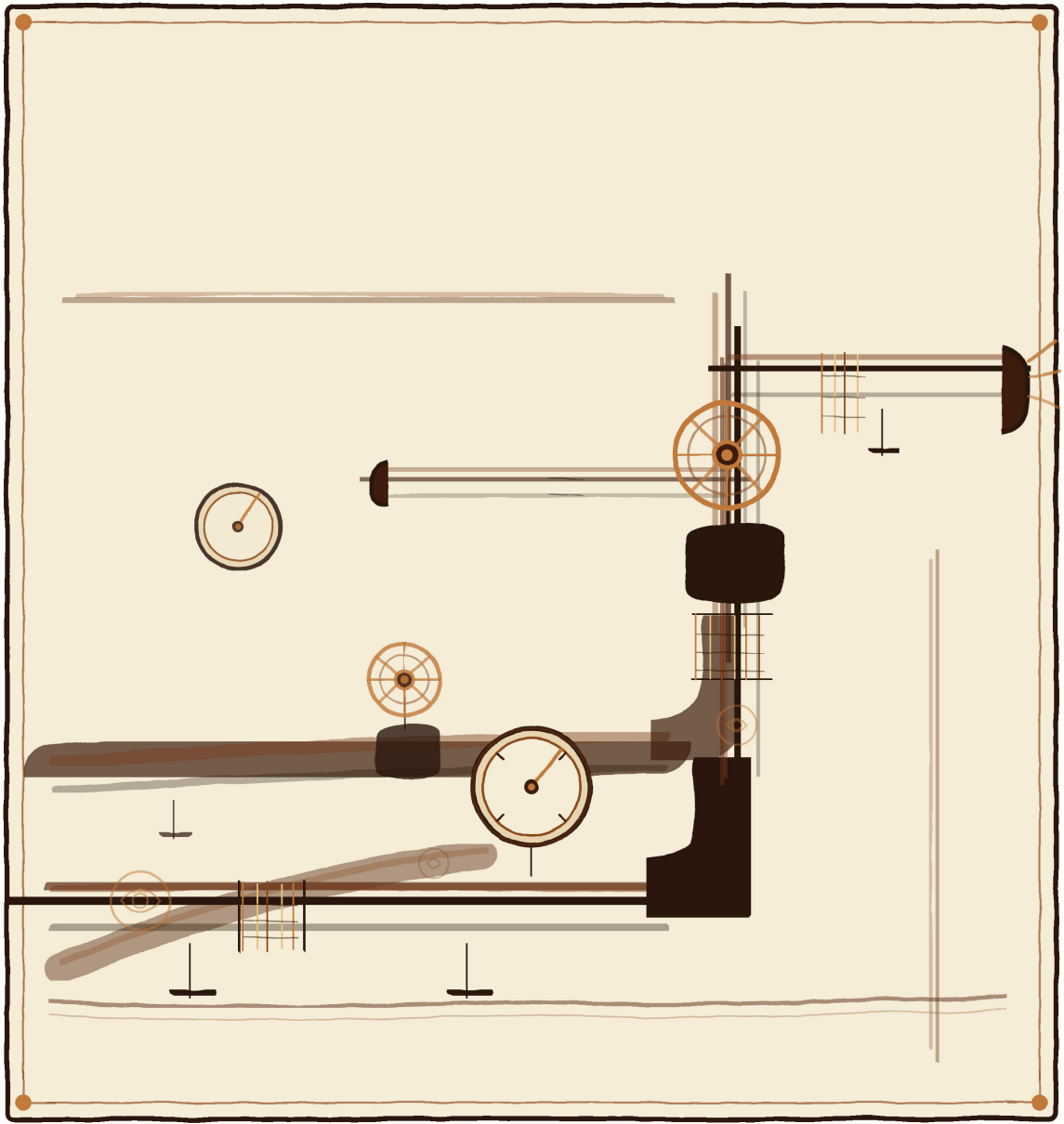




Black Professors Pipeline

2026

The *Full* Picture

Black Professors Pipeline 2026

The Full Picture

Friday 3 July 2026 · 10:00am – 5:00pm · SOAS Gallery Building, B102, SOAS, University of London

About the Black Professors Pipeline

The Black Professors Pipeline (BPP) is a professional development and peer-learning initiative that supports Black academic staff working across UK higher education. Through day-long workshops and facilitated conversations, BPP creates space for the exchange of effective teaching practices, institutional knowledge, and strategies for sustaining long-term academic careers.

