



# Technology and Education: opportunities and challenges for equality

**Maren Deepwell (@marendeepwell)**  
**With contributions from Martin Hawksey (@mhawksey)**



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An illustration of three stylized human figures of different heights standing on a light gray rectangular platform. The tallest figure is in the center, with arms outstretched horizontally. Two shorter figures stand on either side of the platform, also with arms outstretched horizontally, as if they are looking over the tallest figure's shoulders. All figures are wearing green long-sleeved shirts and blue pants.

# Equality

We are facing a big challenge.

# Equality as...

a challenge for Learning Technology professionals



# equality

as a challenge for  
Learning Technology professionals

Reporting from the Annual Survey 2014

Reporting from the Annual Survey 2016

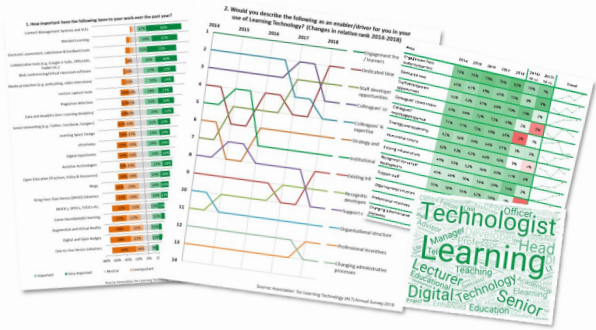


Reporting from the Annual Survey 2015

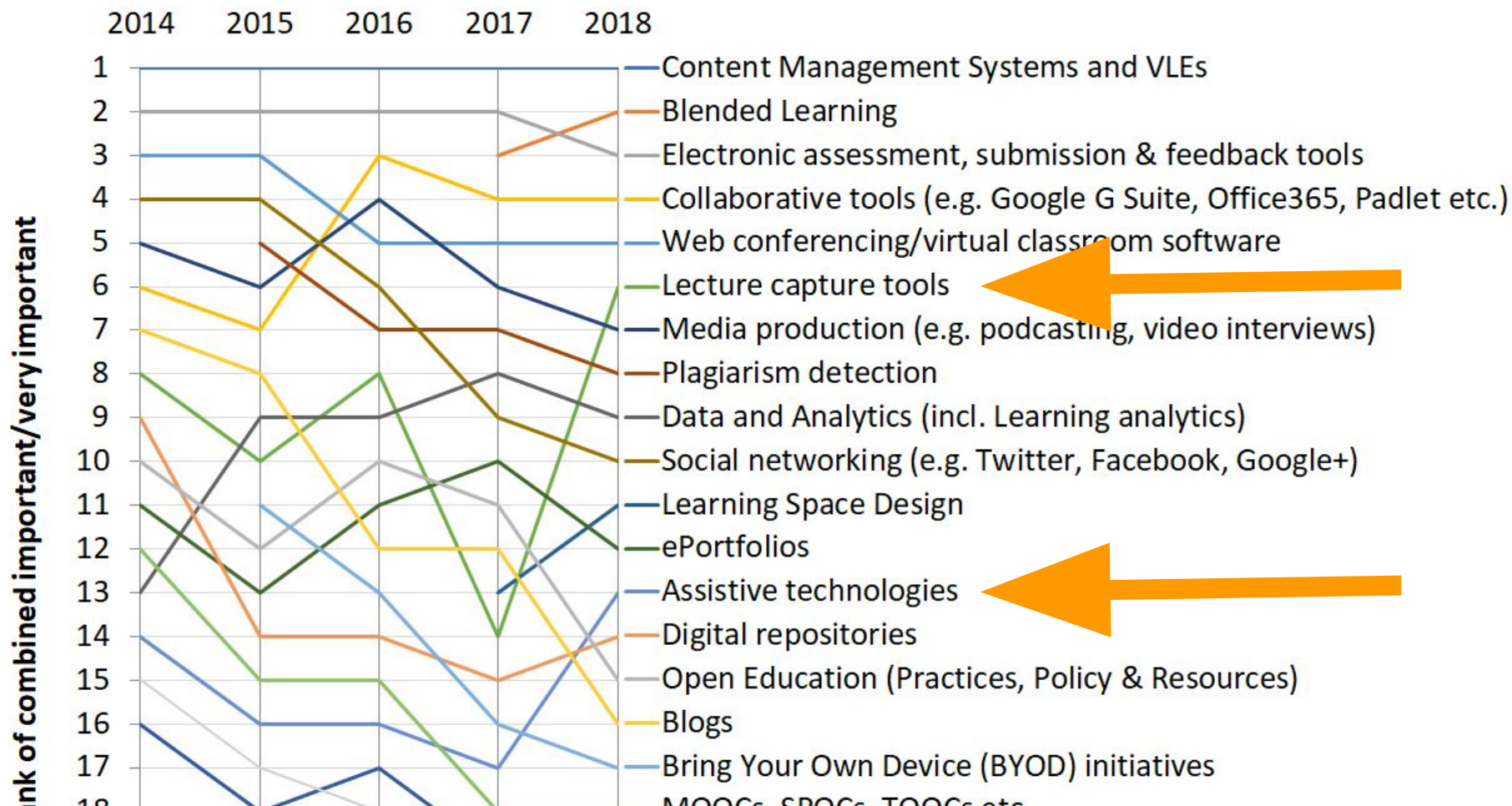
