

**Do students from
different ethnic
backgrounds
experience university
differently?**

If so, in what ways?

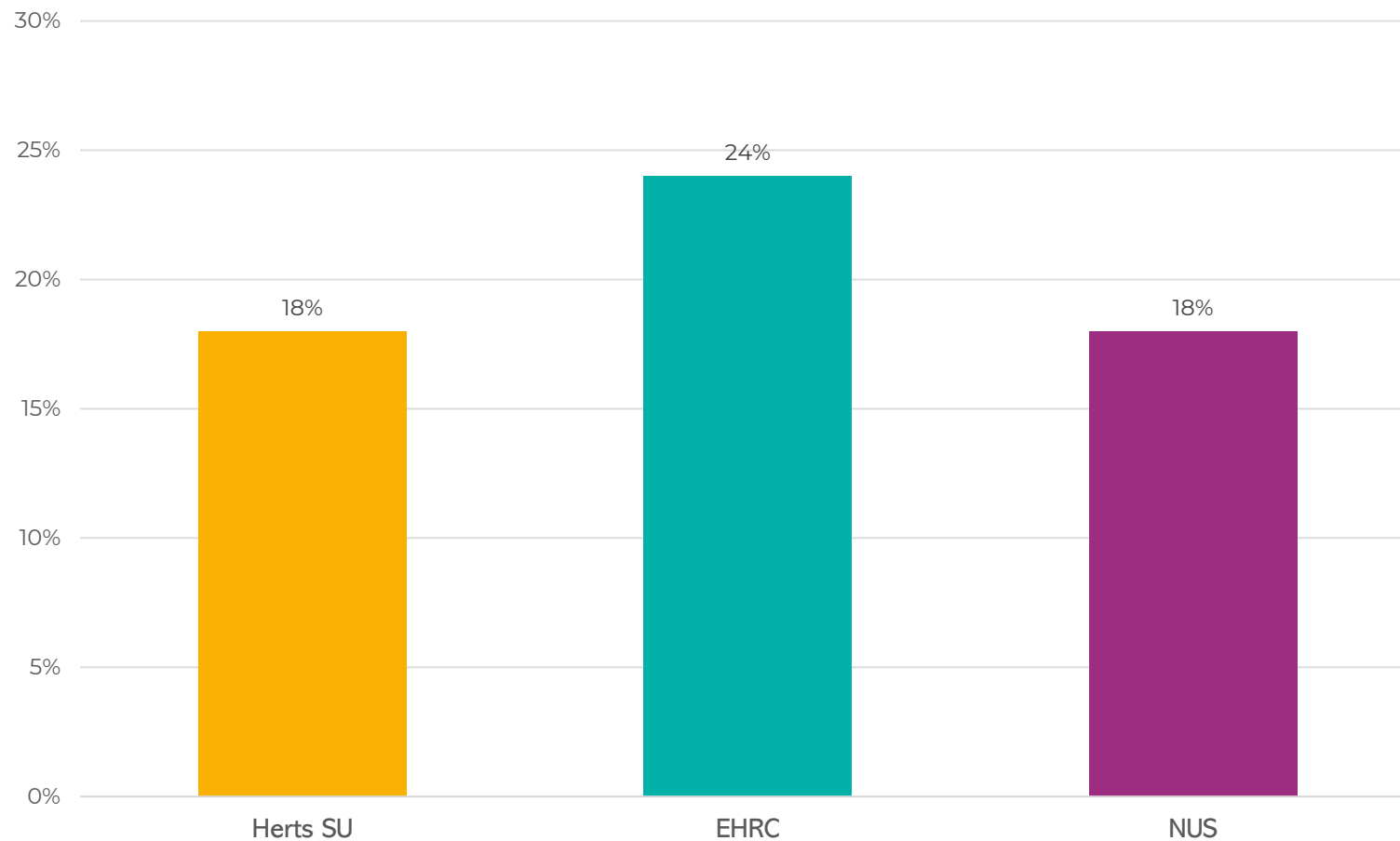
Diversity at Herts

- We have a very diverse population at Herts – which students love!
- BAME international students often picked Herts because of this diversity
- BAME Home students often came from white-dominated education backgrounds and felt they finally “fit in” at Herts

*“I never knew I could make friends that are a **completely diverse group**. It's the proper like, you know, university thing you see on a TV show, a movie. We just have people of different colours and languages and everything.”*

*“I was lucky that I was able to come to [Herts]. I could be walking around going, oh my God, there's another Hijabi... And in my cohort, it was so much more diverse. **I actually felt included** in everything.”*

“I discovered that among my peers we had intense culture clashes. Sometimes when you don't get an opportunity to meet, it reinforces certain stereotypes that people might have against each other, because you never get an opportunity to really see someone and to come to an understanding about who they are and how their cultures will affect the way they can be themselves. I found that during our interactions in the [online] group a lot of people started to disagree a lot even on small things. People would just get irritated so easily with each other. **I don't even know how we're going to come together now. COVID has created this atmosphere where it has reinforced people's fears about others.**”