Across the UK, Black academics remain significantly underrepresented at senior levels. This has implications not only for racial equity in HE, but also for conceptual diversity, staff retention, knowledge production, and student experience. BPP responds to this reality by focusing on pedagogical skill-sharing, professional resilience, and collective learning, particularly in relation to teaching in diverse and often challenging institutional environments. Sessions focus on practical teaching, research and labour concerns while also providing opportunities for reflection, peer support, and cross-institutional connection.

In 2026, the Pipeline returns under the theme *The Full Picture*, co-hosted by Dr SM Rodriguez (LSE) and Dr Alanah Mortlock (KCL), in partnership with the Feminist Centre for Racial Justice, and with sponsorships from Lancaster University Law School and LU Africa Research Hub. This year's gathering turns toward the strategic and structural questions that shape a Black academic's path toward professorship: navigating mid-career pressure points, building an international scholarly reputation, and forging interdisciplinary collaborations to secure external grants.

The initiative is grounded in the understanding that effective scholarship is shaped by context, and that racialised staff navigate additional, often invisible, demands in their professional roles with little-to-no institutional support. By creating a dedicated space for dialogue and shared expertise amongst Black faculty, BPP contributes to stronger intellectual cultures and more sustainable academic environments overall.

About Our Partner

Feminist Centre for Racial Justice (FCRJ)

The Feminist Centre for Racial Justice focuses on the majority world as geographies from which to build feminist imaginaries of "race". The centre brings together fields of enquiry that have developed in parallel: feminist theories on power, protests and change, studies of diasporas, critical race theories and migration studies. Its approach is anchored in a research, test and reflection cycle that is central to how synergies between research and movement-building are built and become evidenced.

The FCRJ aims to become a global point of reference for transnational knowledge and movement-building for racial justice, forging a transnational understanding of racial justice by producing critical research to understand racism and test strategies and knowledges produced by feminist and indigenous movements.

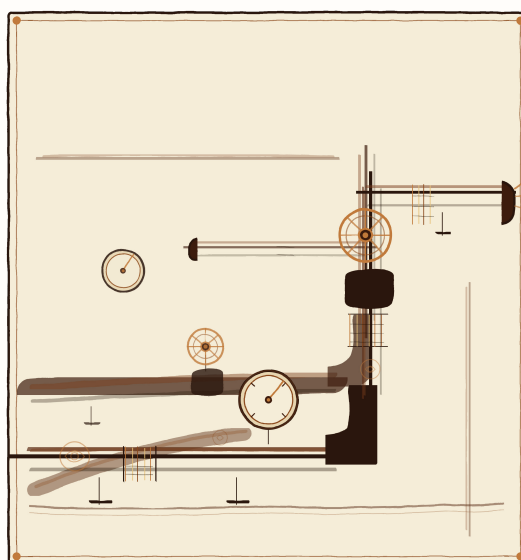
Schedule

10:00 – 10:30	Introductions: Setting the intention of the space
10:30 – 11:30	Naming the experiences and needs of the community – with Professor Awino Okech (SOAS)
11:30 – 13:00	Securing external grants – with Professor Eddie Bruce-Jones (SOAS)
13:00 – 14:30	Lunch
14:30 – 16:00	Building an international scholarly profile – with Professor Daniel McNeil (University of Birmingham)
16:00 – 16:45	Networking and Conversation Overflow
16:45 – 17:00	Next steps



FEMINIST CENTRE FOR RACIAL JUSTICE

Lancaster University
Africa Research Hub



Participants

Organisers

SM Rodriguez



Dr SM Rodriguez is Associate Professor of Gender, Rights and Human Rights in the Department of Gender Studies at LSE (Associate effective August 2026!). Dr Rodriguez's research joins anti-carceral, Black, and trans feminist approaches to interrogate sexual politics, especially as related to criminal law and "correctional" practices. They are the author of *The Economies of Queer Inclusion: Transnational LGBTI Organizing in Uganda* (2019) and are currently authoring a second book that looks at abolition from a critical geography and Black feminist perspective. They are the founder of Black Queer Movements, a knowledge exchange hub for African activists across the continent and Diaspora, and of The Black Professors Pipeline.