Reporting from the Annual Survey 2017








Reporting from the Annual Survey 2018



# Changes in important current areas from ALT Annual Surveys in 2014-2018

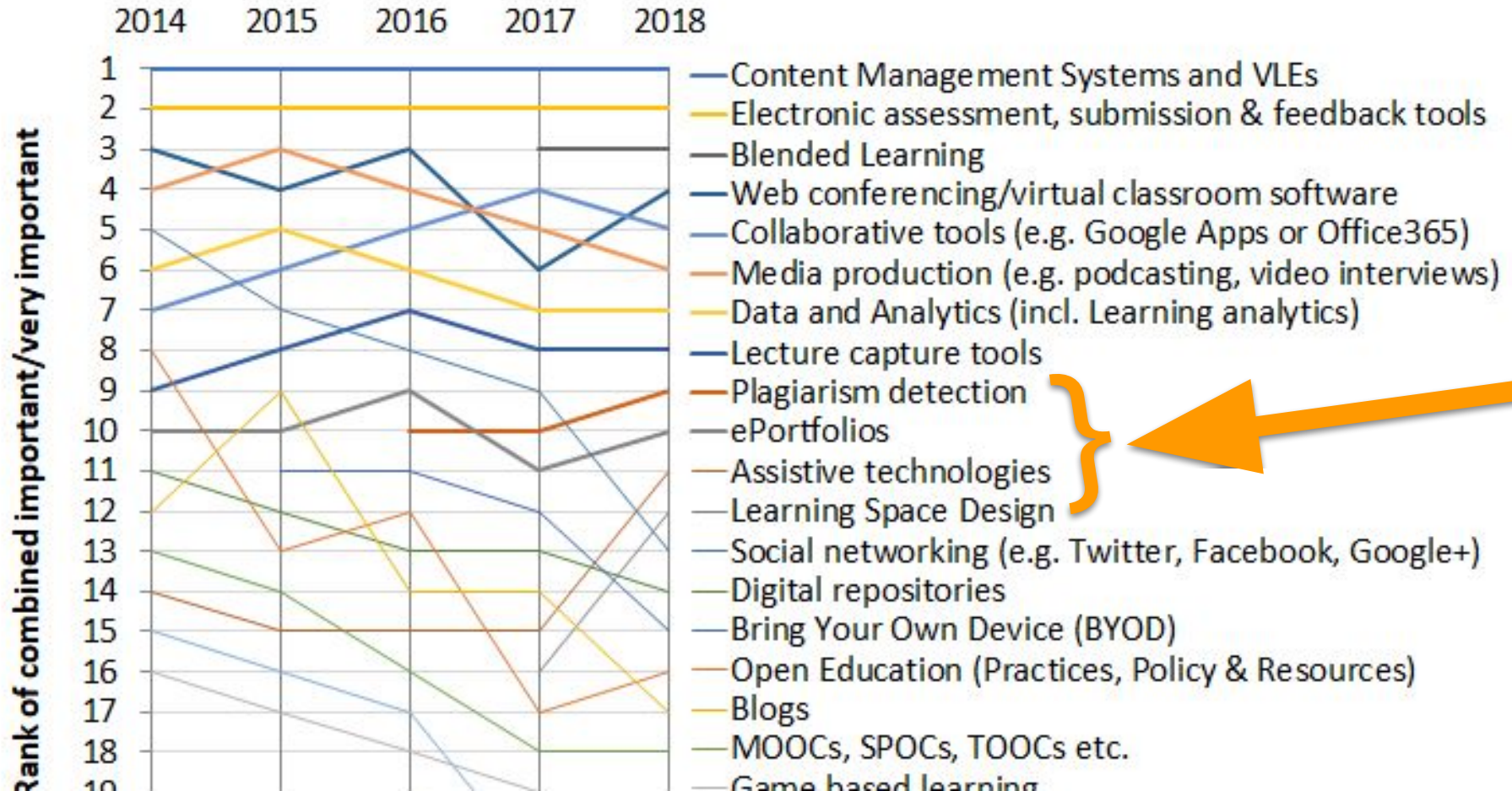


**Table 2.1 Changes in current important/very important areas (2014-2018)<sup>2</sup>**

| Area                   | 2014 | 2015 | 2016 | 2017 | 2018 | 2014/<br>18 +/- | 2017/<br>18 +/- | Trend   |
|------------------------|------|------|------|------|------|-----------------|-----------------|---|
| Lecture capture tools  | 41%  | 40%  | 45%  | 35%  | 55%  | 14%             | 20%             |  |
| Learning Space Design  |      |      |      | 35%  | 43%  | -               | 8%              |  |
| Assistive technologies | 29%  | 18%  | 25%  | 33%  | 40%  | 11%             | 7%              |  |
| Digital repositories   | 41%  | 33%  | 35%  | 33%  | 40%  | -1%             | 7%              |  |
| Blended Learning       |      |      |      | 65%  | 71%  | -               | 6%              |  |

