

Conference Overview

The *in*VISIBLE conference was launched in 2022 as a means to promote the visibility of researchers from marginalised ethnic backgrounds. The conference also provided them with a dedicated platform to share their research, as well as the opportunity to foster relationships with an extended network of academic/industry professionals across Warwick and other institutions.

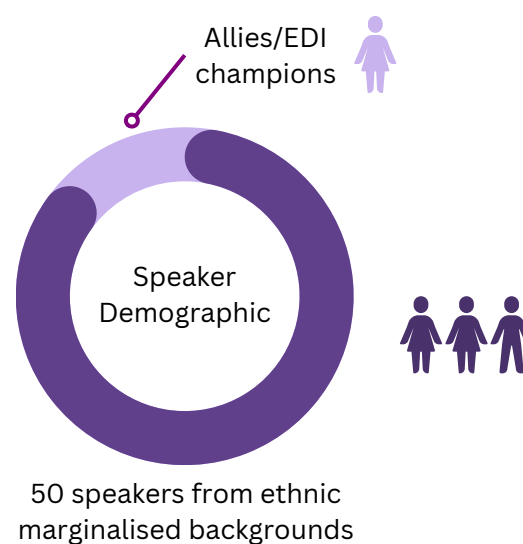


Figure 1: The demographic of the conference speakers/presenters (2022).

2023 Theme

Amongst the speakers from last year's session was professor Robert Mokaya. Professor Mokaya is a Royal Society of Chemistry Board of Trustee and as of 2022, the only black UK professor in Chemistry. Based on his experiences, key concerns regarding the awarding of marginalised ethnic researchers were highlighted. This is in addition to their representation at mid-senior academic positions. (See Figures 3-5). **Note:** both factors are an important aspect in career progression.

In line with these ongoing gaps, this year's conference will seek to address them by inviting mid-senior level ethnic minority academics to discuss their accomplishments and give advice on how to navigate academic progression.

It is our hope that doing so will:

- **provide positive representation to inspire the upcoming generation of researchers**
- **challenge and change the exclusory nature of academic progression**