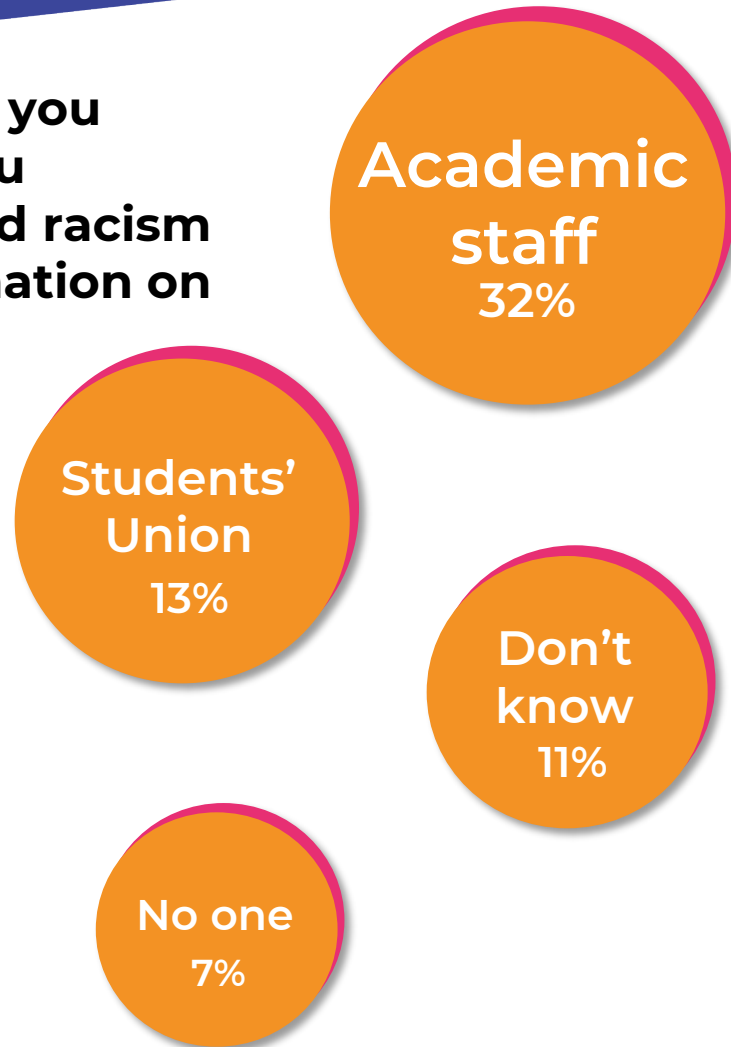
Herts SU: Diverse Adversities Report 2021, <https://hertfordshire.su/your-say/research/reports/diverse-adversities/>

EHRC: Tackling racial harassment report 2019, <https://www.equalityhumanrights.com/sites/default/files/tackling-racial-harassment-universities-challenged.pdf>

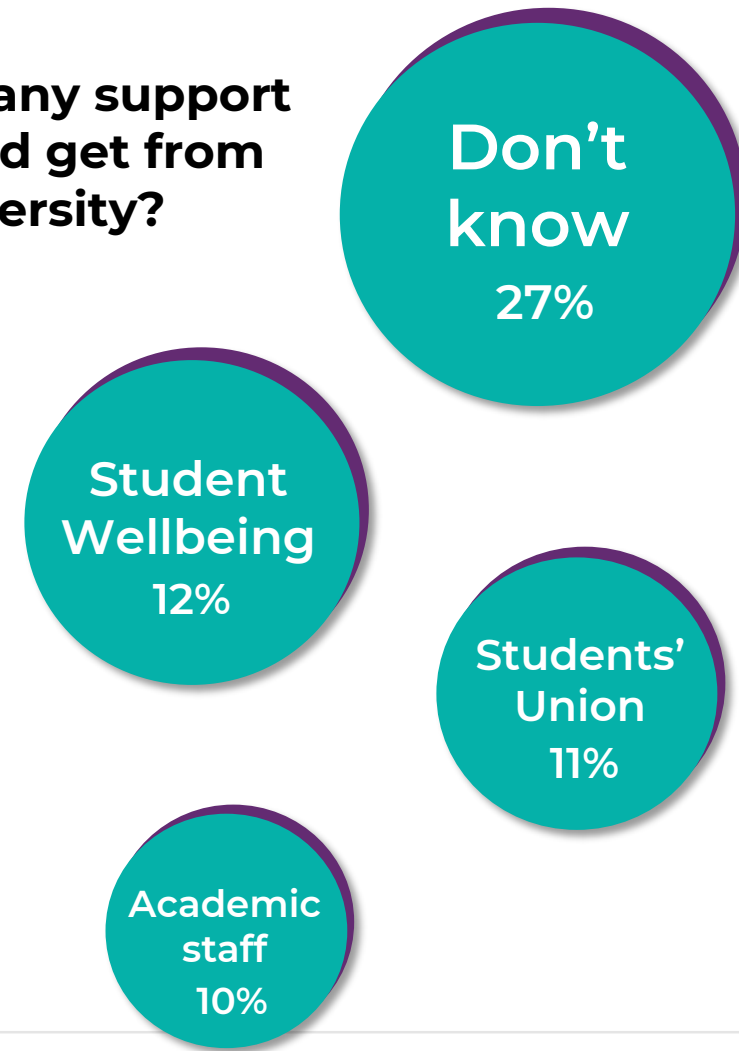
NUS: No place for hate report 2012, <https://www.nusconnect.org.uk/resources/no-place-for-hate-hate-crimes-and-incidents-in-further-and-higher-education-race-and-ethnicity>

