

**100**

**BLACK  
WOMEN  
PROFESSORS  
NOW.**

**Out of more  
than 23,000  
professors  
at UK  
universities  
only 73  
of them  
are Black  
women**

**Be the  
change  
apply  
now**

# 100

# BLACK WOMEN PROFESSORS NOW<sup>®</sup>

# This is just the beginning

WHEN's ground-breaking initiative, **100 Black Women Professors NOW** aims to increase the diversity of the academic pipeline by providing opportunities to accelerate progress and make a meaningful difference, NOW.

## Who has been involved so far?

The third cohort launched in January 2024 with the following nine higher education institutions committed to accelerating change:



UNIVERSITY OF LEEDS



## Why are we doing this?

**This is not about just 100 Black women professors; it's about the first 100.**

Our drive is to promote equity of opportunity within the academic world, and we begin that journey with 100 Black women academics, pioneering the path of change.

Following the hugely successful phase two, WHEN will be expanding phase three of the programme with the aim of retaining and propelling the careers of Black women earlier in the pipeline. Tracks include advanced career academics, early to mid level career academics and PhD students.

The programme isn't only about supporting Black academic women to navigate and manage their careers; it's about challenging institutional assumptions and bias, recognising the need to address fundamental societal inequities, and acting to achieve systemic change for a fairer world.

## Who is involved in this programme?

- Academic cohort
- Vice-Chancellors
- Senior leadership team
- Heads of Departments
- Leaders of People functions
- EDI Leads

WHEN works with forward thinking institutions to deliver a step-change in progress for the higher education sector as a whole.

## WHEN is the programme taking place?

Applications are now being accepted for the next programme, which will commence January 2025.

# 100 BLACK WOMEN PROFESSORS NOW<sup>®</sup>

## The core change principles:

To achieve sustainable change, the programme consists of three key lenses: institutional, departmental, and policy and practice. In parallel, a cohort of Black women academics come together from across participating institutions for support and targeted career acceleration.



## How does the programme work?

The programme works with institutions who are committed to change. An institution seeks support from their Vice Chancellor, HR Director and Equality Diversity Inclusion Lead, and will likely also gauge support from line managers and Heads of Department. Once ready to start, the institution identifies Black women academics (the academic cohort) with the potential to reach professorship who will be supported through the programme. WHEN works in partnership with institutions so that stakeholders can draw on learning between the participating institutions and provide the academic cohort with a peer group beyond their own institution. The programme uses core change principles to unblock limiting systems and structures and to support the academic cohort to successfully navigate the pathway to professorship.

## Participating institutions can expect:

**Systemic change with broad inclusion benefits by:**



### Senior leadership action

The VC and their senior team will work on themselves, increase understanding, and identify means by which they can take more personal accountability for change.



### Line manager action

Line managers will take a proactive interest in bringing career development plans to life and commit to doing what it takes to realise equity of opportunity within their own department.



### Policy and practice action

Leaders of People functions and relevant colleagues from the different institutions will work intensively to unblock barriers and identify practical actions that can result in accelerated change.

**Black women academics' accelerated progression by:**



### Career coaching

The academic cohort will each benefit from their own career coach who will support them to focus on the few things that will make the biggest difference to support their career progression.



### Targeted development

Bringing academic peers together to focus on key areas which have been evidenced to be drivers of career success.



### Mentoring

Mentors will be tailored an individual's needs. Mentoring is intended to support the academic in achieving their agreed developmental goals through skills development and the sharing of knowledge and experience.