Targeted Participation

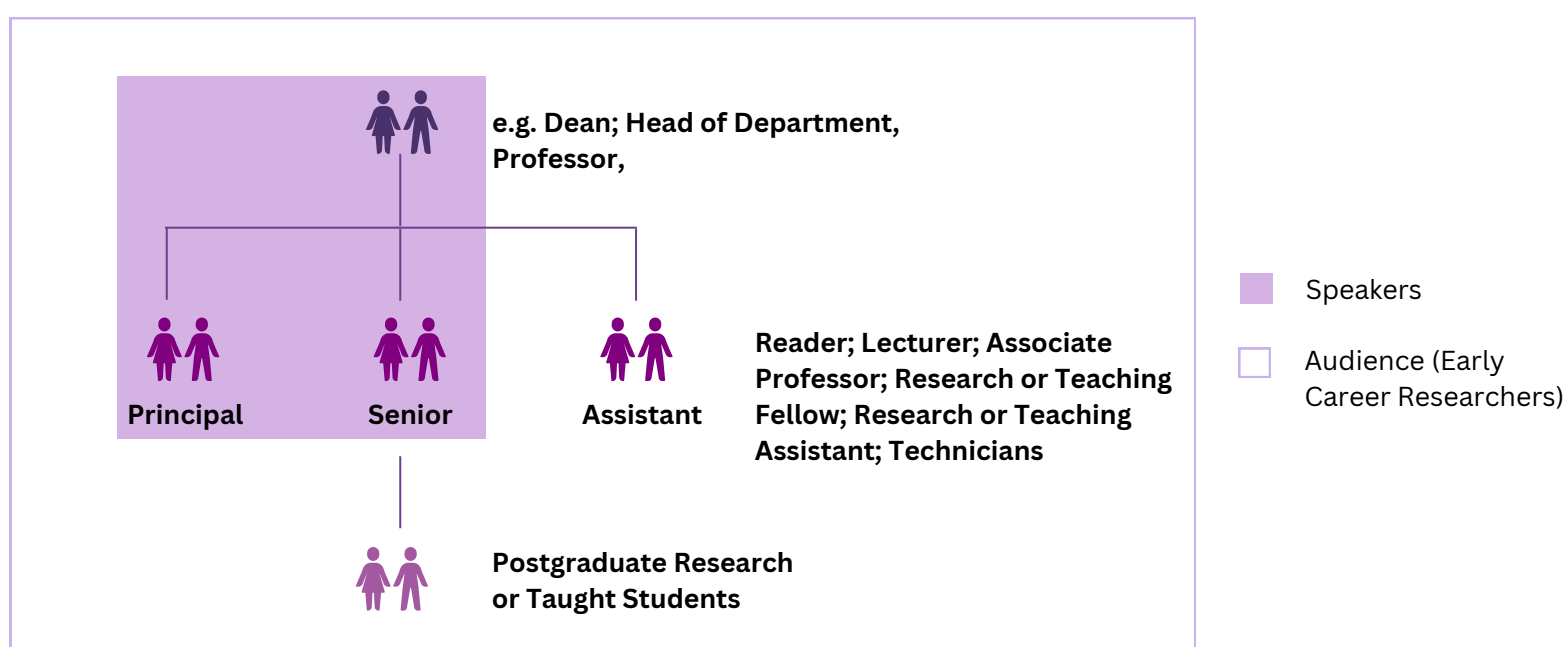


Figure 2: Targeted participation for the 2023 *in*VISIBLE conference.

Data Statistics

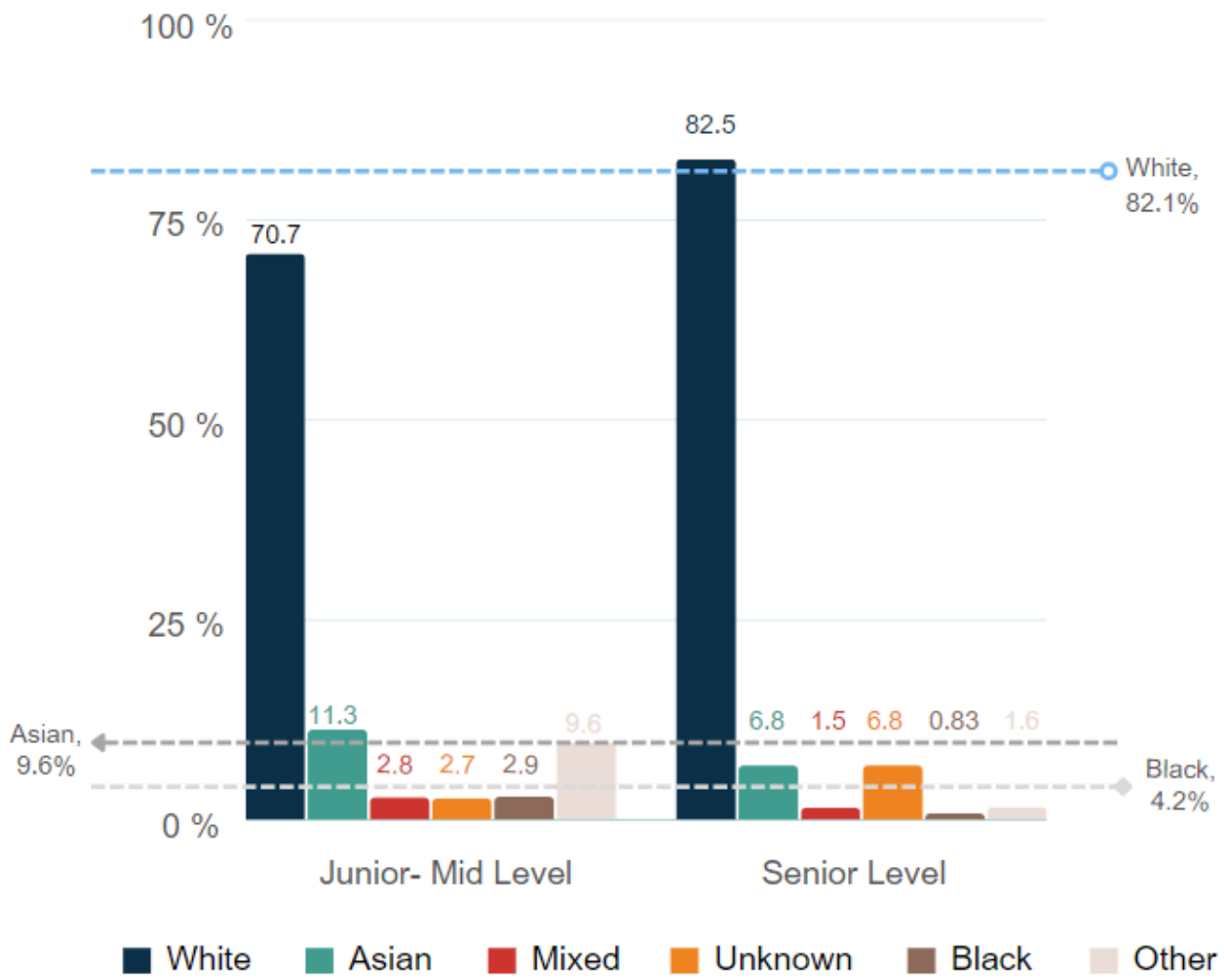


Figure 3: 2021-2022 HESA Academic Staff Ethnic Demographic Statistics (%). The dotted lines represent the ethnic demographic of UK Domiciled 30-64 year olds (2021 UK Census Data).

