

TW for Season 2 Ep 4 - Race Equality Charter:

Racism

Misogynoir

Sexism

Transphobia

Ableism

Karel Green 0:00

Welcome to the POCSquared podcast, hosted by Sehher, Pruthvi and Karel. In today's episode, we're going to be looking at Advance HE's Race Equality Charter, including how effective it is day to day for BAME students. But please be aware that the following topics are discussed: racism, misogynoir, sexism, transphobia, ableism. A transcript and show notes for this and all episodes can be found on our website www.poc2.co.uk. That's www dot POC the number two dot co dot UK. We're also on Twitter and Instagram @pocsquared, that's POC, and then the word squared with no spaces. You can also contact us via email contact@POC2.co.uk. That's contact at POC, then the number two dot co dot UK. And finally, we'd like to thank the Royal Astronomical Society for their funding, as it was through this that we've been able to create the second season of the podcast, as well as do all of the other outreach activities that we are doing with POCSquared and keep them all free. With all this said, please enjoy the episode.

Karel Green 1:26

So today is like our sort of sister episode to the Athena SWAN charter is garbage episode where we are going through the race equality charter, there will be a link to this page in the show notes and go through it with us if you want to. But before we do anything, let's all start by defining what the race equality charter is and how it is different from the Athena SWAN charter.

Pruthvi Mehta 1:53

Let's do it.

Sehher Tariq 1:56

Do we have a definition?

Pruthvi Mehta 1:58

So I have the the Advanced HE so Advanced Higher Education is the same people, the same people that came up with the Athena SWAN charter and it's basically on like the same same site different page. And it says here that Advanced HE's Race Equality Charter provides a framework through which institutions work to identify and self reflect on institutional and cultural barriers standing in the way of Black, Asian, Minority Ethnic staff and students. Member institutions develop initiatives and solutions for action and can apply for a bronze or silver REC award depending on the level of their progress.

Karel Green 2:38

It's the it's the, you know, the vagueness for me. Oh God my voice is falling apart. It's destroying my throat. It's the vagueness for me to say I've got...

Sehher Tariq 2:51

I've got the, like overviews of the two charters so I can go through that and we can compare. So Athena SWAN is a framework which is used across the globe to support and transform gender equality within higher education and research. Established in 2005 to encourage and recognize commitment to advancing the careers of women science, technology, engineering, maths, and medicine, employment. The charter is now used to address gender inequality more broadly, and not just barriers to progression that affect women. And then race equality charter it says the race equality charter aims to improve the representation, progression and success of minority ethnic staff and students within higher education. It provides a framework through which institutions work to self reflect on institutional and cultural barriers, standing in the way of minority ethnic staff and students and have their commitment to and progress in removing these barriers recognized.

Karel Green 3:53

I would like to know what the framework is that they provide people with, we are obviously not a university, so we cannot get access to the framework to see what it is. But something I would like to note about the Race Equality Charter that I you know, one of many things I do not like, is that I found out through doing the activism work I do with my personal EDI team at my university, is that apparently every for the Athena SWAN charter, because it came out first, it's like every department has to apply to get their own Athena SWAN charter. So universities department that one university can have multiple Athena swans because you know, you could have one in the English department, one in the maths, one in the chemistry, but maybe drama hasn't got it yet, you know, I mean, whereas the race equality charter is for the whole university. And you can see where the issues come where you can have like one really bad department or multiple really bad departments or in fact, nobody caring except for some random woman in HR who's gotten, you know, the job of applying for the race equality charter this month, or this round, you know, this quarter, and nobody actually doing anything to make sure that they're adhering it to what little they, you know, give people to do, which I'll touch on in a moment, because it doesn't actually seem like they actually give them any, like standard practices. But you know, you could have a really bad University get the race equality charter. Whereas for the Athena SWAN, yeah, it's like a tick boxing tick, box tick, wow, I'm dying, box ticking exercise. Everyone hates it, but at least like they have to actively try to get it because every single department has to get it. Why is there so little, like effort required, relatively to get the race equality charter? Is my question. And the website sucks.

Pruthvi Mehta 5:57

It does. I mean, like, yeah, like, you're completely right with saying the way they've like frame... Like, they've, they said the word framework, right? Um, it that's just a really vague word, that can be used to, like, mean, literally anything, and also nothing.

Karel Green 6:14

Correct.

Pruthvi Mehta 6:15

And it's just, it's just, it's just real bad. Like, again, I've talked about how in the past, like, I don't think any sort of diversity initiative should be like a gold star or whatever, right? Like it should, it shouldn't be like an award that you claim it should be. It should just be thought, like you listen to your students, and marginalized students who are having problems and then take change based on that. But here you have a, you have a similar thing with Athena SWAN, where you have you can apply for a bronze or silver REC award. And it's like, like, again, this is just gonna, it is used to generate income for the actual award. And that, and the people who work for it, whatever, right? Although, although hate for people that work for it, and also to bolster University self image, so they can, you know, attract more, you know, students, etc, etc. Like, it's got nothing to do with actual equality.

Karel Green 7:07

I've got two things to bring up before we actually go through the little guiding principles that they have. The first one that I wanted to talk about was how the it stinks of just okay, here's what, like all the work you guys could do. Like, it doesn't even like give them things to do. It's like, here's what you have to do for us type deal. And I hate that in terms of like diversity, but I'll touch on that in a minute. But the other thing I wanted to talk about is that, like I saw I agree, obviously, with what you said, Pruthvi. In that, like, I hate how, instead of treating, like, even with the Athena SWAN instead of treating women, or with the race quality jobs or BAME people as people, and therefore being like, oh, actually, we have to have a representative amount, or we're not doing or we're doing something wrong, because like we're, you know, clearly we're making a toxic environment for people with these traits. They're, in fact, like, Oh, you've got some browns, here's a gold star. here's a here's a bronze or silver star, because you wouldn't get like an, I don't know, Zeus pigeon award first if there was no white boys in, in your department, right? You they'd be like, Where? Where are all of them what's happening time to go into panic mode? And just, you know, find find all the men like that you wouldn't get an award for actively recruiting these people.

Pruthvi Mehta 8:39

Yeah.

Karel Green 8:39

That's just like the baseline, like decent human being thing to do. And it really shocks me that they're just like, well, if you want us to bring in a black, you have to give us an award as opposed to just being like, the people in this country are black, and therefore, you should educate them... Like I'm just oh, it's so bad. It just it stinks. It really stinks. It's It stinks.

Pruthvi Mehta 9:08

Like I haven't even properly read through these guiding principles, right? The like, Can I just say that in a minute. It doesn't even say anything about like hiring a certain... Like it's just so vague that with what he actually wants to do and how it's going to achieve its aims that it hasn't even said anything about actually increasing the diversity of the students or staff body. Like what, what is this like word salad I, it's so bad.

Sehher Tariq 9:34

I found I've been having looked through the website just to see if there's a new other info I can see. And I've found the benefits of both the Athena SWAN and the race equality charter. So I thought it probably be good to go through the benefits of the race equality job because, I mean, it's essentially the same as the Athena SWAN charter, but just one tiny difference which you've already hit on Karel. So the first one is that race equality charter members are able to submit for institutional level Race Equality Charter awards. The difference with that is that on the Athena SWAN charter, it says institutional and departmental level awards. So already, like, they're not committed to, like the smaller, more, I guess, like a tougher change, for race equality. And then the next one is access to resources and publications to support award submissions, and then attend to workshops to help prepare for an award, become part of a national and regional peer support and practice sharing network, access charter specific advice and guidance use race of quality charter logos, to highlight your commitment to race equality. So the benefits that they advertise on this website is very surface level, very, very surface level. You you get to you get to use a logo, if you're committed. Wow. You, you get to learn how to get an award.

Karel Green 11:19

This is not a me like pyramid scheme vibes, like real talk.

