

Towards care-full academic futures?

A research-informed
praxis

Marie-Pierre Moreau
Artwork: Sally Pirie



Fostering a sense of belonging for higher education staff and students with caring responsibilities:

What Works



Marie-Pierre
Moreau
&
Sally
Campbell
Galman



Funded by an Advance HE
Good Practice
Grant



Context:

From
the
'bachelor
boy'
to
'diversity'

Higher Education has been dominated by a construction of the "good" and "legitimate" academic worker as white, male, and seemingly **carefree** ... and this trope has proven itself to be durable.



Context:
Who
is
worthy
of
research
?

And what about support staff?

We know very
little about
those who
work in such
positions and
how they
experience

**CARE
WORK**



'Guilty
secrets'
and
the
invisibil-
ity
cloak



From
invisibility
to
(hyper-)
visibility:
Space
invaders



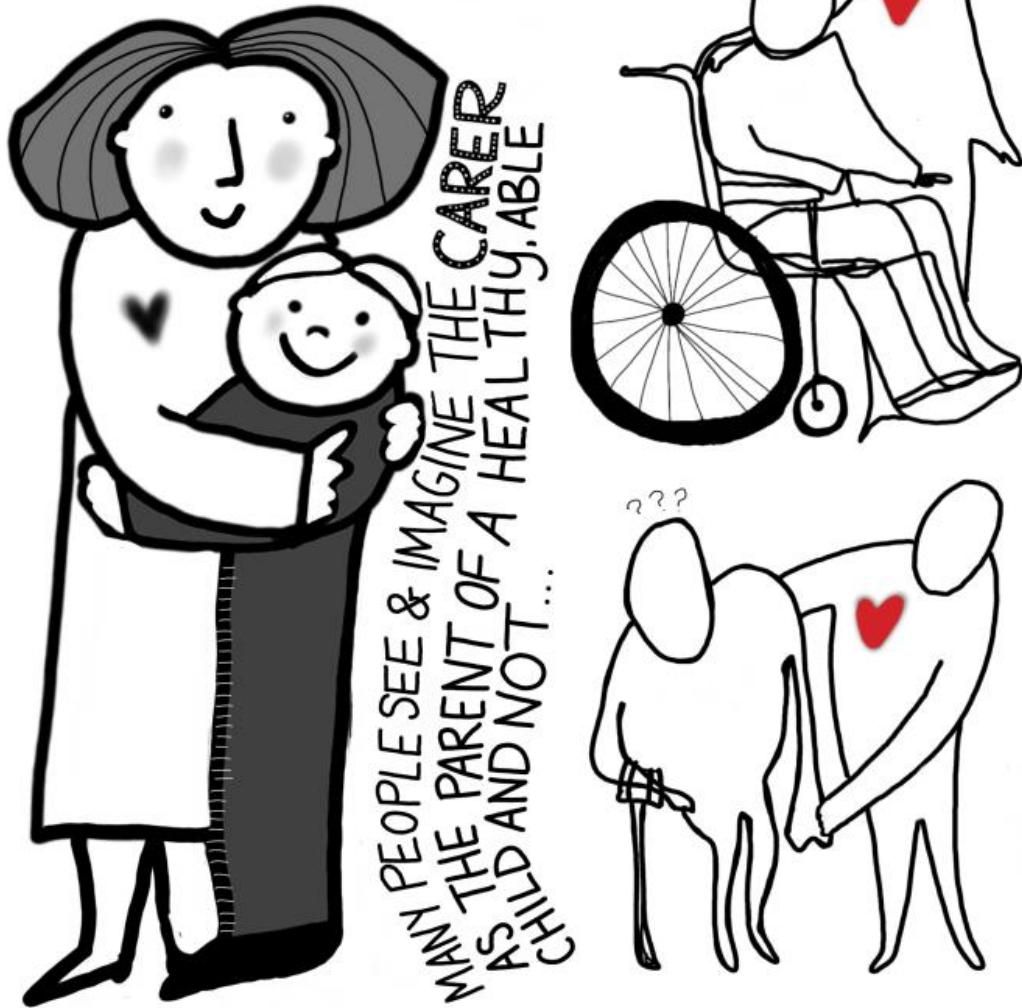
Lifting
the
invisibility
cloak:
Misrecognition

