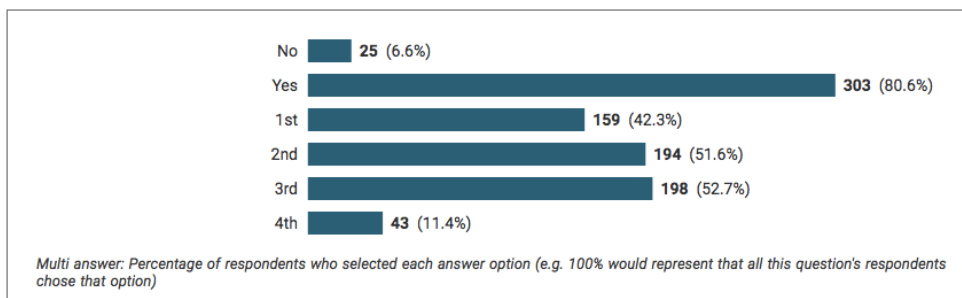
### 30.4 Indigenous/aboriginal history



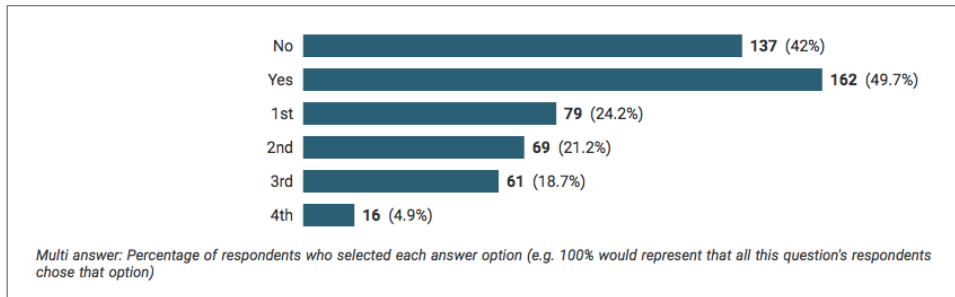
### 30.5 Colonial/Imperial History: Early Modern



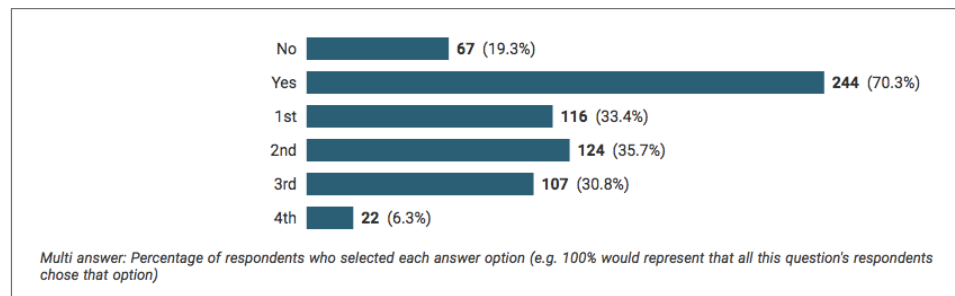
### 30.6 Colonial/Imperial History: Modern



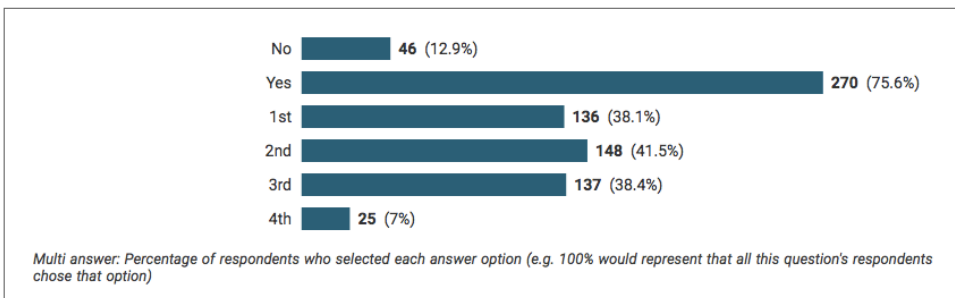
### 30.7 Global/World History before 1500