Pruthvi Mehta 11:22

It really is.

Karel Green 11:23

Big MLM vibes.

Sehher Tariq 11:26

And I guess I just I understand that having something where they're incentivized to make change, that's fine. But it's the fact that the benefits of it is very, it's just very, is to do with image rather actual change and positive change. Looking at this, it

doesn't make me as a brown person feel like they're going to be doing this because they actually care. Yeah, they're just going to be doing this to make them look good. And so they can have like, a bronze or silver. And that's it.

Karel Green 12:08

Yeah, it's all for like the wrong reasons. You're exactly right. Because, like I said, I'm bringing up the Zeus pigeon award. Again...

Pruthvi Mehta 12:18

What did the Zeus pigeon do to deserve this?

Karel Green 12:21

It's the equivalent of the Athena SWAN, they must suffer. Anyway. Just you know, like it just like, you wouldn't have to dangle like a cookie on a string to get them to get white boys into any subject. In fact, if a subject didn't have any, like white boys in it, when it normally would have, they'd like, literally go into panic mode and have like a breakdown...

Pruthvi Mehta 12:44

Or they'd just cancel a subject.

Karel Green 12:45

It's really patronising. Yeah, like, Oh, god, you're like you'd just be like, time to collapse might be so be so messy.

Pruthvi Mehta 12:55

It's so dumb.

Karel Green 12:55

And yeah...

Pruthvi Mehta 12:57

Like I hate how like the you'd like you need to become like a Advance HE member to apply for the for the for either the Athena SWAN charter or the Race Equality Charter award. Right. Um, and he like you're writing literally is giving me like MLM vibes because I feel like there's probably payment at some point along this line, right?

Karel Green 13:18

Hell yeah. Hell yeah.

Pruthvi Mehta 13:20

So gross. To me. It's so gross to me, I just hate all this.

Karel Green 13:29

I think now is the time for us to go through the guiding principles. There are exactly five, which is half of what the famous one had, and...

Pruthvi Mehta 13:38

They're going to be even more vague.

Karel Green 13:40

Hell yeah.

Pruthvi Mehta 13:43

Okay, so let's start with the first one. So. So racial inequalities are a significant issue within higher education. Racial inequality is not necessarily overt isolated incidents. Racism is an everyday facet of UK society. And racial inequalities manifest themselves in everyday situations, processes and behaviors.

Karel Green 14:02

Okay. I agree with that. But like, how is that a principle of race equality charter? That's just telling me that like, microaggressions exist, that...

Pruthvi Mehta 14:12

Because if I remember correctly the the Athena SWAN one, like had actual things they were going to try and like address?

Karel Green 14:18

Yeah.

Pruthvi Mehta 14:19

Whereas this is a sentence that everyone knows? Like?

Karel Green 14:22

Correct? Correct. It's like, if I was in luck on a task force in university to be like, Okay, we've got to stop the racism we need to get more BAME people. It's not just overt racism. We are preferring remember to put that like racism triangle in the shownotes. Yeah, it's not just overt racism. Here's the you know, everyday racism that underpins our society. You know, this is just like a vague definition of racial inequalities useless. Love that. I mean, I think the guiding principles should be like the five things that they should be doing. And this should be like in the introduction, telling them like what racism is and like what to look out for. Okay, okay.

Pruthvi Mehta 15:09

The second one states that you can hire education cannot reach its full potential unless it can benefit from the talents of the whole population. And until individuals from wealthy backgrounds can benefit equally from the opportunities that it affords. So again, it's like a very vague statement, which is like, generically true, right? But like, you know, they can't actually, they can you see, they can't bring it within

themselves to like, commit to like, Hey, you know, we're going to we're not we're not going out outright, say we're going to eat try and increase the diversity. They're not even saying that which is already a vague enough statement. Right?

Karel Green 15:45

Exactly. There's like no consequences for anything either.

Pruthvi Mehta 15:48

There's not a single aim so far. This is really weird.

Pruthvi Mehta 15:51

Yeah. They're not gonna they're not saying like, we want X number of BAME people at x level by x year, do you know what I mean, they, it's yeah, it's just...

Sehher Tariq 16:02

This is this is more guiding principles rather than aims.

Pruthvi Mehta 16:06

That's true.

Karel Green 16:08

But like, they don't have any aims. Where are the aims?

Pruthvi Mehta 16:11

The Athena SWAN charter had the aims. Like, they're literally like, they also had like statements like this, but it was like, Yeah, 10 of them. And they were actual aims. And they were like, on the front page of the Athena SWAN charter. And like, this is the front page, of the Race Equality charter, and we're not getting even that. And that was also a low bar. So...

Karel Green 16:30

Yeah. Oh, God. Okay. So the third one is in developing solutions to racial inequalities, it is important that they are aimed at achieving long term institutional, cultural change, avoid a deficit model where solutions are aimed at changing the individual. Okay, that is vaguely better in that it gives you some guidance on what to do when you're making your aims for a university. You know, I mean, yeah, I erm.

Sehher Tariq 16:58

Yeah, I'm glad that is talking about long term change, rather than just short term solutions that will I dunno, like you're going to his university is just going to, like hire a load of black professors, and then don't give them any support kind of thing. So I guess it's the thing that they're talking about long term change rather than short term.

Karel Green 17:21

Yeah. Like, we don't want like a one off event on BAME in, BAME in, BAME in the accow. BAME in the academy, and then like with nothing come about coming out of it. Like I 100% agree, like, like, we talk about this all the time, systematic problems need systematic solutions. That said that many a time on this podcast, and then our work. So this one is slightly less bad than the rest in that they actually gives people who are trying to think of some goals for their institution an actual framework, if you will, to base it around.

Pruthvi Mehta 17:57

Black, Asian and minority ethnic staff and students are not homogenous group, people from different ethnic backgrounds have different experiences or had outcomes form within such within higher education. And that complexity needs to be considered in analyzing data and developing actions.

Karel Green 18:13

Yay. Also a better one. I, I like this a lot. I agree. I think they're right when saying that, and yeah, be careful. I know, a lot of BAME data is just not together, because there's so few pain people anyway that like to get any kind of meaningful, like statistics out of that you need to, but like, we've seen the data, and when you break it down, and it's like literally seven blacks, you know, 40 others and 13 Asian people, which are fine, maybe, maybe there's an actual issue here. Like, I like this one a bit more as well.

Pruthvi Mehta 18:53

Yeah, this is a this is a this is a decent one. It says the final one says that all individuals have multiple identities and the intersection of those different identities should be considered wherever possible.

Karel Green 19:05

Okay. Agreed.

Pruthvi Mehta 19:07

It's agreed, but also I don't understand the wherever possible. Dunno.

Karel Green 19:10

That was our big thing with the Athena SWAN as well, because number 10 was like the tack on trans, BAME women one as well, as we were just like, God, that was bad. And yeah, sort of saving it. Like I also agree, but also shouldn't be wherever possible. It's all the time. I think this is a good segue into talking about one of the other big issues we have with this in that as it has like images of BAME people all over it, including like being women, and stuff like that, and we are all women of color. And I think this is a great time to talk about hierarchical diversity, and how much we hate it. And how much the fact that we are women of color, it's just like neither of these are helping us even though both should be, and it's really, really annoying and upsetting to be like to have these diversity initiatives break up groups into their,

quote unquote, component parts, because that's not how everything works. And I think it's bad. So let's let's all have this conversation that start yelling, it's awful.

Pruthvi Mehta 20:26

So like, listeners who are there for season one. And I remembered in like the Athena SWAN episode where we talked about that, that EDI, that long table meeting, the department EDI group, and how like one of like, the senior white women in the department said that she was, like, said that the group was going to focus on women first, and then everyone else in terms of representation, so it was like, you know, dividing up race and gender. As if you can't be both a woman and, and a person of color, right? And as if those these two things are not both equally important. Because again, when they say women, they mean white woman, right, like, and that's what her like, statement sort of confirmed.