<https://go.alt.ac.uk/Survey2018>

# Changes in important future areas from ALT Annual Surveys in 2014-2018





pg

# INVISIBLE WOMEN



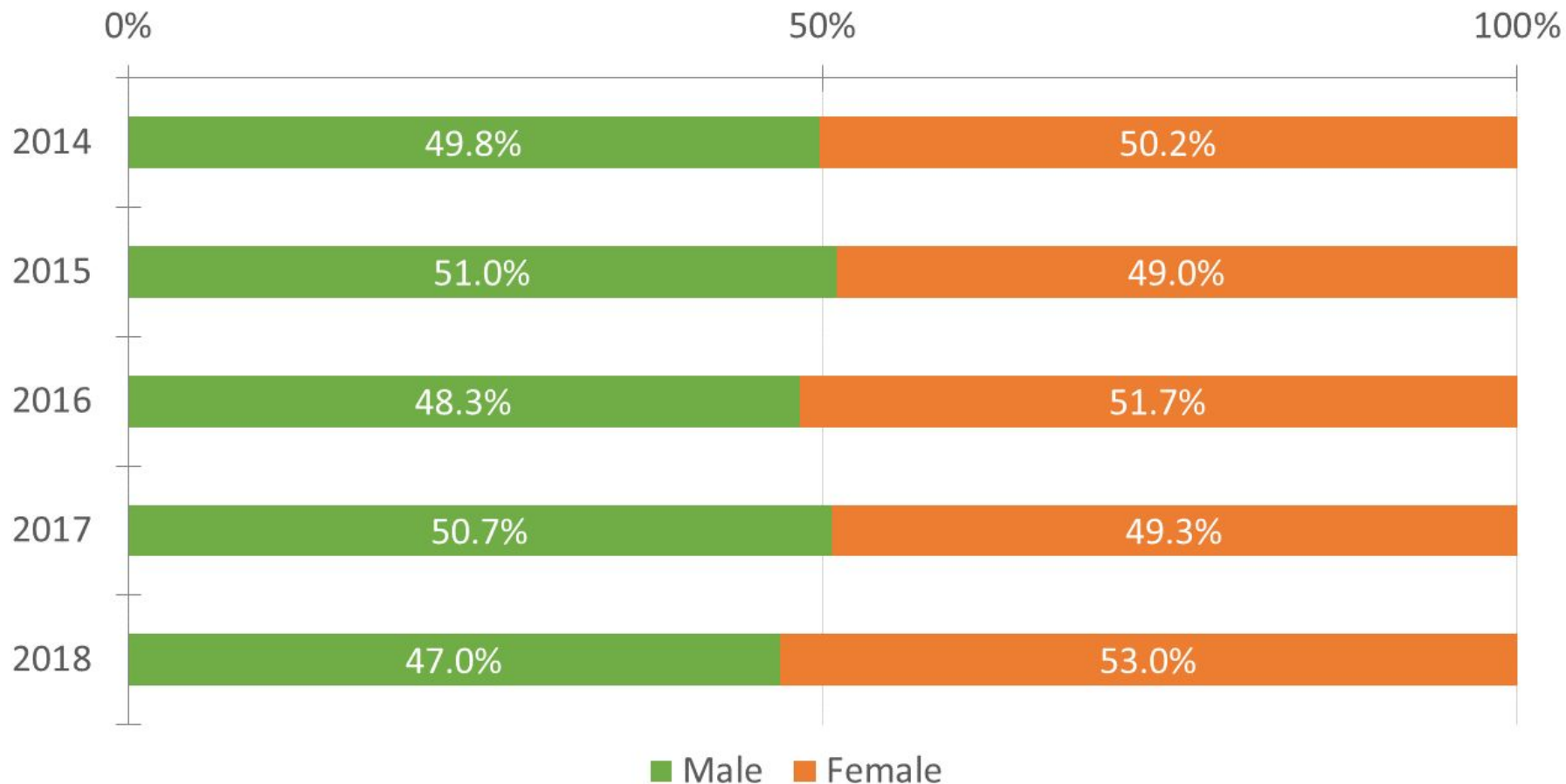
