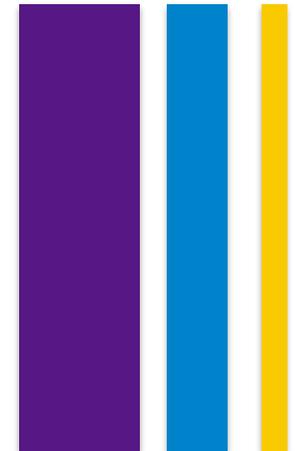




What is EPSRC doing for women in Computer Science?

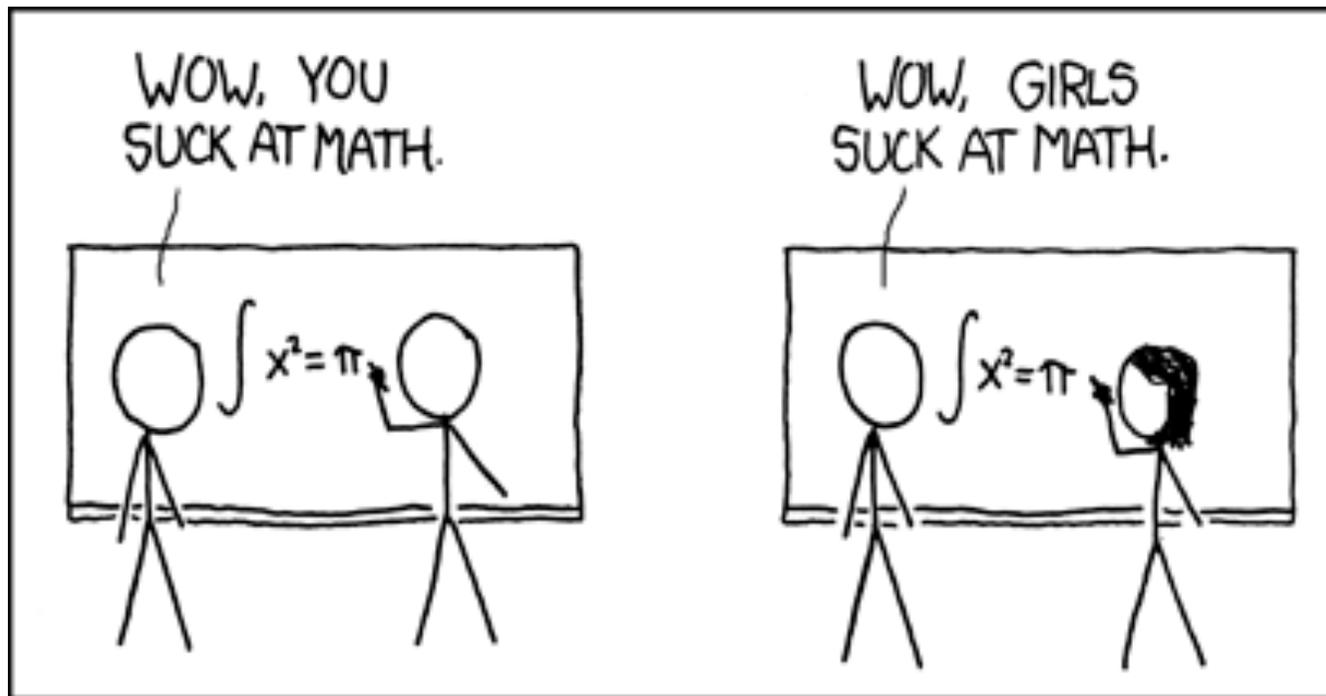
Nigel Birch



- ■ ■ Why is E & D important?
- ■ ■ RCUK Action Plan and EPSRC response, inc:
 - ■ ■ Peer review
 - ■ ■ Diversity of advisory groups
 - ■ ■ Partnerships
 - ■ ■ Data for understanding and monitoring
- ■ ■ The Information & Communications Technologies theme's actions, including the diversity study



How it works ...



Why do the RCs (and EPSRC) care?

- ■ ■ The long term strength of the UK research base needs ALL the available talent

- ■ ■ We need to attract and retain the brightest and the best

- ■ ■ To do that we need to:

- ■ ■ Guard against discrimination

- ■ ■ Ensure the research population is diverse and treated fairly



So what are we doing?

RCUK Action Plan and EPSRC response



As an investor in research, we are committed to attracting the best researchers from a diverse population into research and innovation careers.

The **RCUK Action Plan for Equality, Diversity and Inclusion** launched in May 2016.