Karel Green 21:15

Yeah.

Pruthvi Mehta 21:16

And I just that was just that was just really bad. And I just want to say that like, yeah, every, every single like, women in STEM initiative has been highly like white middle class women focused. Oh, yeah. And it's, you know, it's, it's led to, like, you know, an increase of white middle class women students be doing physics and stem or whatever, but not really anyone else. And it's not like they're the group that is least in need, like this most need because if I just think about all the women that have taught us in undergrad, and just doing like, general STEM faculty, a lot of them are white, like a lot of our middle class. If not...

Karel Green 21:59

It's really bad.

Pruthvi Mehta 22:01

Yeah, it's really it's really, it's really garbage.

Karel Green 22:06

Yeah, I agree. I just the fact that they made the, because what was what was the precursor to the Athena SWAN charter? It was Juno. There we go. And the fact that they sort of shot themselves in the foot, because none of them knew what they were doing, because they made it about like women. And then, of course, you know, like, we were BAME women, trans women, disabled women, and any intersection that they're off of all of those groups. Coming to them. And it just wasn't working. Like I cannot even begin to think how badly the Athena SWAN is failing trans women, specifically, like, and it wasn't built to, like, help any of those people.

Pruthvi Mehta 22:56

Exactly.

Karel Green 22:58

They're just collapsing. And they're trying to change it to be more inclusive. And everybody's like, so you agree it was an inclusive? Yeah. So bad.

Pruthvi Mehta 23:07

Can I just say that Project Juno was actually like a separate thing. From what I understand. It's what that's when the Institute of Physics was thiness for Athena SWAN is from advanced he, right? Okay. So they have to hold different like award things for white women in, in physics, right.

Karel Green 23:27

They need the help sweetie.

Pruthvi Mehta 23:29

But one is specifically for physics and like, but still, right? It's just like, no, like, it's there have been two whole terrible schemes that have happened without anyone even talking about race, like yeah, two, you know, institution wide now, nationwide schemes that have happened, and no one's still cannot still there's nothing about race like what, what?

Karel Green 23:53

I just, I just, I'm going through the rest of quality charter website now. And I'm just I'm trying to find anything on here. Like I'm struggling to find things to talk about because the websites so bare, if you know what I mean? Like, what is on here, I'm going to download their information pack. See what else see what's in there. Okay, love how it's just taking me to the same page. It's not It's not even, Oh, my God. I'm gonna open this in Chrome because the the information pack isn't downloading for me.

Sehher Tariq 24:26

I mean, I found so you know, how I went through some initial benefits of joining the Race Equality Charter. I found some more and they're, they're differently worded. And I think these are worded better. So I'll just read them out. Advancing race equality within your institution has potential to lead to a range of benefits for your institution. These include committing to higher degree warding rates improved continuation rates and improved employment outcomes for minority ethnic students. Evidencing your institution's commitment to equality and equality and diversity as required by research councils. I mean, the kind of already, that's a very institutional, institutional benefit kind of thing. Complementing your international internationalization agenda for an improved experience for your international students and staff, increasing awareness of globalization and diversity for all students, which is attractive to prospective employers, promoting your plans to attract attract to utilize and retain talented individuals, individuals, increasing the potential for innovation and creativity throughout your institution, joining up other

institutional agendas such as widening, widening participation, and meeting your legal obligations of the Equality Act 2010. So I think the best point out of the lot was the first one for me. So committing to higher degree awarding rates, improved continuation rates and improved employment outcomes for minority ethnic students. So out all of that I think that's probably the most, like, positive point for me. I don't know about what you both think about what's what they said here.

Karel Green 26:25

It's I agree that it's worded slightly better. Like that's the first time I've heard in this entire website, even like a inkling of the BAME attainment gap, which we all know is another like, big problem of just lecturers seeing some brown skin and subconsciously being like, time to take off 10 marks for no reason. Like, I just so yeah, I think they're doing a little bit better there. I just I think this whole websites a bit.

Pruthvi Mehta 26:54

So I think I think so um, there's like a, so yeah, like, I'm in the I mean, I'm currently in the race called the charter FAQs, again like the data section, where it's specific, where like, they ask, does data need to be broken down by UK slash non UK staff and students? And that's like, genuinely, yeah, like, that's genuinely a good thing, right? Because, like, we've talked several times on this podcast about homegrown diversity, right? And the importance of sort of, like understanding that, okay, you know, if you're like, you know, getting students from overseas, when they're like paying a lot more to go to the university, it's not necessarily caring about the diversity, it's caring about the money that they're giving you. So that's why, you know, there's so few like homegrown BME individuals, like PhD students, for example, compared to international ones, because, you know, it's just they don't they're paying the same, you know, baseline amount of everyone else in the country, and not paying more. And I think it's good that they've sort of, there's a the answer to this is basically, yes, we know that UK and international staff and students can have very different experiences in UK higher education. Attempting to analyze combined data may lead to issues being overlooked or misinterpreting trends that are identified. Considering non UK staff and students helps to ensure the solutions are appropriate and targeted the right way. So what do you think about that answer?

Karel Green 28:18

Excellent. I think this is the first time that I've seen outside of our saying it the importance of like breaking down UK versus international staff. Because, again, like, you know, we know the trends between like systematic issues and stuff, but there's still, there's still people who like just through luck or whatever, just don't have those apply to them. And we've said it a million times, like the international students are privileged in one way or another to get here like the poor people in like, you know, in Nigeria, for example, are not here, because they're busy being poor, the sick people in India are not here, because they can't travel because they are, you know, they have like a chronic illness. Yeah, so the international people are like, by definition privileged, in, you know, enough ways that they can like get to another country in

the first place. Yeah, so it definitely has like an impact. So I'm very glad that they have recognized this. And though like insisting that you get that data, because we've said it a million times. You could have like a 20% BAME PhD population, but if they're all the random rich kids from your sister University in China, then you're just not you're not actually doing all that much are you so I always say this afterwards. It's not a bad thing that people from sister universities go when they can if people want to study in another country that is always and is currently and will be okay. But it does skew the data.

Pruthvi Mehta 29:56

It's like um, you know, and it goes on like the you know, the the Lack of like, lack of privilege goes both ways, right? Because like once these students, yeah, they do get into these institutions where they often very unsupported in terms of like, you know, that their ability to first of all, like, you know, sometimes you can feel super isolated, right coming from another country and just like, you know, being alone in an institution. And secondly, like the like language support isn't always there, you might have to do a literal thesis in a language, which is not a language you're comfortable with. But is you know, the current, you know, it's a, you know, language of the tongue of the colonizer, right? Like, you might have to, like, write your thesis and do your literal viva in a language in which you're not fully, you know, comfortable with, and there might not be resources to help you with that, right? It's like, That's scary. And it's like, yeah, like, they're completely different. Like, they're different struggles, right. And it's right in saying that they need to be like, the solutions need to be targeted in the right way, because they are different, there is a reason they should be broken down differently. So I'm basically just gonna go on to like the next point on the data thing, because so it's basically like, these are these FAQs are just questions, I'm guessing that they've gotten from people, right. And so this is this is the literal next question that some people institutions have asked them, our numbers of black, Asian and minority ethnic staffs and or students are small, do we have to disaggregate into specific ethnic groups? So people have literally asked these literal race equality charter, like, you know, appointed people at each institution, because that's what they have to have if they want to be a member, right? Have literally asked us like, question of, do we have so few, you know, non white students? Do we have to do we?

Karel Green 31:44

I, I want to quickly say here that like, I've done like diversity work for my university, and have been denied, like breakdowns of ethnicity data, because obviously, I'm a PhD student. And obviously, I've signed things and said, that I, you know, and I'm not gonna disclose people's data. But they were literally just like, even though you've signed this, because you're not like a member of staff on the EDI team, we cannot give you this data. Because the numbers are so small that you'd literally just be able to work out who it is, like...