Alanah Mortlock



Alanah Mortlock is a feminist theorist of identity, with particular investments in Black feminist thought and theories of Blackness. She is a Leverhulme Early Career Fellow in the Centre for Public Policy Research at King's College London. Alanah's current project is about Black British feminist theory and frameworks of Black metaphysics. She has previously written about discourses of transracialism as a site at which definitions of Blackness are (re)produced and debated. Alanah's writing has appeared in *Feminist Theory and Hypatia*. Her wider research interests include Black and trans feminisms; theories and critiques of identity; and feminist epistemologies and methodologies.

Professors (Guides)

Awino Okech



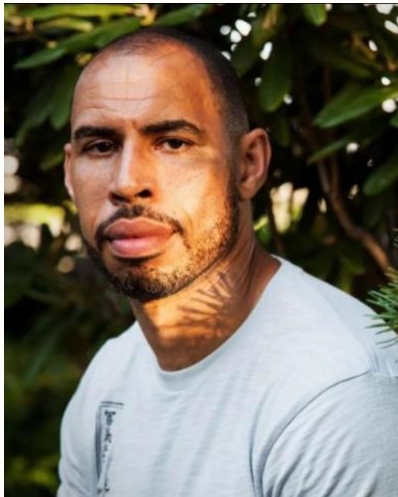
Professor Awino Okech is a Professor of Feminist and Security Studies in the Department of Politics and International Studies at SOAS. Professor Okech's teaching and research sits at the nexus of gender, sexuality, conflict, and security studies. Alongside her teaching, Professor Okech also serves as the founding Director of the Feminist Centre for Racial Justice, which focuses on the majority world as geographies from which to build feminist imaginaries of "race". Prior to joining SOAS, Professor Okech worked for over a decade in the development sector across various sub-regions in Africa, supporting women's rights organisations and local movements working at the intersection of gender and conflict. This work remains central to her research, teaching and public-facing work.

Eddie Bruce-Jones



Professor Eddie Bruce-Jones joined SOAS in 2023 and is the Dean of the College of Law. Bruce-Jones is author of *Race in the Shadow of Law: State Violence in Contemporary Europe* (Routledge, 2016) and has published in the areas of racial equality, migration law, and law and the humanities. He is currently Principal Investigator on an AHRC-funded research grant titled Towards an Integrated Colonial Archive: Humanities, Law and British Indentureship, and is writing a monograph on the British indentureship of South Asians in the Caribbean that combines law-and-humanities approaches, archival research and legal analysis. In 2018, he received a Wellcome Trust grant to support a symposium and the 2021 publication of a special issue of the journal *Race & Class* on Race, Health and State Violence.

Daniel McNeil



Professor Daniel McNeil is a distinguished historian, cultural critic, and public intellectual whose groundbreaking work bridges the fields of Black Atlantic Studies, Diaspora Studies, Cultural Studies, and anti-racist education. Currently the inaugural Stuart Hall Interdisciplinary Chair at the University of Birmingham, McNeil has spent over two decades shaping scholarly and public conversations about anti-racism, migration, multiculturalism, and cultural politics. McNeil is the author of several influential books, including *Thinking While Black: Translating the Politics and Popular Culture of a Rebel Generation* and *Sex and Race in the Black Atlantic*. He has been internationally recognised with the Ida B. Wells-Barnett Visiting Professorship of African and Black Diaspora Studies at DePaul University, and the inaugural Visiting Public Humanities Faculty Fellowship at the University of Toronto.

Participants

Ayisha Ahmed



Ayisha Ahmed is based at SOAS, University of London. She worked in education before pursuing research in anthropology at SOAS. After travelling around Africa, she developed an interest in reforming the quality of education and improving access to educational opportunities. Her research interests include the education system and education policy in Ghana, youth unemployment, and improving the employability of Africa's youth. Her work spans the disciplines of anthropology, development studies, and youth studies.

Amadou Jammeh



Amadou Jammeh is a Higher Education Leader and Principal Lecturer in Management at Bloomsbury Institute London, where he also serves as Course Leader for Undergraduate Business Programmes and an elected Academic Staff Board member. A Chartered Manager (CMgr CMI) and Fellow of the Higher Education Academy (FHEA), his research and professional expertise span strategic leadership, corporate governance, and technology-enhanced pedagogy. Beyond academia, Amadou is a dedicated public school governor and educational trustee.