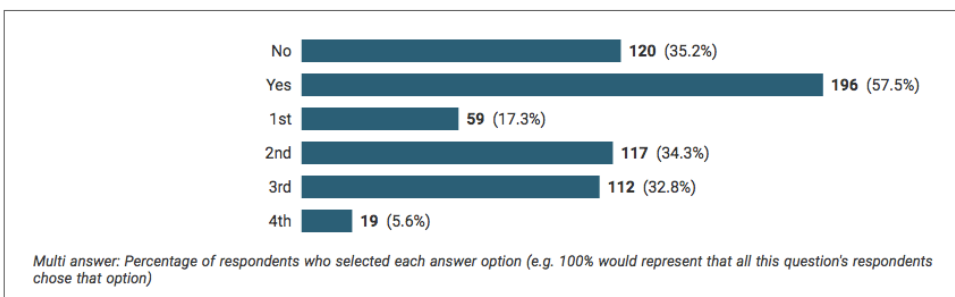
### 30.8 Global/World History from 1500-1800



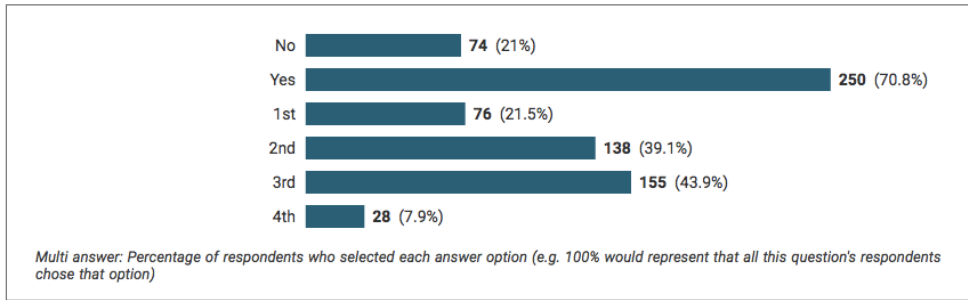
### 30.9 Global/World History from 1800-present



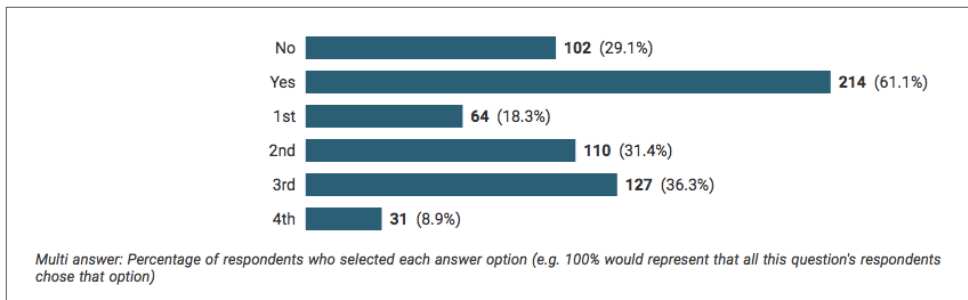
### 30.10 Latin American and/or Caribbean History



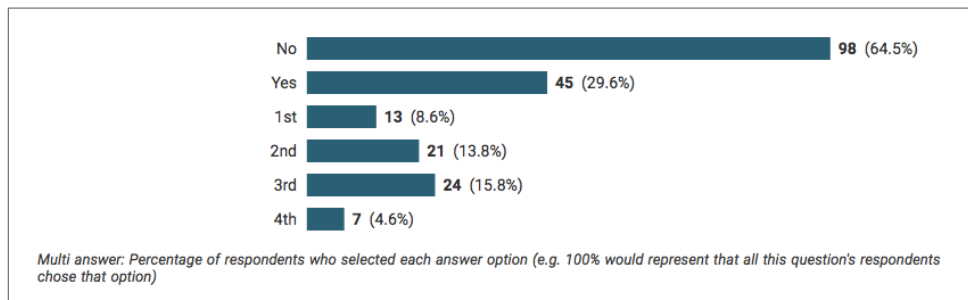
30.11 South and/or Southeast Asian History



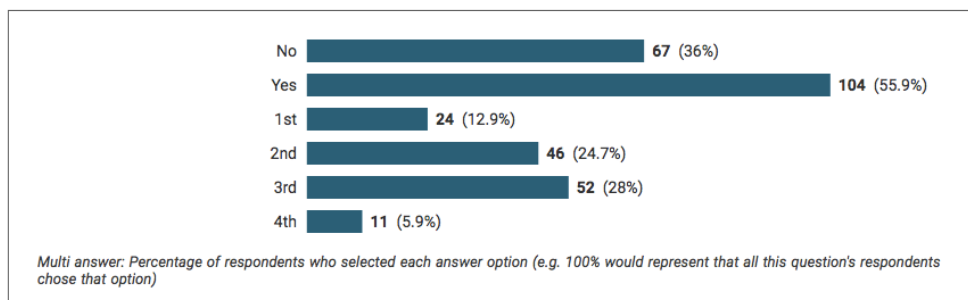
30.12 Middle Eastern and/or North African History