Pruthvi Mehta 32:15

God.

Karel Green 32:16

It's just that's just the way the sector is. It's so bad. It's literally so bad. You know, what's

Sehher Tariq 32:23

disappointing about this question as well, the fact that they're asking this question and it's institutional level?

Karel Green 32:30

Oh, I forgot about that. You're right. I've only done diversity stuff for like physics departments.

Sehher Tariq 32:36

The fact that it's so small and they need to ask, like, do we need to separate this out at an institutional level just shows like, how, how some people, some of these universities will have, like, barely any diversity.

Karel Green 32:53

I'm in, I'm in pain, I'm in so much pain. And it's like, I know, there are small universities, but like, how small you have to be. But you're right, even then, because the question is on the frequently asked, then surely, it's frequently asked,

Pruthvi Mehta 33:08

yeah, yeah. It's not like, This speaks volumes for the people who asked like the question, because it's like, it's like, if there's a problem, they know, they just don't want to admit it. And they are denying change by doing that, right, yeah, here's the thing. Like if, you know, if I genuinely believed there was a problem, and I actually genuinely wanted to fix it, I would be open about it. If you care about something, you don't cover it up. Right.

Karel Green 33:33

Literally.

Pruthvi Mehta 33:34

And this is a problem with a lot of top down award schemes like this is that like, it's sort of there's this pressure of not being not like this, in the current circumstances, like being able to live up to the award or whatever. And therefore trying everything to like, hide or twist the information to be eligible.

Karel Green 33:53

Literally.

Pruthvi Mehta 33:54

And that's really gross. That's...

Karel Green 33:56

Yeah, like, I didn't even think of that, because they're going like, Oh, we don't really want to break it down. Because it's so small. But you're right. If I was in that position, I'd be like, we've got 3 blacks. We've got 20 Asians, I don't know what to do, you know, can we have some help? Like that would be what I wouldn't be trying to hide the numbers. I'd be like, this is how bad they are. Yeah, I don't know what to do, like, help. Oh, no.

Pruthvi Mehta 34:22

I'll read out the answer, because, you know, it gives give me some hope. So the answer is where possible, yes, we realize that some institutions will have very small numbers of Black, Asian, minority ethnic staff and students and that can make data analysis difficult. at the institutional level, please try to analyze the data in as much detail as possible or if not possible please explain that in your commentary and explain how your institution has progressed analysis and understanding and developed training and actions. So at least saying he has to you know, you should be doing this right. Like...

Karel Green 34:52

Yeah, exactly. They, they're probably sick of getting people trying to hide the numbers. So I just again, just wrecked.

Karel Green 35:05

I googled the Race Equality Charter and I found like the UCL's 2020 application for Race Equality Charter, and it's got like little pages on each like department where they've written their data and stuff. And you know what, if they've put it online, then I'm allowed to look at it. After you go through the, the, the FAQs, this might be interesting to look at, because this is an actual application for Race Equality Charter. And though UCL wasn't that great for anything they're trying.

Karel Green 35:35

So also side note, I think it'd be good to have a look at the Race Equality Charter patrons, because that gives me hope.

Karel Green 35:42

So it's got some people, it's just got some people. So yeah, let's keep going on the website. But I just wanted you guys to see this. So if you download the 2020 one, it has their like, ethnicity data and stuff like that, and looking at it. But yes, continue with the with the FAQs, and then we can go on to the patrons.

Pruthvi Mehta 36:03

Yeah. Okay, let me just go back to the I'll just skipped ahead to the patron's page and I'm excited.

Karel Green 36:08

Let's just do it, then. Let's just be happy for once.

Pruthvi Mehta 36:11

There's actually, there's actually one more FAQ that I kind of want to...

Karel Green 36:14

Oh, yeah, no, let's definitely do it. Talk about it.

Pruthvi Mehta 36:18

I just gone and lost it. This is fun. Oh, here we go. Got it. So yes, it was a data section because I was actually interesting. So the second, the third, even the third point that they have had third frequently question regarding supplying data about ethnicity is, is called What should we benchmark against? So I'm guessing this means that like, you know, cuz, oh, like, you know, so you have a certain percentage of BAME individuals, right? You sort of have to benchmark it against the local population area, look population data even. Because, like, if you live in, say, like some tiny Welsh town or whatever, right? Yeah, um, you know, it makes more sense to compare the number of individuals who are BAME inside the institution versus in the general population, right? Just to make sense of the statistics, it doesn't make sense to compare it with population with the general population of BAME, for example, like the city like London, right. So this is this is this is an interesting answer as well. So it says that we should anticipate we would anticipate benchmarking your professional and support staff against local population data, with some consideration given to where your staff commute from, to get a sense of diversity of who applicant populate population, for academic staff, who would anticipate your institution being able to recruit from further afield, or be it acknowledging the potential limitations or geographic location so that's for academics and staff, right. And it says the students, we would anticipate your understanding where you where you recruit your students from and creating an appropriate benchmark. For example, if many of your students are recruited from a local community, that is what you should benchmark against. If you recruit your students from across the UK, we would anticipate you using national benchmarks, there is no need to benchmark for international students apart from comparing their performance and satisfaction with your national slash UK students. So what do we think about this answer?

Karel Green 38:10

That's a well thought out answer.

Sehher Tariq 38:11

Yeah, I think that's very fair. And when, when you said about the benchmark, if you're, if you're a very geographically diverse university, so you have students coming from everywhere, you should benchmark nationally, that makes complete sense to me. And then I just started thinking about like, Cambridge and Oxford. And I was just thinking, like the amount of people that want to go to Cambridge and

Oxford. And, you know, like, we know, there's an issue with not Oxbridge having like, diversity issues when it comes to like, ethnic minorities and that, I don't know, it just, it just made me think of it just made me think of that, because I can't I can't even explain my thought properly.

Karel Green 39:08

No, I I agree with Oxbridge just, you know, transparently, not caring at all, and just getting wrecked and having to have literal random like rappers, like fund some blacks to go there. And that's it. And just, you know, completely ignoring actual grades and picking people who went to certain colleges. You don't work from certain areas. I've said it, I think I've said it before, but I had a friend in college and I went to a college in Lewisham. And to be fair, she was quite rich and she was white, and she lived just up the road but it was just like on the edge of like as of a borough. So like she didn't technically live in Lewisham, she lived in a different borough, but she was also lovely and she worked really hard and deserved her grades, but she literally got A*s in all of her levels and did not even get an interview at Oxford. You know, and I was just like, she's white. She has money. She's She's gotten literally a stars in everything. Yeah. And again, I will stress again that she was not may have worked really hard and deserved. And but if you look at her and you think well why wouldn't they say? Well she went to a predominantly black college in Lewisham, which is a predominantly like, poor black borough in London. And she's I can't remember the bar where she's from specifically. But she's from you know, other borough tm that isn't Lewisham, but also isn't rich. Like so you're just thinking like, well, what is the truth, though? I'm Oprah Winfrey. What is the truth?

Pruthvi Mehta 40:49

What is the truth?

Karel Green 40:50

Why wasn't she even like, it's not like they she didn't get offers. She didn't even get back in interview. And I hate them for that. I just think they're disgusting. And it stresses me out. Is it Stormzy? Is it Stormzy? Who's been giving these... Check the show loads perfect. We'll search for the good egg whose music slaps is out here just randomly funding some blacks to go to Oxford to get you know, racially abused there, I guess. And like, just..