April-Louise Pennant



Dr April-Louise Pennant is an Honorary Research Fellow at Cardiff University, UK and a Research Associate at Nelson Mandela University, South Africa. A former Welsh Government policy professional, she co-authored the award-winning *Running Against the Wind* report and contributed to the Anti-racist Wales Action Plan. Her work centres Black voices, experiences and contributions, from her book *Babygirl, You've Got This!* (Bloomsbury, 2024) to her Leverhulme Trust-funded project, *The Source of the Stream: Centring the Enslaved Africans Who Built Penrhyn Castle*.

Carol Brown-Leonardi



Carol Brown-Leonardi currently works in the Department of Geography (FASS) and Global Studies, Open University. As a social anthropologist and black historian her past academic work focused on arctic Canada and Northern Finland. Her recent work focuses on black histories, in particular the life of Olaudah Equiano, to offer insights into the social and working relationships of black men in 18th century England as scholars and clergymen.

rémy-paulin twahirwa



Dr rémy-paulin twahirwa (he/they) is a Postdoctoral Research Associate at Aston University (ESRC-funded project: Peripheralisation of Asylum Accommodation), community organiser and writer based in London.

Angela Haynes



Angela Haynes has taught at SOAS since 2018. She is currently Associate Tutor for the Humanitarian Principles and Practice module, and also teaches on Black London and Black Europe for Syracuse University. Her research focuses on (African) diaspora volunteering in Africa, and African diaspora communities in Britain and Europe.

Ameena Al Rasheed



Dr Ameena Al Rasheed is a gender, peacebuilding, and development scholar with extensive academic and UN leadership experience across Africa, the Middle East, Europe, and Asia. She served as Assistant Professor, Associate Professor, and Coordinator of the Gender and Peacebuilding Department at the University for Peace, Costa Rica. She was also a Teaching Assistant in Political Science and Middle Eastern Studies at the University of Leeds, UK, and lectured and co-taught at the University of Bahrain, Tribhuvan University (Nepal), and Dohuk University (Iraq). Within the UN system, she held senior roles including Regional Adviser, Senior Research and Programme Adviser, Chief of Gender Advisory Unit, and Team Lead on gender, peace, governance, and sustainable development. Research interests: gender, culture, identity, anti-racism and peace and conflict.

Silhouette Bushay



Dr Silhouette Bushay is a Senior Lecturer at the Department of Education, at the University of East London. Her interdisciplinary research interests include Black women, and Black Girlhood Studies in Britain/Europe at various intersections in relation to everyday/public life, community, education, health, wellbeing, pedagogies, as well as Hip Hop and Grime. She is also Founder of Black Girl Streams C.I.C., a new research-led field-building community interest company, and convenor of Black Girlhood in Europe Symposium.

Patricia Hamilton



Patricia Hamilton (she/her) is a lecturer in Sociology at the University of York. Her research draws on black feminist theory to examine reproduction and parenting, including projects exploring attachment parenting and parenting leave policies. She's currently working on a critical race analysis of the fertility sector, exploring the reproduction of blackness. She is the mother of an almost 5-year-old and has yet to crack "work-life balance".

Lucia Kula



Lucia Kula is a lecturer in Law and Gender at SOAS, University of London and an international human rights lawyer. Her research adopts an interdisciplinary approach to the interrogation of law, borders, gendered violence, and decolonising legal scholarship. As a former refugee from Angola, she employs (auto)ethnography to centre the lived realities of irregular migrant and refugee women within the African context and the diaspora. Her work has an intersectional focus on women and gender expansive identities and their lived realities. She convenes the LLM Law and Gender programme, and she is part of the Leadership Team in the Feminist Centre for Racial Justice at SOAS. She also consults for other Higher Education institutions in the UK on Race Equity and Decolonising The Academy.

Phoebe Kisubi-Mbasalaki



Phoebe Kisubi-Mbasalaki is a lecturer in the Department of Sociology and director of the Centre for Intimate Sexual Citizenship at the University of Essex. She is also a film producer and has worked extensively in South Africa, Mozambique, Brazil among other countries. Her research interests are in critical race, gender, class, sexuality, creative activism, public health, as well as decolonial thought and praxis and migration.

Heba Youssef



Heba Youssef has research interests in the fields of colonial, postcolonial and decolonial studies. Recent research projects have focused on the intersections between nationalism, colonialism and empire, and the racial capitalist configurations of nation-building projects in the 20th and 21st centuries. Her work unsettles normative thinking about national movements, state-building and socialist-modernist development, through in-depth readings of Zionism's early colonial interventions in Palestine. Her most recent projects also interrogate European diplomacy in the 19th and 20th centuries, as integral to the transit of European racial and colonial logics around the world. She is also currently co-leading a new book project on the Abolitionist International, funded by an ESRC grant.