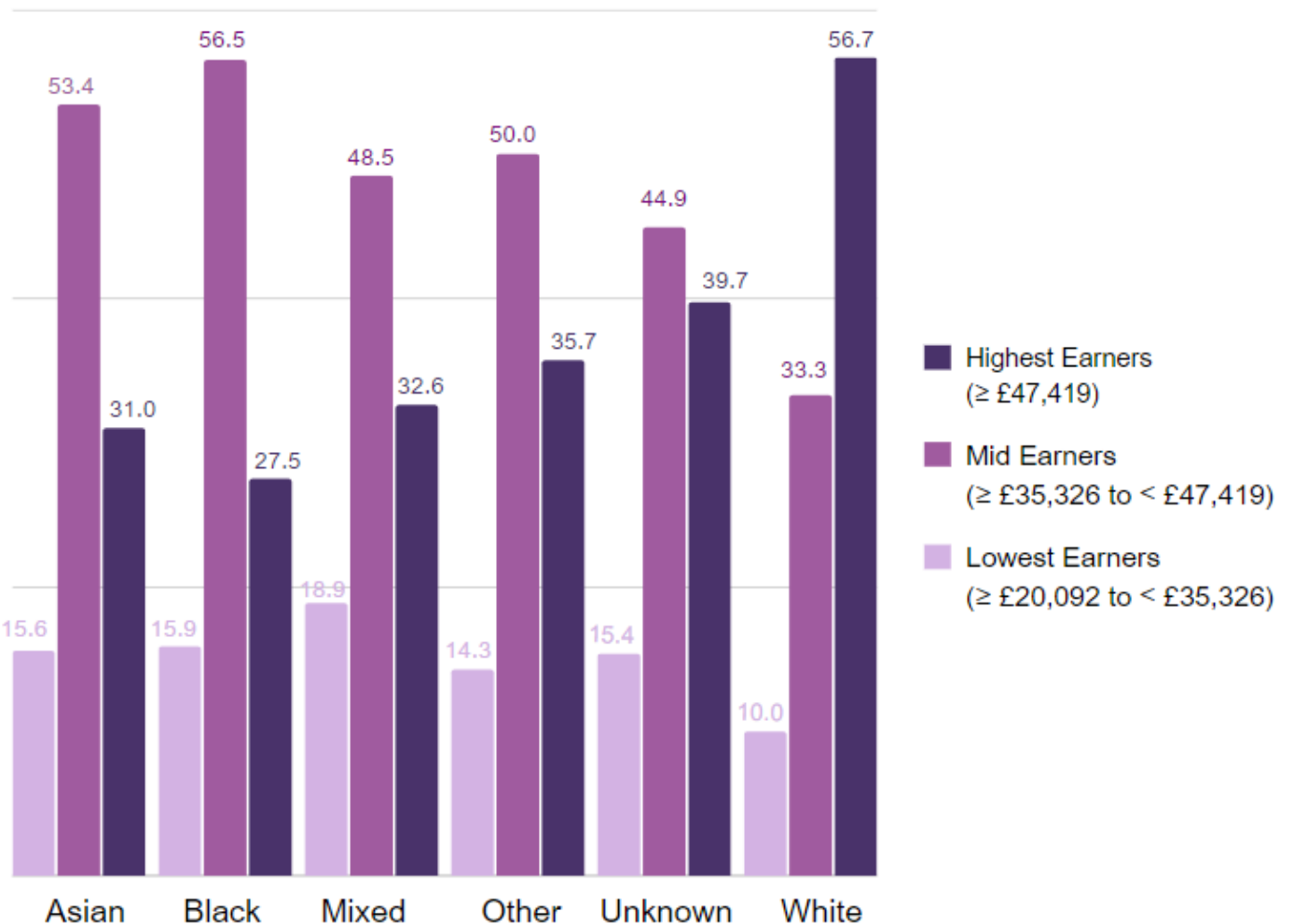


Figure 4: HE full-time academic staff in biological, mathematical & physical sciences categorised by ethnicity and contract salary, %. (2021-2022 HESA Academic Staff).



Source: UKRI's competitive funding decision data

Notes:

1. Award rate by value looks at the total value that is awarded to a group relative to the total value of application amounts for that group.
2. Numbers above the bars refer to the number of awardees in that group

Figure 5: Median award amount and % award rate for principal investigators (PI); categorised by ethnicity at a UKRI and research council level. (UKRI, 2020-21).