30.13 Other area of world history (please specify)



30.14 Other area of history dealing with race and/or ethnicity (please specify)

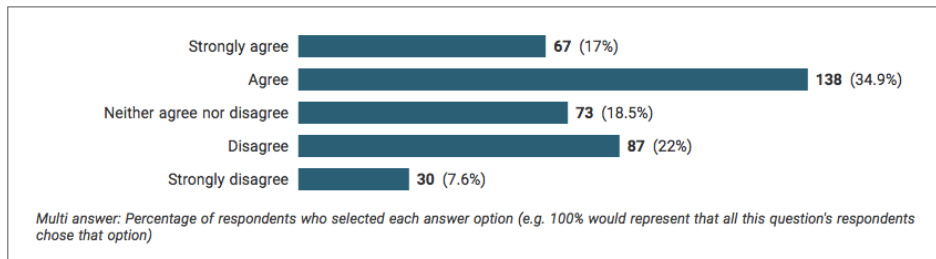


30.a If you clicked 'Other' please specify here

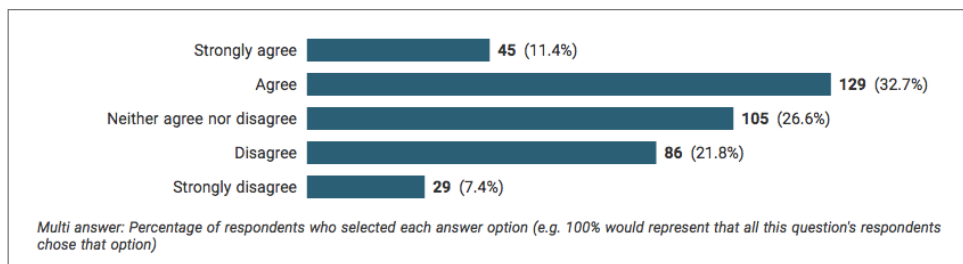


**31** Please indicate how much of your undergraduate History curriculum is devoted to wider-world history and gives due attention to race and ethnicity, and also how such courses are taken up by students.

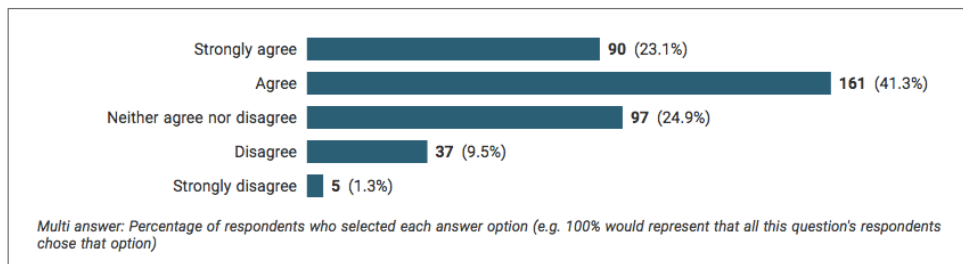
**31.1** The curriculum devotes and appropriate amount of attention to wider world history



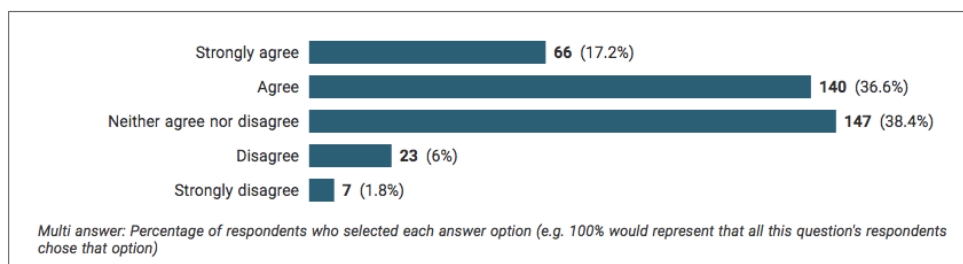
**31.2** The curriculum gives due attention to histories of race and ethnicity