DATA BIAS IN A WORLD  
DESIGNED FOR MEN



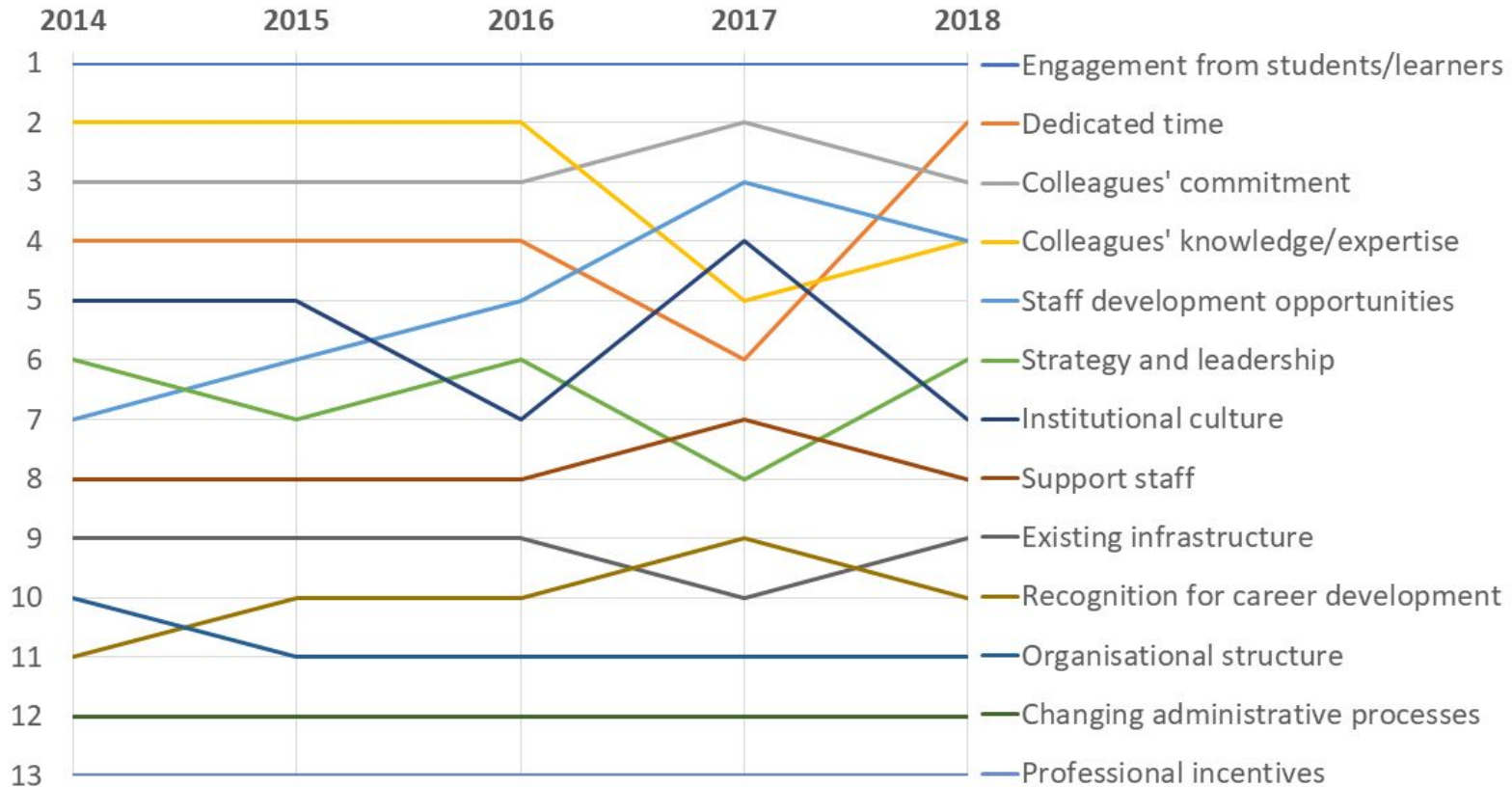
CAROLINE CRIADO PEREZ



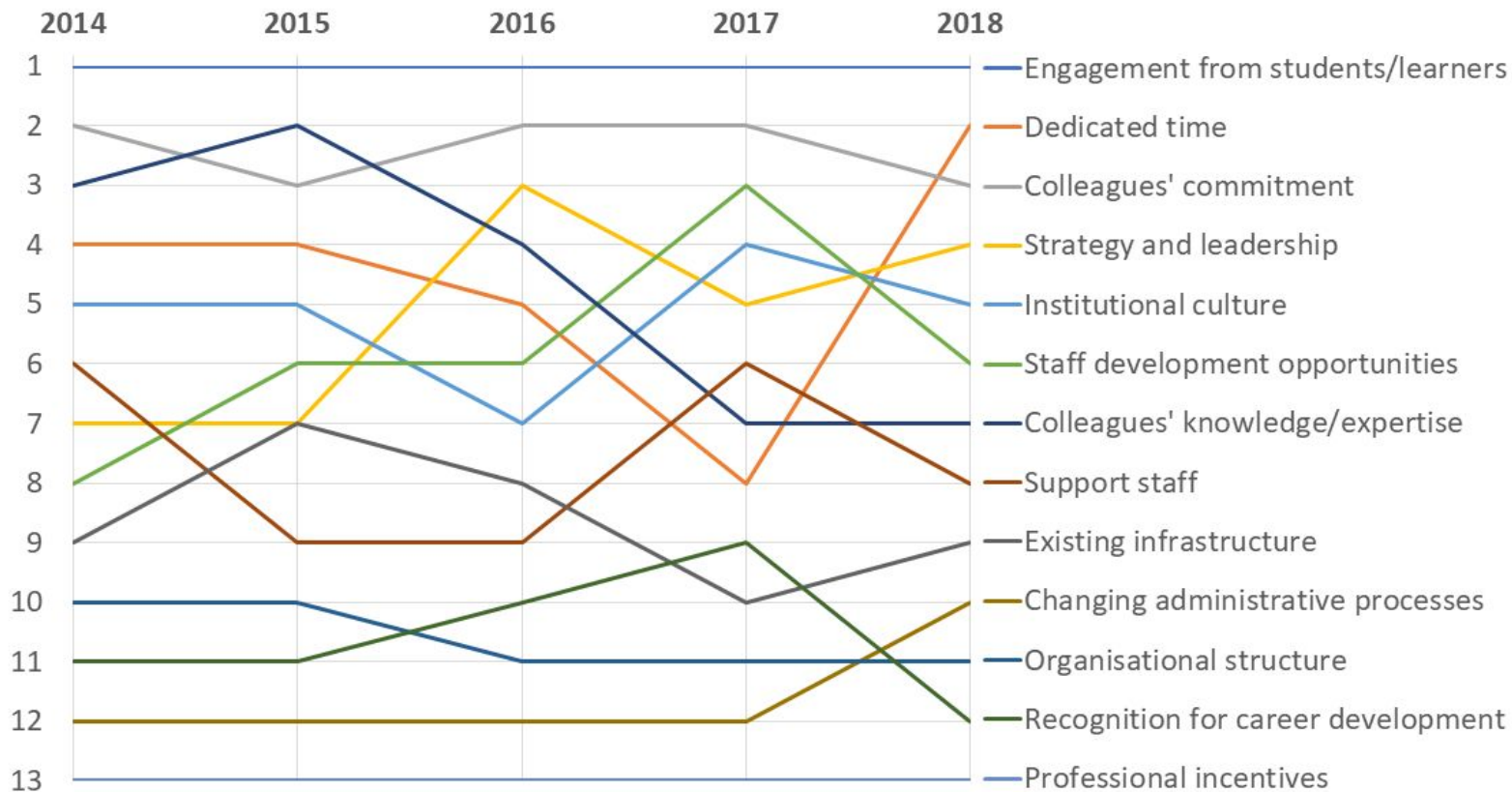
## Respondents indicated gender (Male or Female)