YOU WOULDN'T
EXPECT THE
UNIVERSITY
TO BECOME
DOG WALKERS
WOULD YOU

**'All carers
are equal
but
some are more
equal than
others' ?**

Privileges
and
intersectionality

While most carers navigate **INVISIBILITY** and being pushed out as **SPACE INVADERS**, caring responsibilities are diverse, complex, and shifting, and they exist within hierarchies of care. These hierarchies come with differences in **VISIBILITY & SUPPORT**



Whose
and
what
care
work
matters?

"At the moment, EVERY PLAN I MAKE includes how I can get back as quickly as I need to and THIS WILL GO ON until father finally keels over. The main thing is the EXTRA BURDEN of having this HANGING over me all the time and wondering what it's going to be

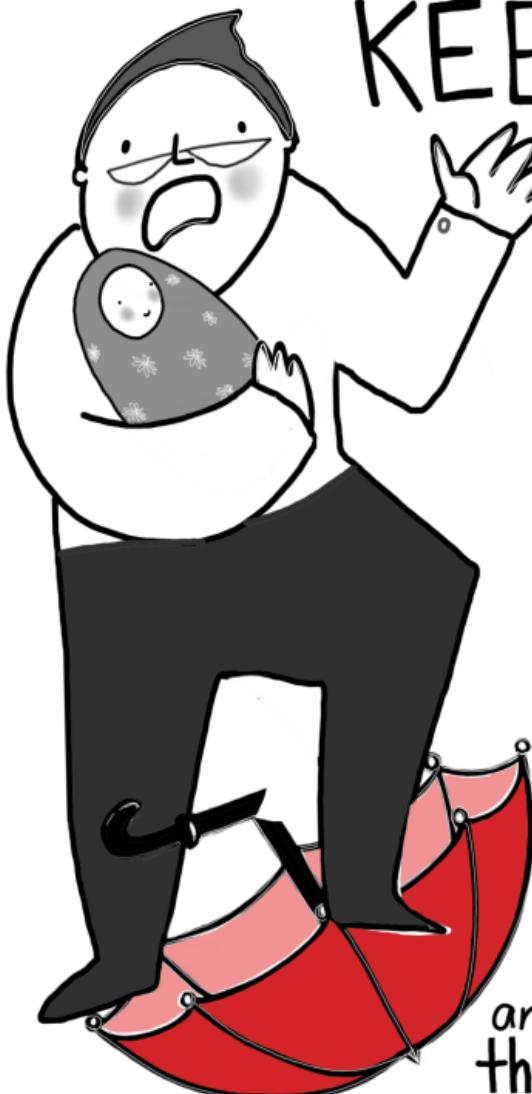
**EVERY,
TIME"**

- Isabella, Lecturer



Gender matters

...



"When [son] was born, the PR people I work with were **VERY KEEN** for it to be **very PUBLIC** that I was taking some paternity leave ... to demonstrate from the top down that we thought it was a sensible thing that **FATHERS** took time off work and spent time with their newborn children."

(Dave, vc)

