

NERUPI Awarding Gaps Conference 2026

Developing academics as Diversity Mark Practitioners



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Lecturer in Higher Education, developing academic practices via:



Diversity Mark Module Route

Established in 2018 to address race awarding and experience gaps through curriculum co-creation.

For academics wanting to refresh or rethink a specific module in partnership with trained student interns.

See chapter 10 by Dr Barbara Adewumi in [Race, Capital, and Equity in Higher Education: Challenging Differential Academic Attainment in UK Universities](#) (eds. Hensby and Adewumi, 2024)



Developing an alternative route

Mid 2022, applied for Diversity Mark for the module I convene

Early 2023, co-developed + piloted an 'Independent Review' approach

Nov 2024, tested 'Independent Review' with 21 academics on the PGCHE

Spring 2025, developed 'Independent Review' into DM 'Practitioner' route

Summer 2025 + Spring 2026, ran two DMP retreats for 31 academics

Rationale

An alternative route needed to:

- Scale-up and sustain Diversity Mark
- Build the capacity of academics
- Go beyond reading lists + content
- Support communities of practice



Diversity Mark Practitioner Route



Academics come together for a 3-day retreat to:

1. Apply key concepts and processes to review and develop inclusive and accessible curricula and teaching.
2. Identify and take actions to develop inclusive and accessible curricula and teaching in collaboration with students and relevant colleagues.
3. Critically reflect on the development of their curriculum and teaching design practice.

Diversity Mark ~ Practitioner Workbook

For participants of the Designing Inclusive Modules Retreat (2026)

Name	
School	
Codes and titles of module(s) taught and/or convened	
Submission date	

Contents

Task 1 – Preparation Reading / Viewing	
Task 2 – Your Modules / Discipline / Students	
Task 3 – Culturally Sensitive Curricula (CSC) Educator Self-Reflection Tool	
Task 4 – Action Planning	
Task 5 – Final Reflections	
Supporting Evidence	

Culturally Sensitive Curriculum Educator Self-Reflection Tool (Quinlan and Thomas, 2024)



Participation to date

20 participants, 13 awardees

Summer 2025

11 participants

Spring 2026

13 signed up

Summer 2026

Participant feedback

"It's been lovely to immerse myself in this!"

"Good opportunity to ask questions and discuss."

"Having the space to learn and reflect"

"Having the time to develop my workbook for submission."

"The opportunity to collaborate and discuss things with colleagues from different areas."

"I'm coming away feeling empowered to make positive changes across the spectrum of my teaching."

Participant actions

Business

Human Resource Management activity on identity + positionality

Geographically diverse imagery, examples + resources

Inclusive Practice 'Lunch and Learn' sessions for colleagues

Psychology

Co-created diverse resource database for all Clinical Psychology topics

Diverse vignettes for activities and roleplays in class

In-module diversity survey to prompt further action.

Pharmacy

EDI training and discussions with local faith leaders

Group assignment on health needs in diverse communities

Adapted clinical skills workshops where students practice on each other

My actions for future retreats:

- Minimise problematising + theorising
- Maximise reflective practice + collaboration
- Include circles of concern, influence + control (Covey)



Discussion:

- Any similar programmes elsewhere?
- Measuring impact on awarding gaps?
- Other questions / comments?

University of
Kent

**Thank
you.**

