

**Faculty of Business, Law and Social Sciences**

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| **Proposed Title:**Intersectionality in Practice? Gender, Race and Sexual Orientation in higher education equality accreditation schemes. **Project Reference Number 14** |
| **School:** Social Sciences |
| **Proposed Supervisory Team:**DoS: Dr Kate Carruthers Thomas2nd S: Dr Lesley StoreyAdvisor: Professor Geraldine Lee-Treweek |
| **Abstract:**This project investigates synergies and conflicts between three flagship equalities accreditation systems for staff in the higher education (HE) sector: the Athena SWAN Charter; the Race Equality Charter and the Stonewall Diversity Champions Scheme. It asks to what extent separate equalities agendas pursued within the same institutional space can meaningfully address intersecting inequalities and privileges of gender, ethnicity and sexual orientation in a post-pandemic context. It asks: * how these schemes co-exist within institutional spaces and how are their synergies and conflicts perceived by stakeholders, institutions and individuals?
* to what extent can separate schemes address intersecting inequalities and privileges of gender, ethnicity and sexual orientation within the HE workforce?
* what is the role of these schemes in developing intersectional equalities agendas in a post-pandemic context?

Drawing on qualitative data collected from multiple sources (stakeholder, institutional, individual) on perceptions and experiences of flagship equalities accreditation systems within the HE sector, the thesis will employ relevant theoretical and applied perspectives (eg: Crenshaw (intersectionality); Ahmed (diversity work) to critically reflect on the schemes in practice. Research findings will be used to facilitate and encourage dialogue between key stakeholders (Advance HE, Stonewall, Universities UK) and HE institutions through knowledge exchange and engagement activities (eg: webinars, workshops, discussion fora).  |
| **Research Environment:**The successful applicant will be based in the School of Social Sciences and contribute to the Research Centre for Identities and Inequalities. They will undertake desk research and fieldwork with stakeholders, instititutional representatives and individual research participants either in person or online, depending on circumstances. They will be encouraged to participate in relevant training and development programmes within BCU and external to it and to present at relevant academic conferences including the Society for Research in Higher Education Annual Conference.  |
| **Applicant Requirements:**First degree in a Social Science subject or subjects (eg: sociology, education, politics, psychology). Ideally a Masters level qualification including qualitative research methods. Academic and/or practical experience of any of the following: gender studies, critical higher education studies, equality and diversity, would be welcome. Mature students and those who have experience of working within the HE sector would also be highly suitable candidates.  |
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