Pruthvi Mehta 41:19

No, oh my god, it's got worse. Okay, so Okay. This article is like two years old, but obviously it's like what you're talking about? So so in the chat. He has accused Oxford University of rejecting his offer to fund two scholarships. My God The Guardian, like pay for this as popped up. Oh God. Rejected for him to fund two scholarships, black British students however the proposal that was instead taken up by Cambridge. So Oxford apparently not want to get involved with just you know, literally taking money. Like, like, he was literally that mean for Futurama had to bleep that out. Like, shut up and take my money, right?

Karel Green 41:47

No, those money have blacks attached to it disgusting. We haven't plenty of money. You know, I mean, that's just like, they just don't care. Like I just, you know, they just they pick people based on like, if they went to a private school or stuff like that it's so transparent, like, I don't know,

Pruthvi Mehta 42:23

Not even like, like, it's like, it's like you have to be connected to certain people. Or you have to go to some of the like, prep schools that they have right near there.

Karel Green 42:31

Yeah. Oh, this Oh, God.

Pruthvi Mehta 42:34

It's like, mad. This is madness. Classic

Sehher Tariq 42:37

British classism. Essentially.

Karel Green 42:40

You're right. I did not know that. Because I knew he's I knew he initially funded because nine students to go and I just thought it was disgusting that these people that Oxford, I've said it before, and he annoys me with getting PhDs as well, like, Oh, yeah, we'll take any Blacks and Asians once they decide to pay for themselves. But if they're not willing to pay for themselves, and suddenly they're not good enough to work for us, like that, you know, annoyed me, but I was just like, you know, whatever. If I was one of those black kids, you best know that I will be taking it. Like I don't blame them. I blame the university, but for them to be like, Okay, we've got our published staff and we've taken our 9 blacks for the year. Two more on Stormzy's money? You could choke Sweetie, like, it's just so transparently racist. Like, it's just so disgusting. It's so disgusting.

Karel Green 43:33

That's something else with this race equality charter, like, you know, they're busy giving out gold stars, as if, you know, hiring or not marking down BAME people is such a burden. But it's just like, where are the consequences for like, blatant racism? Like,

Pruthvi Mehta 43:49

Exactly, because, like, even the guidance principles and the stuff you've read, so far, has, has said nothing of, you know, punishment for academics and staff and, you know, even students who have just who have been, you know, racist and terrible in their behavior, which happens a lot in institutions in the UK, right? Correct. Obviously, it's a nationwide like problem. And yeah, there's nothing about you know, like, giving these people that due right, giving, you know, like, any sort of hold any

sort responsibility for this stuff, nothing about, like, what we when we talk about decolonization, right, you know, nothing about that, which is also a huge part of, you know, ensuring actual diversity and true equality in institutions, right. Nothing about decolonizing the curriculum, nothing about you know, making sure institutions reverse any, like colonial, you know, statues and names and whatever plates they have, right, and cut the links worth, you know, any like wealth that was gained through like the notorious means, right. And racist means and it's just all this stuff, which makes up what we think about when we think about, you know, the actual meaning of decolonizing, an institution, they haven't picked up on a pick up on like maybe barely any bit of it picks up on the data section, and including ensuring you know, and trying to get a representative number of BAME students, but they haven't done anything else from what I can see so far.

Karel Green 45:17

Right? Yeah, true. You now like a riot you're at because they're like trying to get all of this data in, but they're not actually doing anything with it. There's no consequences for if your data is bad. It's just like what you know, you just send them all of this data, and then they decide if you get the gold star or not. And if you don't get the gold star, nothing happens, yeah, just haven't got the gold star.

Pruthvi Mehta 45:42

Like you could literally have a whole last racist Professor just hanging out on campus, right. But if you have a certain percentage or BAME, right, they have a gold star, nevermind you called literal racist on campus, and many of them maybe.

Karel Green 45:55

And like, I remember seeing again, when I applied for universities, I wasn't as clued up as I am now. I remember seeing Athena SWAN, you know, a little bit. But like, you know, what, what happens if you but nothing happens if they don't have it? Like, they're just, they're literally just stickers on a page like that. There's nothing on them, like...

Sehher Tariq 46:19

I, all I'm just imagining right now is just these universities bringing in a whole load of like, ethnic minority students, and staff, and then just not changing anything, like literally just bringing them into an environment where nothing has changed, like, the actual curriculum hasn't been, you know, isn't... is still like very Eurocentric, very whitewashed. There's no actual encouragement for institutional change in terms of the actual content. And I think that you're completely right. I hadn't even thought of it in that way. And...

Karel Green 47:02

Too many of epiphanies.

Sehher Tariq 47:04

It's it's you're just bringing a bunch of people into an environment that isn't still isn't going to be ready for them.

Karel Green 47:10

You're right, because it's just like, if you go to a university that has the race equality rate, well, rates are quality bronze, versus in diversity that doesn't, what would be different for like a black student, like if I took the university in cloned it, and one was able to get the Race Equality charter and one wasn't like on an actual day to day basis? What would the difference be? Not that all for 1% of the BAME population, we sometimes maybe slightly increase their grade by one eighth of a the point every other month for like, What? That's not like a difference, like what is the actual physical changes? That you know, what is what are they promising BAME students by having that race equality bronze award, and different universities not promising that student? Because they don't have it? Like...

Pruthvi Mehta 48:04

There's no, there's no difference?

Karel Green 48:05

There is not... I mean the images is the same. There is no and yeah, that to some extent, I'd say the Athena SWAN is maybe vaguely slightly better, because they're more worried about them white girls than anybody else. But like, this is the same image. There's no difference is bad. It is just bad. So yeah, we have just we have worked it out, we have worked out there is just bad. And that is it.

Sehher Tariq 48:37

Ended episode goodbye. I'm just having a look through the UCL documents, if seeing if there's anything I can pick out is a hell of a long document. 174 pages.

Karel Green 48:51

I'd like to state that all of the images are blurry and terrible. And I think that sucks.

Sehher Tariq 48:55

Oh, yeah, it's awful. I tried to read this graph.

Karel Green 48:58

It written in like 480p but I'm just bitter about that.

Sehher Tariq 49:02

I'm really, I'm trying to read this graph. And I can't see the numbers on it. And that's not my goal. You you do all the you can do whatever you want and try and like get as much of a try and get as detailed data as you can. But if nobody can read it, is that really that helpful.

Karel Green 49:21

That's why they did it. They were just like, this graph is terrible, make it unreadable. And that's what it did. So they have like a sort of, I don't know, sort of like three main areas of the schools of the different schools in UCL. And I'm reading this letter to from the School of so this is the one that we come under because obviously already care about us. So it would be so the School of the built environment engineering and mathematical and physical sciences. So, you know, if we had gone to UCL, we'd be a physical sciences, obviously. And it's just talking about like, you know, the second paragraph here says through relentless efforts, we have significantly increased the proportion of UK BME undergraduate students, since 2014 plus 9.4%. And we are proud to teach and support UCL's, most ethnically diverse undergraduate student body in 2018/19 years 63% BME. Again, no breakdown as to what their BM is, it's not great if it's 64%, one race and then 1% everybody else, or 62% one, right. I'm falling apart listeners anyway. But, and they said they're also proud of the work they've put towards supporting their postgraduate taught and research student then said what that is no, they said that they're not complacent about the progress they've made, since they know there's a significant room for improvement. They're disappointed at the application and appointment ratio for the any applicants of academic jobs, which was down by 26% of wherever it was before. And professional service jobs, which is also down by 21.4%, wherever it was before. And they need to work harder their attainment gaps in some proportion of BME students receiving a good degree is 87% lower compared to other schools. So like, I just, you know, they've got some more undergrads, but they're not paying any brown people. They're not paying any black people. And they still and they're still marking them down. Like,

Pruthvi Mehta 51:29

So bad. Like I'm, I'm in the, so I'm on the action plan, thing for UCL thing, right,

Karel Green 51:36

what page?