Jade Benn (Jade LB)



Jade Benn (Jade LB) is a Fellow of Advance HE (FHEA) and the Association for Learning Development (F-ALDinHE). Currently leading Learning Development at London Metropolitan University, she moves into a Senior Lecturer (Politics) post next month, bringing an established practice of building students' skills through relational pedagogy and supplementary curriculums. Jade brings a creative dimension to her work: she executive produced Amazon Music's *The Noughties Podcast* (2022) and authored *Keisha the Sket*, British Book Awards' Discover Book of the Year (2022).

Dr L. Gre



Gre (they/them) is a composer-researcher and Senior Lecturer in Music and Fine Art at the University of Southampton. Currently applying new sound and composition methodologies to understanding the impacts of gynaecological racism in the US and the UK.

Juliana Mensah



Juliana Mensah is a Senior Lecturer in English and Creative Writing at the University of York. Her creative writing is primarily prose fiction and her literary research focuses on black British writers. Most recently, she was awarded a Jerwood Fellowship to support the completion of her current novel-in-progress.

Lizzie Bowes



Lizzie Bowes is a third-year PhD student at the University of Bristol. Her project considers Black-British rap albums with politically conscious overtones as works of autofiction, exploring the ways in which UK rap artists craft narratives about themselves, their cultures and communities, and the creative licence they allow themselves when telling their stories. She has also held a position as Research Associate at the Black Music Research Unit, working closely on the AHRC-funded EQUALIZE project.

Montel Gordon



Montel Gordon is pursuing a doctoral degree in Sociology at the University of Glasgow. His research focuses on the academic experiences and challenges faced by boys of Black Caribbean heritage in Britain. Additionally, he contributes as an opinion writer for *The Jamaican Gleaner*, addressing contemporary Black diaspora and cultural identity issues, with credits in *The Voice*, *The Independent*, *Vice*, *inews*, *The Metro*, and more. He is the founder of *Nostalgia'99*, a musical and cultural book series.

Fiona Imbali



University of Leicester, PhD Researcher, Dept. of Geography, Geology and Environment. Research interests: Earth Observation data, Science communication. Current research area is interdisciplinary on the intersection of Earth Observation data and Science Communication for farmers in Kenya and the UK. A communications specialist with a strong background in international development and 20 years of expertise in strategic communications, multimedia journalism, media relations, advocacy, development communications, and science communications.

Siya Mngaza



Siya Mngaza is an Academic and Professional Tutor on the Educational and Child Psychology Doctorate at the University of Birmingham and works as a practitioner psychologist in schools and community settings. Her research focuses on racial identity development, school belonging, post-traumatic growth, and broadening research methods in educational and child psychology. Her recent publication explores how Black feminist theories can challenge oppression and improve educational outcomes for minoritized children and young people.

Suraiya Zubair Banu



Suraiya Zubair Banu is an Associate Lecturer in Law at SOAS. She previously completed a PhD in Gender Studies at SOAS, focusing on queer women's intimacies and the ideological construction of the home in northern Nigeria. Her research interests include historical materialist approaches to law in West Africa and the Sahel, indigenous and decolonial methodologies, queer theory, and the relationship between law and conditions of liveability for queer Africans on the continent and in diaspora.

Kym Oliver



Kym is a Thinker, Public Speaker, Published Writer, Guest Lecturer, Multifaceted Creative, Consultant, PhD Researcher and Mentor. Credits include Google, UNFPA, AJ+, University of Oxford and NASA. Kym's work leans toward Sociocultural Anthropology and they are passionate about psychosocial approaches to understanding cultural harmonies and dissonances within marginalised communities, locating the roots of intracommunal violence and tracing communal pathways to healing. Kym is Founder of the intracommunal healing charity and archival project, Our Living Archives.

Monique Charles



Dr. Monique Charles is a cultural sociologist specialising in Black British music and embodied methodologies. She developed Musicological Discourse Analysis (MDA) and AmunRave Theory. Editor of *Black Music in Britain in the 21st Century* (2023), she serves on boards for Global Hip Hop Studies, Popular Music Studies and Cultural Sociology. She advised the British Library's 'Beyond the Bassline' (2024), contributes to V&A East, BBC Bitesize. A Sacred Cyphers UK member, she is a Sound Healer.