Reporting mechanisms

Who would you inform if you encountered racism or discrimination on campus?



Is there any support you could get from the University?



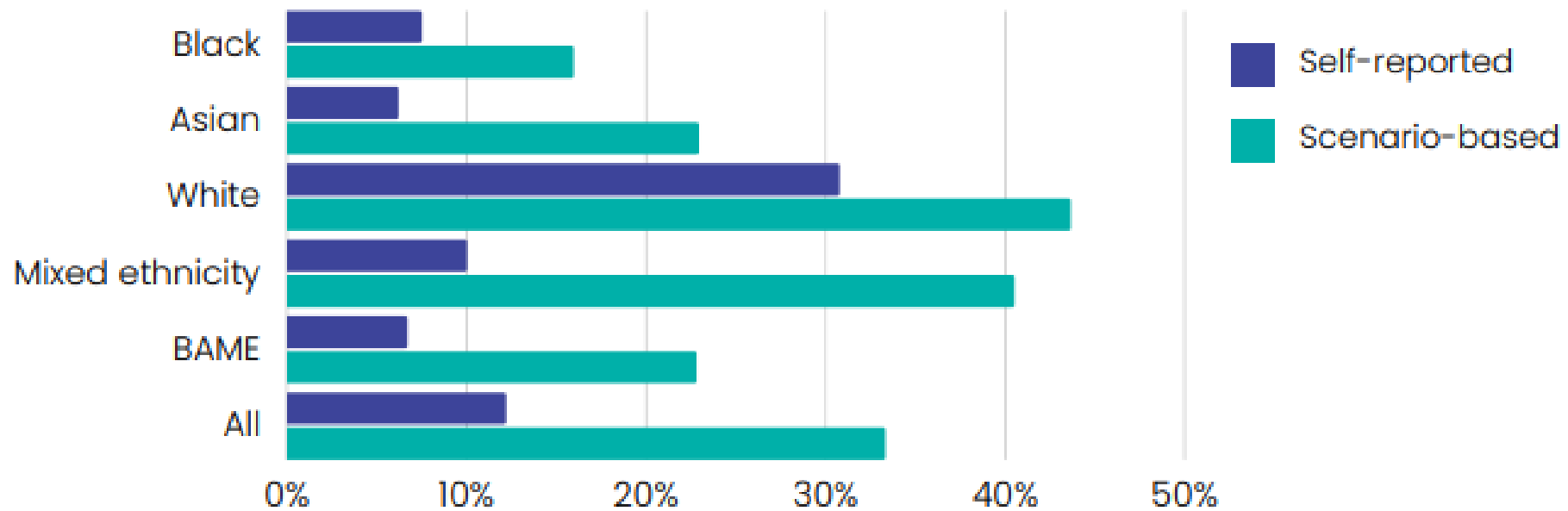


Figure 4. Bar graph showing % of respondents self-reporting experiencing 'harassment (including sexual harassment)' (blue bar, "Self-reported"), and the % of respondents agreeing that they had experienced at least one of the scenarios that fall under the legal definition of sexual harassment (green bar, "Scenario-based") whilst at university, by ethnicity.

“You realise that people have different sense of humour than you, like **some kind of things that they found to be funny might actually be inappropriate to other people or their experience**. And the other group might not be aware that it is actually insensitive to do so. For example, I have friends that made jokes about the Asian culture of dog eating. So that is a little bit iffy, but **it is not supposed to be ill intent**, I suppose. So trying to work out with them and say that, hey, that's crossed your line - that will require some effort, trying to confront it”.

Agreed Recommendation:

- The creation of a zero-tolerance policy to harassment and discrimination.
- Annual publications of reports of discrimination and harassment, and what action the university took
- Active bystanders training for student leaders (£9k)

In progress:

- Increased funding for international student support
- Mandatory consent training (£10k)
- Further academic societies development

Thank you