Pruthvi Mehta 51:38

So I'm on its page, whereas before I've lost it, right. So page, page five, basically, of the action plan. Okay, so this is the only section I can see in this document actually touches on what I was talking about earlier, which is attainment curriculum, and pedagogy. Right. So if you look at, you know, it's like, it's like reading a massive law text. It's like appendix one, footnote, footnote 10. Like, so there's this one, one point, which is 4.3. So it says here, the action they're taking with regards to like, the curriculum is utilize a student led Why is my curriculum white campaign film, to provoke debate, for example, by organizing viewings and discussions and faculty or department teaching committees. And like, you know, that's like, the one tiny thing I can see, which is talked about the curriculum so far,

Karel Green 52:31

Student led campaigns, and they made the students do this.

Pruthvi Mehta 52:34

Yeah.

Karel Green 52:37

I cannot express to you how much I hate the spark was this spark discussion line? When I hear the word spark debate or spark discussion? I'm just like, what are you going to do except for makes some brown people expose their trauma and then leave?

Sehher Tariq 52:53

Yeah, exactly. It's like, whenever you talk about a particular race, or like, period in like, history, or whatever, and the people like the, the, the, you know, the non white people in class who are like, you know, like link to it, right? Or like part of part of it, and then everyone turns to look at them, like, oh, and look at the like success criteria, higher number of courses sensitive to diversity in the curriculum, what does that mean? What courses what will they contain? Nothing with that information...

Karel Green 53:23

What's the high high, a number could be one instead of zero, like, I want you to, I'm gonna, I'm gonna die. If there's on page 140 on the document or 131 on the like actual pages listed in the images or wherever there's a image steps to progress at UCL library. And it has some some books, presumably written by BAME people, like printed in the library steps as you walk up, and it's just I just did you know, I just want them to pay people and give them my reasonable working hours. So they don't have to work goddamn postdoc 12 to 12 hours for 30k a year and you know, an actual decent career ahead of them as opposed to work here for three years and then find another job in literally any country across the world. And just be okay with moving there. And they're just like, do you want some Do you want some bad? badly printed books? Yeah. steps. Who asked for this? Oh, oh, not

Pruthvi Mehta 54:35

This full submission was literally breaking my tab like, it's taking ages to scroll. No, I'm...

Sehher Tariq 54:44

Actually finding this really, really interesting because they've actually got a lot of data. I mean, a lot of it is they've, they've done the whole thing of like lumping BAME people together. they've they've got this on. I mean, I'm only uptight page 57 but there's a lot of tables where it's just BAME versus white. And then yeah, there's only a few where they've actually broken down by actual ethnicity, but they have a lot of interesting data. So they've got like an equal pay page. And it's talking about this is table 28, on page 57. And it's about the pay gap, the pay gap between like BAME females, white females, being males and white males. And obviously, the white males doesn't have any data because they're like the top. So there's not really a gap is there, they're like, the benchmark. But if you look at like, BAME females, so they've done it as separate, I think they've separated it by schools, departments,

whatever it's called. And if you look at BAME female pay gap, compared to like, a white female in whatever SL, MS is, is 11%. And then compare that to a b male is 20.3%. And compare that to white male, it's 29.4%. And if you look at the white female pay gap, and compare that as well, the percentage goes even lower. And then you compare BAME male pay gap compared to, I think it's white male only. That's even, that's like the lowest compared to white males. So as a lot of this data is really interesting just to see, because this is something that I don't, you don't really see much of actually comparing the pay gaps between ethnicities versus white people is usually like female and male, from what I've seen, usually. So I think, if this could be expanded, and actually broken down into the different ethnic groups, then this could be really, really helpful.

Pruthvi Mehta 57:08

Yeah. And like, it was, what's interesting here is on page 70, and it's like they've got they've got a completion rates table, right, by specific ethnic group, but it's like, the way they've mixed them in. It's like, it's like Arab, Asian, black Chinese multiple slash mix of ethnic background and white, right? Yeah. And it's just like, there's like, no, there's no like, you know, division of these ethnic ethnic groups. Like, because Asian and like out, like, like that, the part that, like the, the continents be overlapping here. Not like, you know, Asian and Chinese, it's like, like, I don't know, I don't know what to say. Like, it's badly done. Right? Like, yeah, for what Asian? Do they mean, South Asian or Chinese type of thing. But then obviously, not all, you know, Asians are Chinese, or all East Asians are trying, like, you know, you know, I mean, right. Like...

Karel Green 57:59

Yeah, giant country in the continent of Asia, correct. Like why are they separate from Asians? Yeah. But I agree, I definitely do appreciate the showing the differences in specifically like ethnicity and gender, because that doesn't happen very all the time. And then white women will harp on about the pay gap when it's almost like, like, it definitely exists. But it's nowhere near as bad. But it's definitely like the BAME pay gap on top of it brings the average world down, whereas they're actually probably not getting paid that much, if at all, you know, we see we talked about literally white men, white women, then BAME men, BAME women. And the colorism is real. And the racism is real. And it's just like, yeah, it's bad.

Pruthvi Mehta 58:19

Can we just appreciate how like how long we've spent trying to find meaningful information to analyze. It's taken us like an hour.

Karel Green 58:55

There's nothing here, there was nothing on the page. So we found it ourselves. And...

Pruthvi Mehta 59:02

Like, this has been like a wild goose chase of misinformation.

Karel Green 59:08

We've done it, guys we've done it. Yeah.

Karel Green 59:16

Ready to go on to what meager solutions we can offer.

Sehher Tariq 59:19

Do we even have any sol... Do we even have any solutions?

Karel Green 59:22

I'm in pain... I just...

Pruthvi Mehta 59:25

I think the main solution would be to just make, like, just a complete revamp of everything, you know, first of all, I don't like these award, any more than I've said in the past, right? Like, I don't think it's good, any of this or the existence of it, but like if we were to, you know, redo the page and redo this, like the solution, like the the guidelines and stuff, I would actually put concrete aims, not vague statements. I would also make this data, like put actual data about, you know, BAME recruitment, you know, staff and student body numbers, and how have been people and split up split by gender and, and you know, you know, maybe maybe other orientations if it's possible, right? All that data, a payment of recruitment, attainment as well, all that all our data should be on the light front page displayed well readable and just issued, it should just be there for people to live on. And then underneath that, like point to it with big arrows and say this is why stuff needs to change and how terrible this is.

Sehher Tariq 1:00:31

Yeah.

Karel Green 1:00:31

Yeah.

Pruthvi Mehta 1:00:32

Here are our aims, here's how we're going to do it. It's very simple. Like, there's no need for all of this, like hand wavy stuff.

Sehher Tariq 1:00:39

They've even got like, what 70 odd universities that want to participate, or have participated. And all of that should be done. Like you should be like, documented on the website itself. Like you said, the evidence should be front and center. There should be on the front page, reasons why this is something that is needed. Yeah, like, I guess, like the, like they have the principles, but there isn't anything about the impact of what the lack of diversity is doing now. So they need to talk more about impact. They need to, like you said to have have the evidence ready, so people

can actually see it, and you should, people should be able to easily access every University's data. This isn't something that we should be, you know, it should shouldn't be hard to find. This stuff is stuff that everybody should know about. Like, when somebody picks the university, and is only saying it saying like, it's 98% are white and the rest of Boehm and it's actually means that it's only one black person and two South Asians and five East Asians, and people should know what kind of environment they're going to be in, like, are these people going to care about me? Are they going to care about how I do my education? How am I going to get treated here. So like, they need to think about factors, like those kind of factors that affect the actual people themselves, rather than the look of the university. Because I feel like a lot of this is very just surface level, it's very surface level, you, you need this, like, you have this amount of diversity in your university. But what does actually mean for the students and the staff themselves, they need to have more focus on on the actual impact.