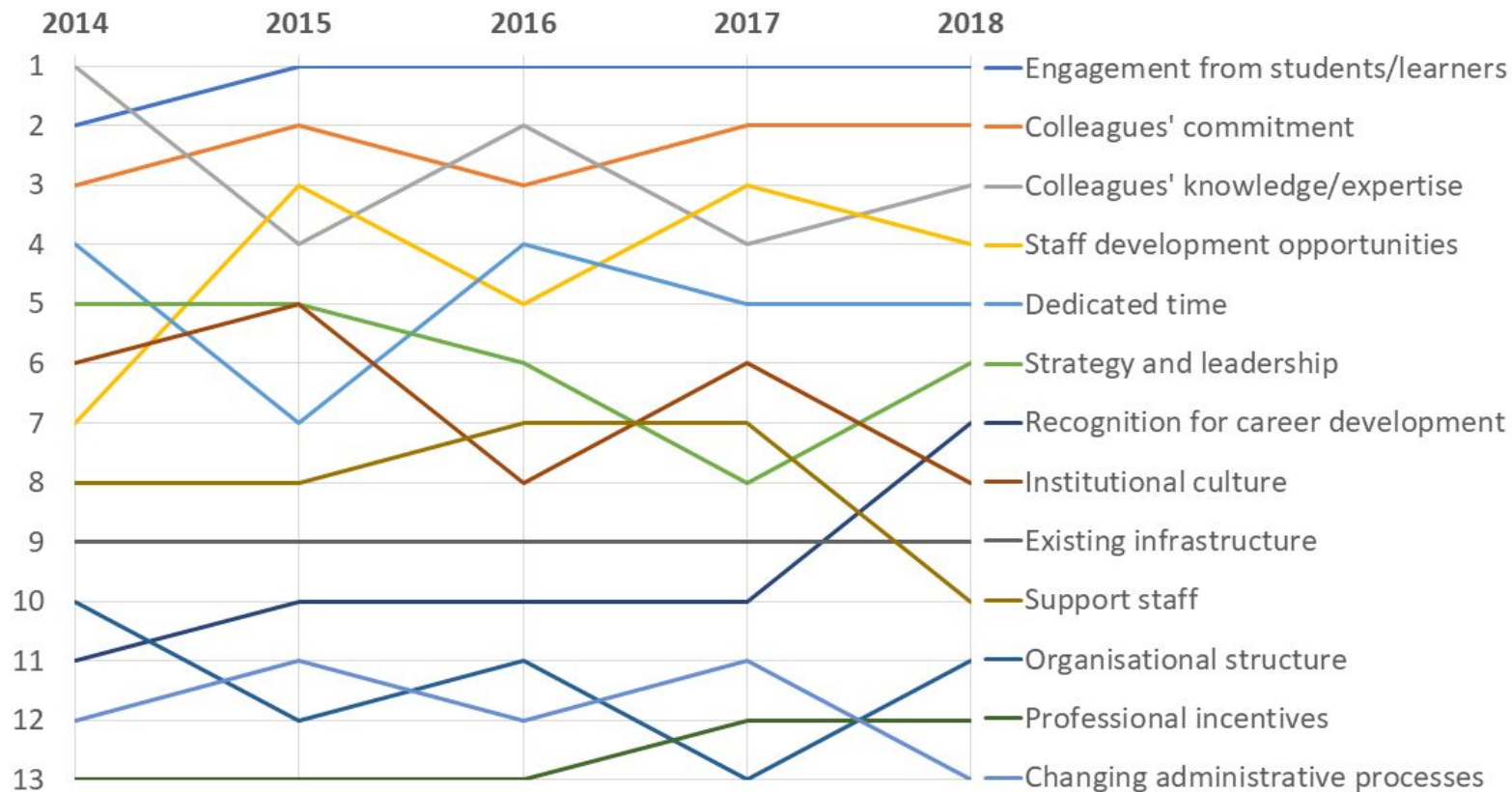
## Ranked historic enablers/drivers for the use of Learning Technology - All