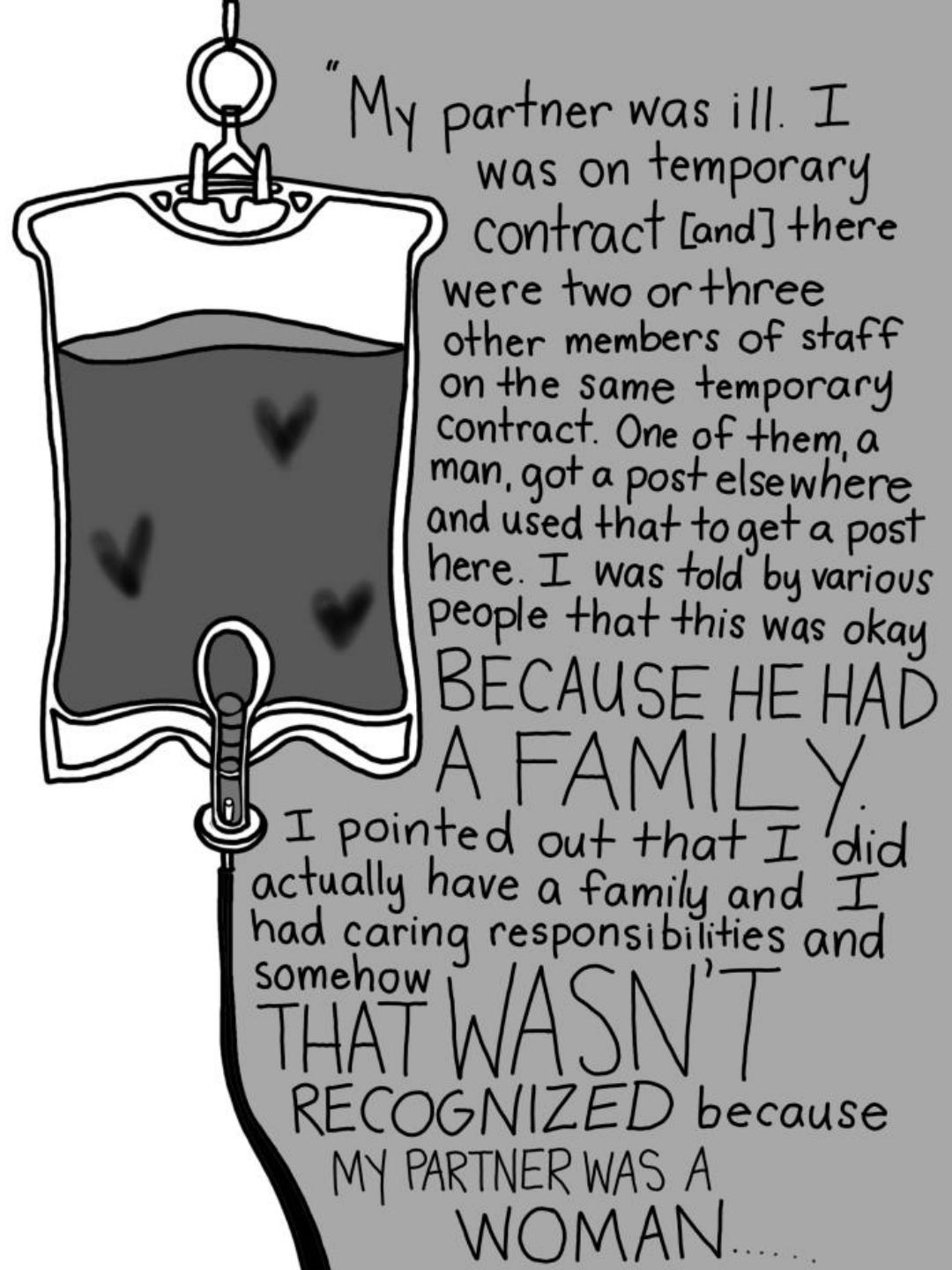
Caring is a virtue signal
for men, but a professional
impediment for women.

...a
lot...

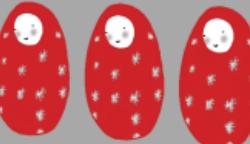


"[Caring
responsibilities
are] NOT
SOMETHING
THAT I CAN
OPENLY
DISCUSS
because it would
be seen as a
PROBLEM".
(Kat, professor)

... and so do
the intersections
of
sexuality,
social class,
ethnicity
and
disability.



... and because there weren't children. Because of that I've always been more explicit to make clear what those caring responsibilities are, so people can't

HIDE 
BEHIND

a sense of,



Oh! But it's not kids and you're not a parent!