Pruthvi Mehta 1:03:00

And like, there's so little lack of accessibility to so many resources, right? Like, first of all, become a member of HE to apply for the award, or advance he to even apply for the award, right? You also need like to request a if you want to apply or need information, you need to request the race equality charter information pack. And instead of it just being there downloadable for you.

Karel Green 1:03:27

Yeah.

Pruthvi Mehta 1:03:27

And I think that's really messed up. Like I shouldn't have stuff hidden behind like walls of like, you need to provide the information or if you can't get it.

Pruthvi Mehta 1:03:35

Yeah, exactly. Like, yeah, I think something else where I talked about at the beginning with an AI can I, you know, start to me to work out this, but like, in their own way, like, instead of it being like, oh, here's a gold star having the race quality charter, it should just be like, the way they treat white boys. And that's just like, you know, something is wrong, if you don't have, you know, decent BAME population, and you were, you know, you should feel bad and do something. Yeah, until you do, there's not a reward for getting black people. It's a, you know, basically the decency of having them because they should be there by statistics. So in that, and I think just echoing what you guys said before, like having actual concrete goals and those goals involving paying people to work for them like I'm just, you know, this hand wavy BS like you said, I just, just like if you're if your goal isn't to get to more BAME people and give them a wage and actually treat them well, so they can stay somewhere then you don't have good goals, like just just keep them pay people for their labor, and just don't be awful. And having like actual public, I guess, like widely known consequences for being racist. I'm sick of like, tenured professors just getting

away with so much garbage because nobody cares. Is what they do, or like, nothing will happen to them if they do something bad, but I want them to be in fear. You should treat if you can't get people to act decent, you should at least like scare them into acting decent and I do not care.

Pruthvi Mehta 1:05:14

Like, not not once they mentioned a zero tolerance policy against racism and racial abuse of staff and students.

Karel Green 1:05:21

Yeah, exactly.

Pruthvi Mehta 1:05:22

Like they every evening, you know, how you go on like, got like, in a shop or on a bus or whatever, right? And they'll just be like, you know, hey, we don't we do not tolerate it, we have a zero tolerance policy of harassment of our like, you know, um, you know, staff or like...

Karel Green 1:05:37

If you're listening outside of London, you should know that London is so terrible to people who work public jobs, that they've had to put up signs, telling the members of public not to harass and attack random, random, like transport workers. So that's where we are, like...

Pruthvi Mehta 1:05:58

It's just as bad with regards to racism in university, right. And that is actually one of the first things I have on both that you know, on any, any like of these dumb, you know, charter things should be, you know, we have zero tolerance of x, y & z will not be tolerated, we will be punished, right? Yeah, you will have your institution will, you know, like, the file like a complaint against will file a complaint against you, and that will probably like might have, like legal consequences if you behave like a massive, awful human being and like, it's just, it's just like stupid, they don't have that it's a really basic thing to put out. Right?

Karel Green 1:06:35

Yeah. It's upsetting that they don't want to like fire the racists, because they clearly wield so much power. And I'm just like, like, it shouldn't matter if this guy you know, I don't care if they have like 69 Nobel prizes, and have been at the university for 4000 years. If they're being terrible, you cut them. You don't give them any pain, take away all of their accolade you strip them of their like, you know, their prizes and awards, and all of a sudden, they'll suddenly realize like, Damn, I can't act like this. You know, they'll fake they'll feign ignorance in the time. What do you mean, I didn't know, although they do take away their money and suddenly it's like wait a second. A consequence? Like, yeah, I would if I was making the thing? Well, you think if I was making the race equality charter, that would be the number one thing I'd be like,

you don't get gold stars for gaming for blacks, you get what's wrecked. I'm coming for you if you don't? And?

Pruthvi Mehta 1:07:33

Yeah, exactly.

Karel Green 1:07:34

Literally, just actually, like you said, just prove what you will do for students be like, you know, here are the here are the things that will be different for you on the day to day level that we offer the university who does not have the race equality charter does not. Because right now, I quite literally cannot tell you what the difference would be if you had the race quality charter the university or not? Because there is none.

Pruthvi Mehta 1:07:58

The same picture.

Karel Green 1:08:01

So that's all I have for you. I am I don't have any more. Does anybody have any more solutions? my brain is at like one frame per second? I'm sorry.

Sehher Tariq 1:08:13

I can't think of anything.

Karel Green 1:08:14

Nice. Okay. Okay.

Karel Green 1:08:21

So we can now move on to media recs. I've hastily found the two that I wanted to talk about, but I'd say anybody wanna go. I really don't mind.

Sehher Tariq 1:08:32

I just can't remember if I've talked about Soul on actual media recs because I remember talking to you two about it. After I had like, I had a crying session.

Karel Green 1:08:43

I'm not sure. Like I can't remember.

Karel Green 1:08:45

I don't think you did because I think we were we were it was off to something we were waiting for Pruthvi's to upload. And we were yelling about how ugly the Emma Watson Justin Bieber Beauty and the Beast doll was and how bad her dress was. Yeah, in the movie. And then you brought it up then and has not been mentioned on the poddycast yet.

Sehher Tariq 1:09:06

Okay, I'm gonna I'm gonna mention Soul them. That will be mine. Should I go for it?

Karel Green 1:09:12

Yeah.

Pruthvi Mehta 1:09:13

Okay, cool. Okay, so my media recommendation is Soul. So it's the it's an animation that is it's exclusive to Disney plus. So you can either get a subscription subscription or find a stream somewhere. Although that is illegal. Just as a disclaimer, I'm not recommending that you actually do this for our own for the safety of the podcast, so so I really recommend watching this film because it's not it's it's about like a black man who is trying to kind of find his purpose, like he has a love of jazz, he wants to be a jazz musician. And he, I don't want to I don't want to spoil it too much. But it's just about trying him trying to find a purpose. And then him kind of going through the journey of realizing like what life actually what the good things about life are. And the main reason why I'm recommending this, though, is the animation is so nice to look at the way that they animated black characters is just, I love the way that they animated the characters, because you find that a lot of times when they animate black characters in like animated shows, or films, they tend to kind of go for, you know, the same kind of look, they don't really try too hard. A lot of times, we've mentioned it before, where they'll do it. So it's a black character, but they've got blond hair and blue eyes, and it's just, but they, they actually animated these characters to have like, different features. They, they actually, it's just, it's just so nice to look at. And the message behind the actual film is, is, is really nice. And I cried my eyes out when I watched it. So if you're ready to cry, have tissues ready. But I might just be a bit of a wimp anyway. So I really recommend what you get. I'm not gonna spoil it too much. But yeah, I think I think it's a it's a win. I think it's a good one.

Pruthvi Mehta 1:11:50

Sounds great. Like, can I can I just say that, like, I've seen so many, like, people talk about how I thought sometimes like, you know, like animated films like that, especially like really emotional ones. They're like too like, you know, too much for kids. And it's not really like a kid's film and stuff like that, because it's like, too deep. And it's like, I would have like, given limbs to just be able to like to watch something have it resonate with me because well, what I know about Soul and I'm not gonna spoil anything, like it's something that if I were like a child watching it, it would like it would really connect on like a deep like level, right? And it's like this idea that children can't have can't engage with emotionally, you know, intense stuff, because it goes over their heads when in fact, children need that support. Right. And they need to feel like emotions, they need to feel feelings, right. Like, I also really want to watch it like Thank you. For the little recap of sounds great.

Sehher Tariq 1:12:44

Highly recommend.

Karel Green 1:12:45

Yeah, I would just movies that will make us cry. I Pruthvi next week is your turn because I recommended Lion last time, which will make you cry. Sehher's recommended Soul, and I'm already crying, and I haven't seen it and I'm already crying. So you have to find a movie that will make us cry. For next month's episode.

Pruthvi Mehta 1:13:07

Let's do it.

Karel Green 1:13:08

I can't wait to watch Soul and cry. I've seen the trailer and I was just like, this is going to kill me. And I'm watching.