## Ranked historic enablers/drivers for the use of Learning Technology - Male



## Ranked historic enablers/drivers for the use of Learning Technology - Female



# Comparison of Ranking of Enablers/Drivers for the use of Learning Technology 2018

## Male

- Engagement from students/learners
- Dedicated time
- Colleagues' commitment
- Strategy and leadership
- Institutional culture
- Staff development opportunities
- Colleagues' knowledge/expertise
- Support staff
- Existing infrastructure
- Changing administrative processes
- Organisational structure
- Recognition for career development
- Professional incentives

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## Female

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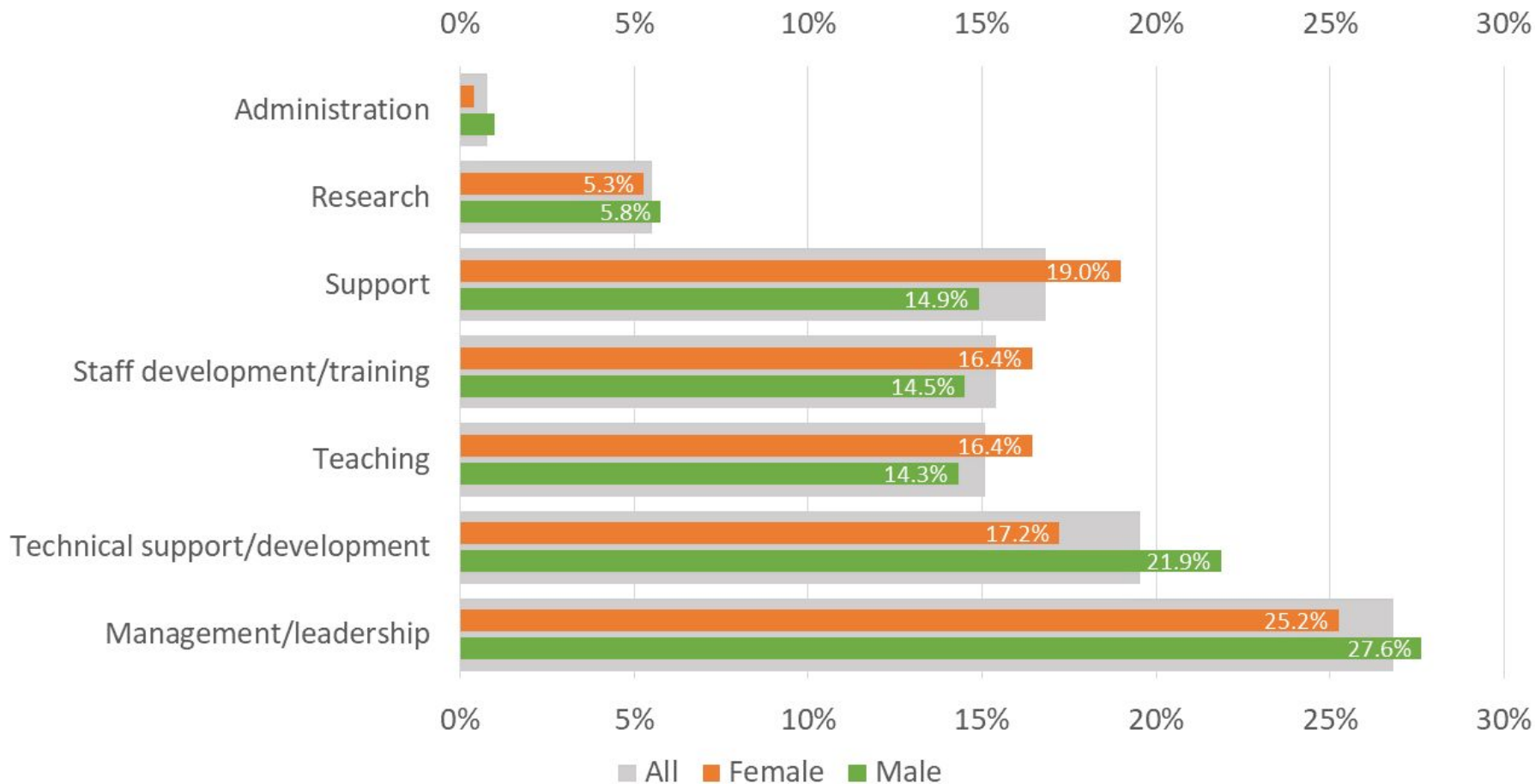
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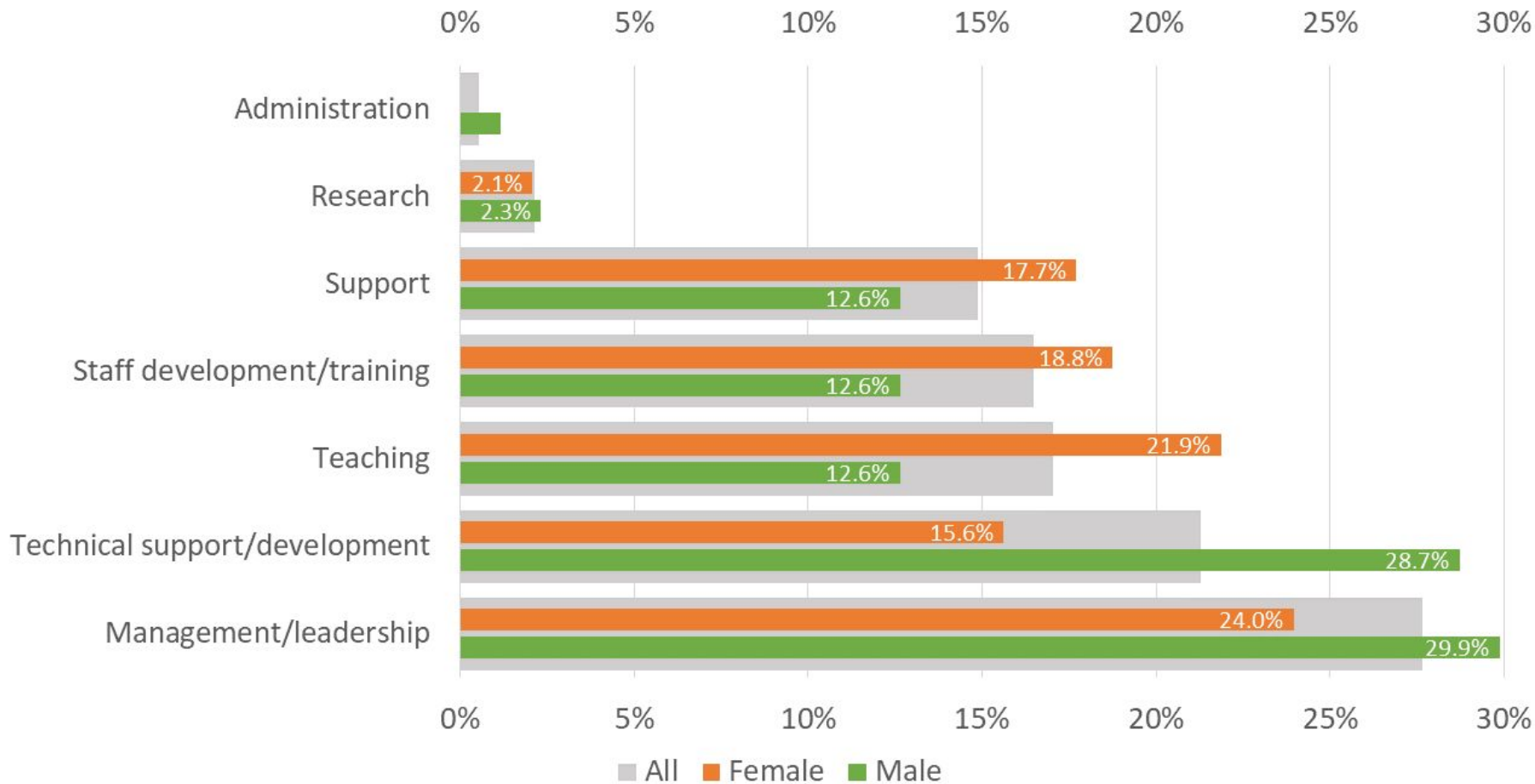