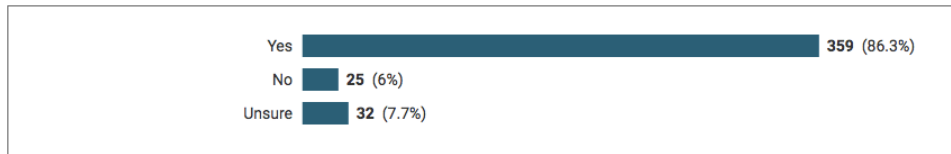
**31.3** Students numbers in the offered courses in wider world history are very healthy



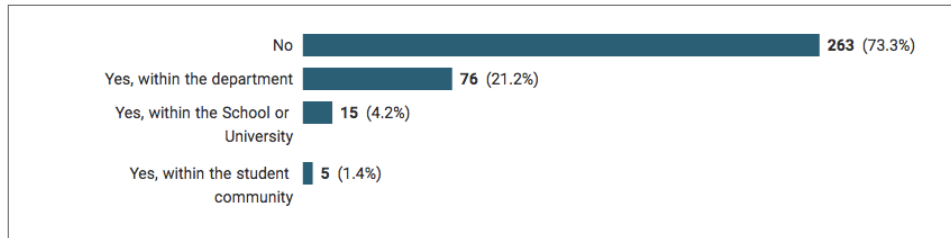
**31.4** Students numbers in the offered courses in histories of race and ethnicity are very healthy



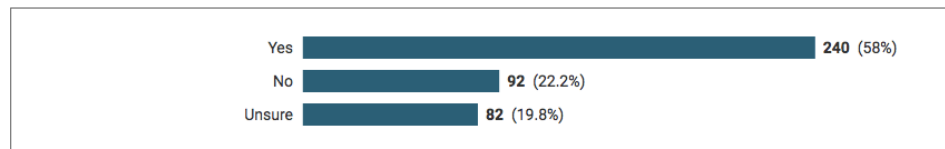
**32** In the past five years, has your institution sought to widen the curriculum beyond Britain and Europe?



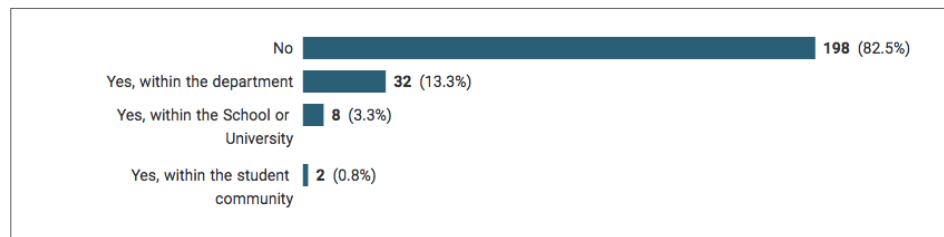
**32.a** Have there been any objections or barriers to widening the curriculum in this way?



**33** In the past five years, has your institution sought to widen the curriculum with regards to histories of race and ethnicity?



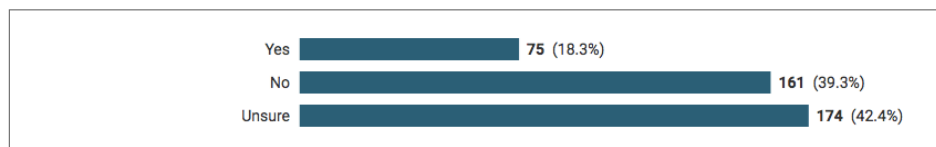
**33.a** Have there been any objections or barriers to widening the curriculum in this way?



**34** Please use this box to describe any curriculum initiatives currently under way in order to widen the syllabus to include courses in global/world history and/or race and ethnicity, and how these have been received. Please also comment on whether any efforts are underway to review reading lists to consider whether they include BME authors.



**35** Is your institution's undergraduate programme successful in sending or recruiting BME graduates to postgraduate programmes?



**36** What would make it easier in your institution to teach/study subjects that would make BME students more likely to continue within the field?



**37** Are there examples of best practice with regard to BME inclusion in university-level History either within your university or beyond to which you would like to draw the Working Group's attention? (e.g. initiatives to increase the university's appeal for potential applicants, encouragement for BME students and teachers once in post etc.) Please give details



**38** Please use the box below for any further comments you may have. If you would like to expand on your answers to any previous questions, please note the question number in the box.



**39** What role would you like the RHS to play in the area of race and ethnicity equality in UK history?