Pruthvi Mehta 1:13:15

Yes, yes, yes, exactly. It's gonna end me.

Karel Green 1:13:20

God, okay, so I'm going to recommend two things because I'm just getting through my list. And I have a list of things, and I forgotten what they are already. Okay, so the first thing that I'm going to recommend is a list that I found on Tumblr. But I know it's bad. But also this one's not too bad. It's basically a list of web comics with black leads. Because for some reason, right? I've noticed specifically like over web comics and graphic novels, I've read a couple graphic novels series. They do like really well, with having like black people, dark skinned black people with dark skinned black features, especially dark skinned black women who are just mysteriously absent from everything. And all black women are actually played by women who have one white parent, and black men get to be black sometimes. And, and that's it. So there's this huge list that somebody has just been curating. And I'm going to just like, say what they said at the top and their disclaimer, and that like I haven't read all of these, obviously, and I don't know which ones specifically have what in them. So and I don't, you know, personally endorse all of them. Because you know, people can be problematic, but they're going to be fine, like, so here's a huge list of web comics. And because they're web comics, they're all free. And if you obviously enjoy one of them a lot, I would recommend supporting the creator the people who make web comics just get no money. That's a fact. And they deserve it. So a bunch a bunch of web comics with black leads I've Pruthvi will a link in the show notes. I have provided a link in our show notes already. And there's a few more here that I really want to check out. So that is cool. But if you want a specific recommendation, I'm going to recommend a YouTube series that has sadly ended and I just die every time. They have 109 videos and it's called thug notes. And all of the videos are, you know, think the longest is maybe nine minutes, but the rest are like five to 10 minutes. And it's by this it's on the wisecrack YouTube channel by this comedian called Greg Edwards who is thankfully still active on Twitter. So I so I know he's okay. And basically he's he's got like a persona of like a classic naughties thug. But he goes through

all of the like ancient, or just like that classic books, because I remember I found it when the Dune trailer came out. And I couldn't be asked to read all of Dune, I'm waiting for my library to give me the audio book, so I can listen to it. But I went on search Dune summary, and he was here. And again, there's a link in the show notes for the entire like playlist they have, but there's so many good things on them and he does a really good he's really funny, and it's just really accessible. And again, he uses the most difficult to understand is maybe some naughty slang, but we're not that far past it. So it's all fine. But he does loads of things like Lord of the Flies, To Kill a Mockingbird, Fahrenheit 451 that's a movie coming out soon. Animal Farm, Macbeth, Hamlet, Of Mice and Man. He did Ready Player One. He's on Dante's Inferno. I've watched so many of these when I could be asked to actually learn what they're about. You know, Handmaid's Tale, Catch 22, Dracula, all of these different things. Les Miserables. Les Mis I can't say it. A tale of two cities, Metamorphosis, all of these things. And all the Epic of Gilgamesh is a good one, if you want to watch one and actually understand it, what's your one on the Epic of Gilgamesh? But yes, I wish he would come back, because I'm not willing to read all of these books, but I just want him to tell me about them. And like he obviously he tells you the plot summary. And he also like, make sure that it makes sense, because you know how, like, a lot of classic books are just like this was a metaphor for x, y, and z. Like he goes through all of that. And again, the longest videos, 10 minutes, or overall, they're like three to four minutes. And they're just really good. And I wouldn't understand any book ever without them. So please, please go and listen to thug notes on YouTubes on the wisecrack channel on YouTube. He was really, really good. And then follow him on Twitter, because he's, as far as I can tell, unproblematic, so I thought I always thought on YouTube or follow on Twitter. Now, my shout out to Greg Edwards @GregtheGrouch on Twitter, but thank you for teaching me everything.

Pruthvi Mehta 1:18:08

I remember watching his like review of American Psycho and it's just like so messed up. Everyone goes, subscribe.

Karel Green 1:18:19

He's really good. I think I watched Brave New World as well, which like, got me to understand it, cuz he's just like, Yeah...

Pruthvi Mehta 1:18:27

He's great.

Karel Green 1:18:28

So go, go watch it.

Pruthvi Mehta 1:18:29

Yeah.

Karel Green 1:18:30

He's the only thug I listen to.

Pruthvi Mehta 1:18:37

Time for my one recommendation. So I'm going to plug I'm going to recommend the Three Body Problem which is a book by a Chinese science fiction author called Cixin Liu. And I think I may have mentioned The Wandering Earth before by him which is like another like, series of others. But this book in particular was like one of its I think it's like the it was the first Asian the first Asian book ever to like win Hugo Award, right. And it was also originally written in like, it's always like, obviously written in Chinese as well, and it doesn't pander to any sort of Western sensibilities and that it all the characters aside from literally like two random Americans, are just, are just not white and it's great. And it's it's basically set it's sort of set various points in time. It's one of those books, which isn't chronological as sort of jet, it goes back and forth. But it's all set. It starts off in like China's like Cultural Revolution. And you know, the the rise of communism, and how it affects sort of like academia and in particular physics, because like the book is called the Three Body Problem, and there's just like loads of references to a lot of like, physics concepts about the book, it's what's considered like a hard science fiction film. So film even book even so, like, unlike, unlike stuff like Star Trek, which is like, you know, making up the science and whatever, right, this sort of tries to take natural physics concepts and like expand upon them. And it's it's really interesting how Cixin Liu writes lot of voice a lot of the plot is the the premise basically, there's this like alien, this, this alien world out there, which sort of has the has really chaotic seasons due to its star system, involving like three separate three separate suns. And therefore the sort of instability means that you can't really calculate the seasons at all with any sort of certainty. And it's sort of like it's threatening to like, destroy their livelihood, and then sort of reaching out to us but there are like different political fractions on Earth, which are sort of trying to intercept the signal. And some of them come from like, like, sort of China's like, militant communist side, some of them come from like a side where they just walk the earth gone, they want all humanity destroyed, because they think it's evil. And it's just, it's really, it's just really interesting how he ties like, like trying like a lot of like Chinese, like own politics and philosophies into it. And I really, I really recommend it. There's not there's, there's so few like books out there, which is like, especially like award winning science fiction books out there, that don't just revolve around white characters, and aren't just written in the west or even like a fictional alien version of the West, right? This is like an unapologetically Chinese sci fi book. And it's great. It's won awards, and I really recommend it, we recommend checking it out checking out other stuff written by Cixin Liu is just a very famous, very famous, very good author. So yeah, that's my recommendation.

Karel Green 1:22:01

I would like to say that that sounds super cool and excellent. And I definitely want to read it, because in my master's project, I had to use the not solve the three body to solve like a version of the three body problem for my work, and then what you said

about there being three suns, and it wrecks up the seasons, could theoretically be true, because I'm on the Wikipedia for the physics version of the three body problem. Basically, it's just that it's really, if you have three masses, and they're all like similar sizes, it's really difficult to work out their orbits, you actually need to have one of the masses be super tiny compared to the rest of them, at least one or two of them, or whatever else to be really tiny. So you can ignore it to get any kind of like decent track of how orbits work, which is why like working out planetary orbits can be really difficult if you can't just approximate them to being really tiny. But it's super cool, because I'm on the Wikipedia page and the center of mass stays the same. So if you had like he said, like a planet, going around the three stars but far enough out that it's just orbiting the center of mass and not any one star in particular, you could technically have a stable orbit with really terrible seasons. Yeah, it's super cool. And it's cool because he actually, you know, with hard science fiction and not stupid. I love Star Trek, but I'm sorry that they put wigs on dogs. They kept putting wigs on dogs and calling them alien species. Oh my god. So that's actually like a really cool, a really cool concept but also shout out to the faction who just wants Earth dead, they are correct.

Pruthvi Mehta 1:23:53

It's so funny. It's so chaotic, the book is so chaotic. Everything about it

Karel Green 1:24:02

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