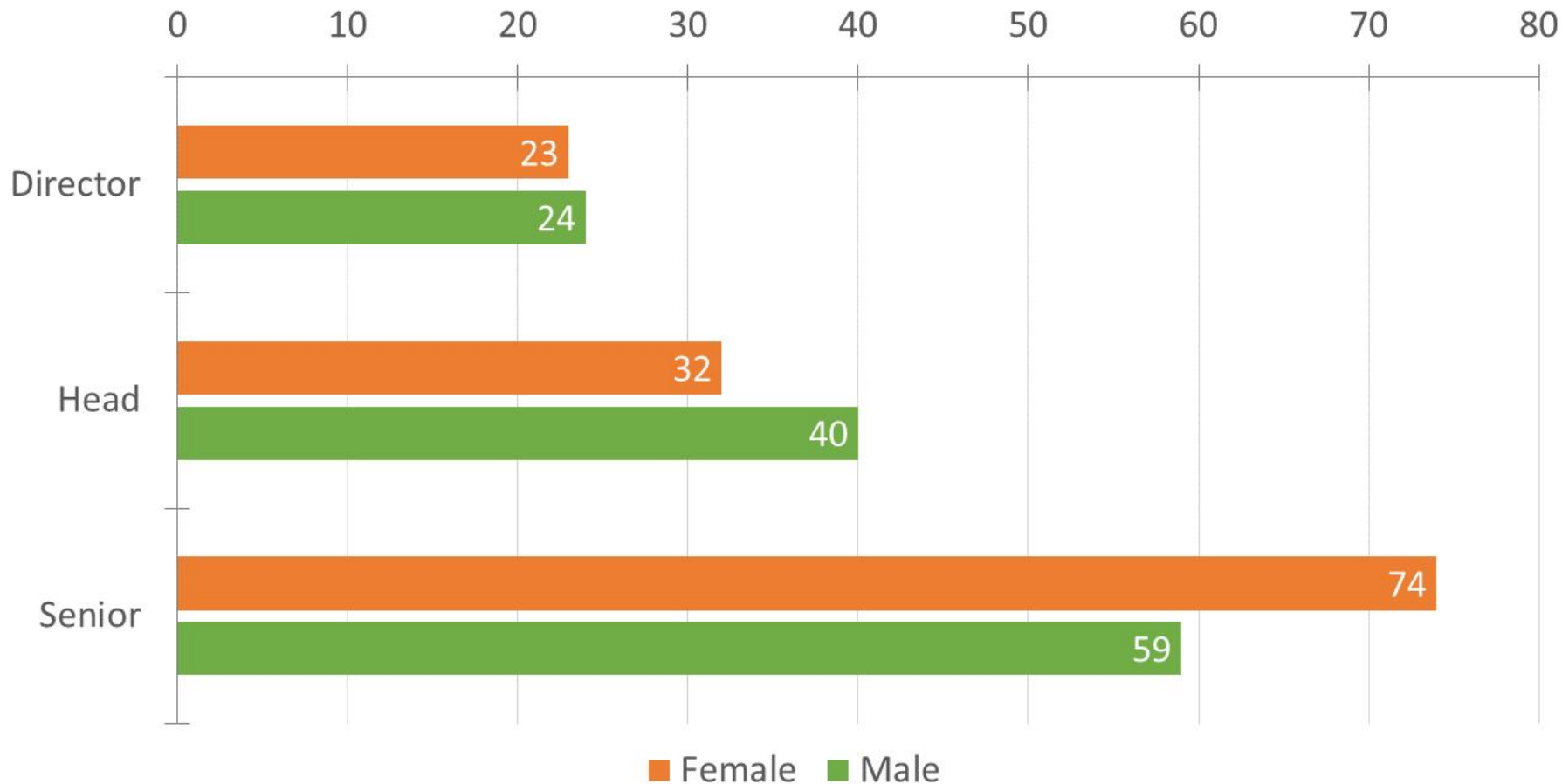
## What is the primary function of your role (2014-2018)?



