

Race and Equality

Opportunities

Eric Addae Kyeremeh and Joan Simons:

JOAN: So, my next question is, over your 10 years, would you say you've had the same opportunities for promotion as colleagues?

ERIC: Yes. I mean, again, it's one of those things where if you're not aware of challenges others have had, it's difficult to make that assessment. But personally, yeah. I mean, when I had enough evidence because as a chair of promotions committee, you'll know that. It's mainly about the criteria and having evidence that you successfully meet the criteria.

So again, my line manager was fab. And at the time one of the things, he said is, as you know, it's all about evidence. I mean, it's not just how I feel about you or how well I know you're doing, we need to be able to demonstrate to others who don't work directly with you that you actually meet the criteria. So, it was mainly about gathering enough evidence.

And I think at a time when I applied, without kind of sounding arrogant, I think I probably deserved the other time. Because a year before that, actually, I'd been seconded into a senior lectureship role.

JOAN: Right.

ERIC: Yeah, and so I was-- exactly. So, I was already operating at that level, being appointed academic director of the detail project but at the same time leading the master's team at the time was like a dual role. A very stressful year of my time at the OU but it was rewarding.

JOAN: Good.

ERIC: Yeah. So now I'll say I've had-- I mean, I would say I've had the same opportunities as anybody else with regards to promotion.

JOAN: Good