(Kat, Professor)

The possibilities of more inclusive working spaces for carers



A research-informed intervention:

multi-dimensional

multi-level

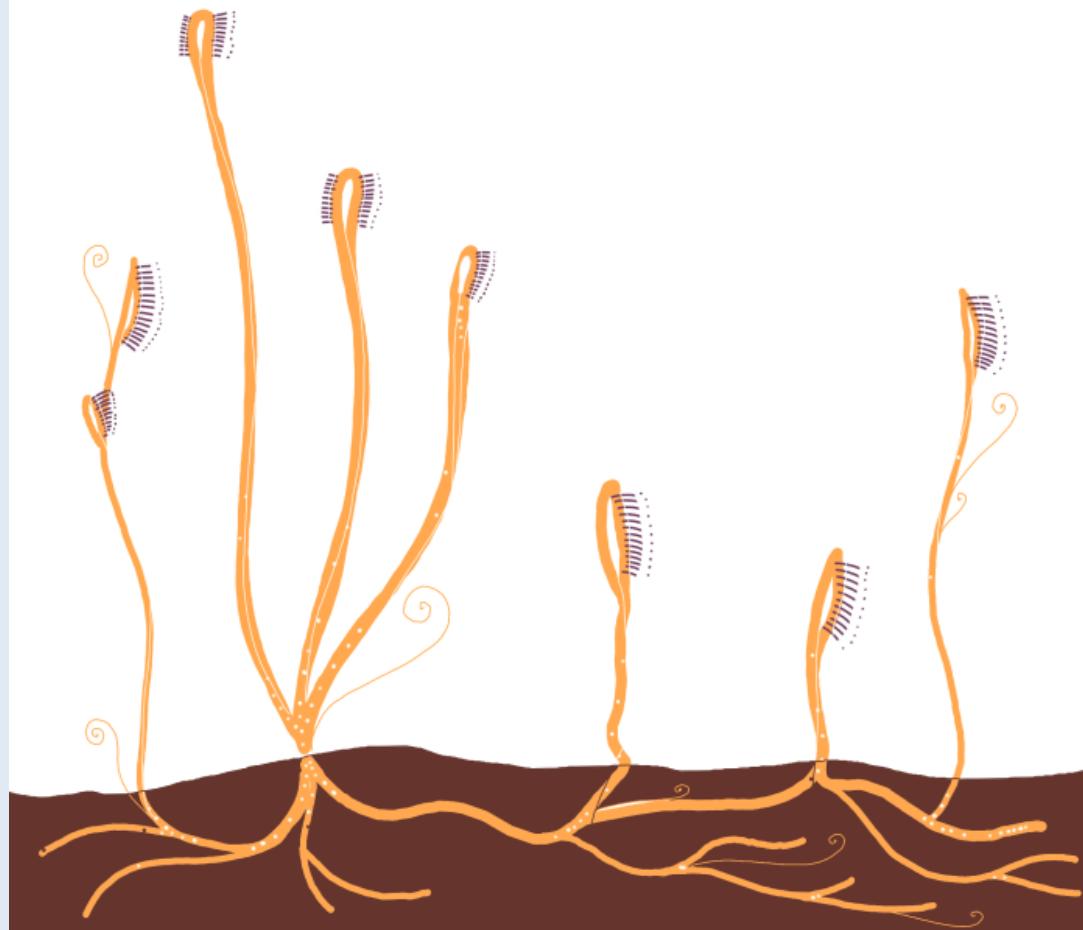
collective

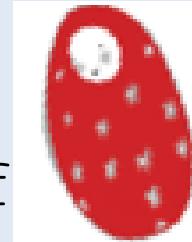
relational

and

intersectional

Good policies work a bit like rhizomatic plants: they creep along responsively over time, making connections and little adjustments as needed ...





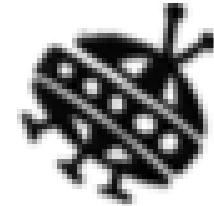
To access the complete series of illustrated vignettes, go to:

<https://theresearchwitch.wordpress.com/fostering-a-sense-of-belonging-for-higher-education-staff-and-students-with-caring-responsibilities/>

A film, with Tim Bernard: Carers and Careers, funded by Advance

HE<https://www.youtube.com/watch?v=NcjUsqA-QcA>





Copyright: Sally Pirie (aka Campbell Galman)
(images) & Marie-Pierre Moreau (texts)