## What is the primary function of your role? (2018)



## Job titles with 'Senior', 'Head' or 'Director' (2014-2018)



# equality

as a key value in organisational culture

Maren's Senior CMALT Advanced area of practice:

# Promoting Equality in Learning Technology



# Fostering a culture of equality: governance and leadership

|      | Chair of ALT |        |       |
|------|--------------|--------|-------|
|      | Male         | Female | Other |
| 2008 | 0            | 1      | 0     |
| 2009 | 1            | 0      | 0     |
| 2010 | 0            | 1      | 0     |
| 2011 | 0            | 1      | 0     |
| 2012 | 1            | 0      | 0     |
| 2013 | 0            | 1      | 0     |
| 2014 | 0            | 1      | 0     |
| 2015 | 1            | 0      | 0     |
| 2016 | 0            | 1      | 0     |
| 2017 | 1            | 0      | 0     |
| 2018 | 0            | 1      | 0     |

Table showing the [Chairs of ALT over the past 10 years](#).

# Fostering a culture of equality: Professional recognition

| <b>Honorary Life Members</b> |      |  |        |       |
|------------------------------|------|--|--------|-------|
|                              | Male |  | Female | Other |
| 2004                         | 1    |  | 0      | 0     |
| 2007                         | 1    |  | 0      | 0     |
| 2010                         | 1    |  | 0      | 0     |
| 2011                         | 1    |  | 0      | 0     |
| 2012                         | 1    |  | 0      | 0     |
| 2015                         | 0    |  | 1      | 0     |
| 2016                         | 1    |  | 0      | 0     |
| 2017                         | 0    |  | 1      | 0     |

Table showing the appointments of [Honorary Life Members 2004 - 2017](#).

# Fostering a culture of equality: Conference as a platform

| Keynotes at the Annual and OER Conferences |      |        |       |
|--|------|--------|-------|
|  | Male | Female | Other |
| 2009                                       | 3    | 0      | 0     |
| 2010                                       | 3    | 1      | 0     |
| 2011                                       | 2    | 1      | 0     |
| 2012                                       | 2    | 1      | 0     |
| 2013                                       | 1    | 2      | 0     |
| 2014                                       | 1    | 3      | 0     |
| 2015                                       | 2    | 1      | 0     |
| 2016                                       | 4    | 8      | 0     |
| 2017                                       | 1    | 5      | 0     |
| 2018                                       | 2    | 4      | 0     |

Table showing keynote speakers at ALT's Annual Conference for the past 10 years and the OER Conference since 2016.

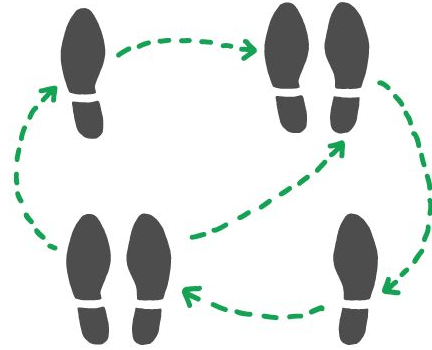


## CMALT CORE PRINCIPLES

A COMMITMENT TO

Communicate &  
Disseminate

BEST PRACTICE



AN EMPATHY & WILLINGNESS TO

Learn from Colleagues



FROM DIFFERENT BACKGROUNDS & SPECIALISMS

A COMMITMENT TO

Explore & Understand

THE INTERPLAY BETWEEN:

OLD  
LEARNING  
CH  
Y

A COMMITMENT TO

Keep Up  
To Date

WITH NEW  
TECHNOLOGIES



# Why focus on promoting equality #CMALT?

CMALT is a peer-based accreditation framework that retains its value because there is a continuous cycle of developing our understanding of what it means to be a Learning Technologist and what we understand to be good or best practice through being assessors and updating our portfolios. I think promoting equality is a big part of what makes me a good Learning Technologist and I hope that this new section of my portfolio demonstrates that.

You can access my portfolio openly <https://marendeepwell.com/?p=1805>

