



UNIVERSITY OF  
PORTSMOUTH



Natural  
Environment  
Research Council



# REDRESS: Improving diversity and inclusiveness in UK marine sciences

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Suspected that marine sciences had poor recruitment from ethnic minority backgrounds and this was impacting diversity in those entering marine/environmental science careers.

## What we did

1. Survey of ethnic minorities in marine/environmental sciences (UCAS data)
2. Survey marine course leaders (n = 46)
3. Survey school leavers aged 15-17 (n = 408)
4. Survey general public (n = 1068)
5. Marketing survey of marine sciences course pages (n = 56)
6. Educational animation

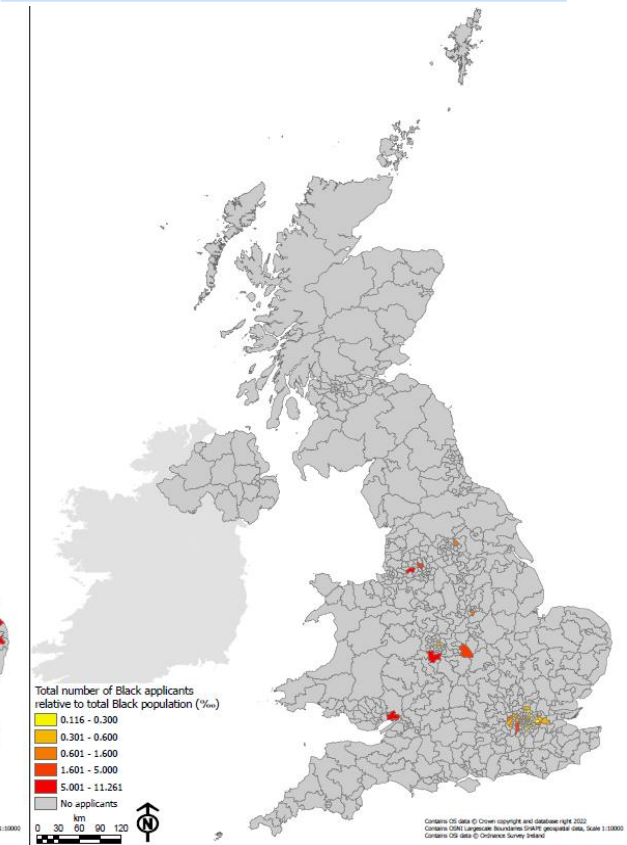
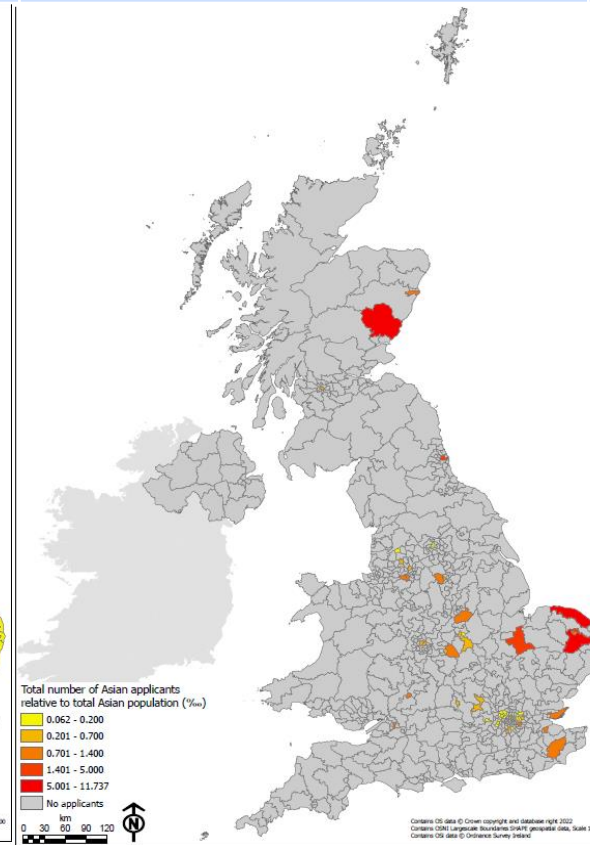
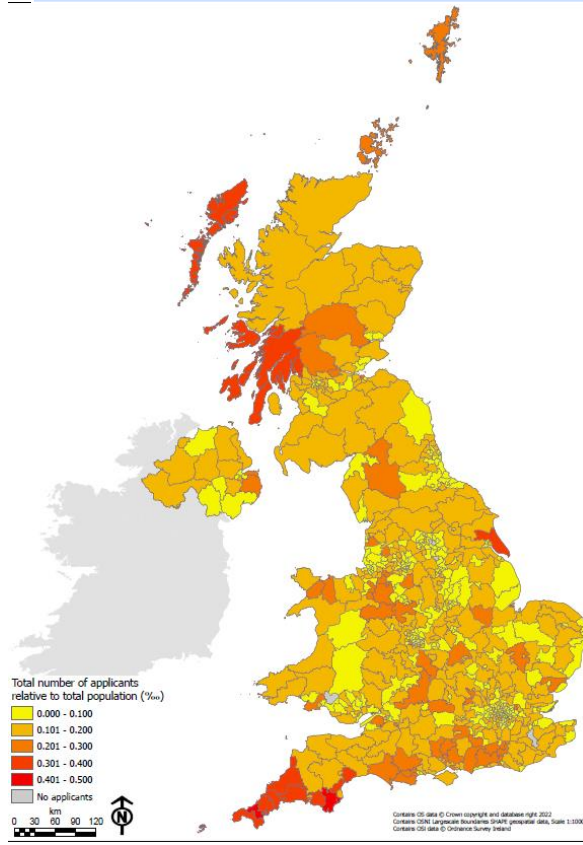


## What we learned:

- Marine sciences was the least diverse degrees in the UK
- You are less likely to be accepted onto a degree if Asian in environmental sciences but not marine sciences
- Course leaders perceive there is a problem but are unsure how to address it
- School leavers from ethnic minority backgrounds are more likely to consider marine sciences but ultimately not choose it
- Ethnic minority groups have different perceptions than white respondents in the choice of marine science careers available
- Ethnic minority groups watch more natural history TV than white respondents and equally value the importance of the oceans to human and ecosystem health.
- All surveys pointed to a lack of role models in ethnic minority groups
- Marine science degrees don't mention EDI on their web pages

|                                    | Marine Science | Environmental Science |
|------------------------------------|----------------|-----------------------|
| <b>Average % of White Students</b> | 96.84%         | 95.10%                |
| <b>Total Number of Courses</b>     | 88             | 180                   |
| <b>% of Courses 100% White</b>     | 55.68%         | 66.67%                |

2019-2021





## Good practice:

### Pledges from UK marine science leaders

1. Incorporate marine sciences into our STEM and widening participation programs with schools
2. Review our online and printed course materials and to assess their language and visual presentation for diversity, equality and inclusiveness
3. Encourage our universities to provide EDI training specific to marketing and recruitment.
4. Explore the use of university incentive schemes -- increase ethnic minority representation



Thank you for listening