EPSRC Implementation plan includes:

1. Ensuring Fair and Unbiased Peer Review:

- Fairness of peer review processes reviewed
- Introducing bespoke unconscious bias training for staff, panel chairs, members, peer reviewers
- Piloting anonymous peer review process



2. Improving diversity of Panels and Advisory groups – targets for improving gender diversity of:

- ■ ■ Our advisory (30%) & governance (40%) bodies
- ■ ■ Our peer review panels and college (30%)

3. Working in Partnership

- ■ ■ Institutional Sponsorship
- ■ ■ Institutional Partnership Framework – to change practice

4. Communication

- ■ ■ Case studies to demonstrate flexibility on grants etc.
- ■ ■ Improving our web-pages and the information therein

Also - Data & Monitoring

- ■ ■ RCUK data annually – now includes Co-Is and PhD students
- ■ ■ Have shared data with institutions, working together to improve



■ ■ ■ **EPSRC community¹**

- ■ ■ Academic population in E & PS: 17,000
- ■ ■ Gender: Female: 16% Male: 84%
- ■ ■ Students: 13,550; Female: 25% Male: 75%

■ ■ ■ **Computer Science undergraduates²**

- ■ ■ 13% women (32% STEM generally)

■ ■ ■ **ICT**

- ■ ■ Academic population: 5700
- ■ ■ Gender: Female: 18.2% Male: 81.8%
- ■ ■ Students (EPSRC only): Total: 1740; Female: 20.4% Male: 79%

¹Data from HESA (except EPSRC students)

²Shadbolt Review of Computer Sciences Degree Accreditation and Graduate Employability



ICT Grant Success rates (%) by Gender

	2013/14		2014/15		2015/16	
	App	Awd	App	Awd	App	Awd
F	13.2	13.3	11.6	10.3	14.3	9.1
M	83.8	86.7	87	89.7	84.3.	90.9



- ■ ■ March 2016 Roundtable:
 - ■ ■ Public perception and stereotypes
 - ■ ■ Very few women in ICT research
 - ■ ■ “24-hour culture”
 - ■ ■ Role of conferences and seminars in promoting careers
 - ■ ■ Recruitment
 - ■ ■ Lack of transitional roles (and the need for more support for early career academics)
 - ■ ■ Sexual harassment and attitudes and cultures generally in academic departments



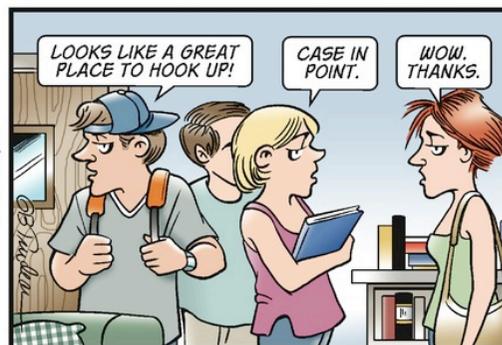
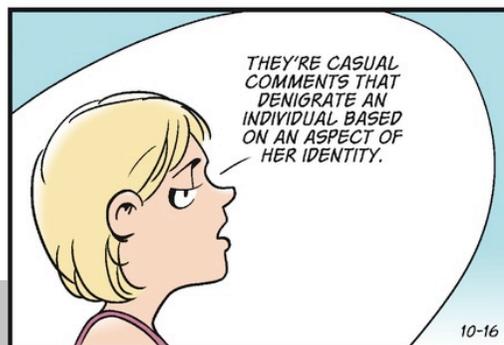
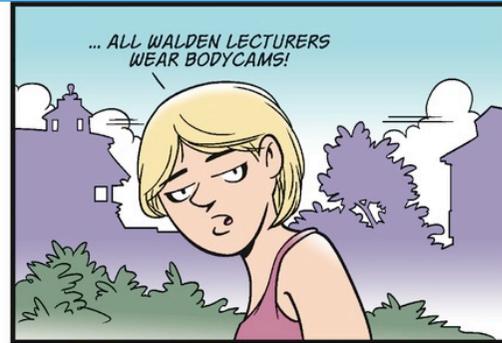
- ■ ■ **Supporting change** (using our influence)
- ■ ■ **Leading by example** (making sure our processes are fair and open)
- ■ ■ **Clarifying our processes** (to make a more diverse and inclusive pool of applicants)



Statistics are not the whole story

- Numbers are important – they indicate there might be a problem
- Need to understand what underlies the numbers to work out what needs to be done
- cf Royal Society of Chemistry study:
 - uncovered attitudes and behaviours that excluded many people
 - Galvanised the community





Subtle sexism in science – Speak Your Story Survey

EPSRC

Investing in research for

What was said to me	My perception of what was said
I don't believe that there will ever be an equal number of women and men in life sciences, as women will always choose raising a child over a career.	You won't make it in science because you have a genetic difference that will make you unable to prioritize work over childrearing.
He's on maternity leave.	This person is not sensitive to men taking leave for child care.
I was attending a prestigious scientific event with a male colleague. The person at the door asked his name and checked the list, but never asked mine. They assumed I was a +1	If a man and a woman come to a scientific event, it is the man who is the scientist.
"Women have poorer spatial aptitude than men."	I explained the set-up of my lab wrong because I am a woman.
I have nothing against part time workers. My preference would be for them to be in part of every day Monday to Friday.	I don't like your working pattern (not in every day) and I don't really like part time work at all.
On telling my PhD advisor that I was pregnant I was told "Oh no, I mean congratulations."	Women in science don't have children
When telling my PI that I was pregnant, he responded 'Well when you hire women of your age, you must expect them to take maternity leave'	Hiring women comes with a cost
When interviewing for a job, I gave 3 people as references including my PhD supervisors and another scientist For whom I had worked. I was asked by a male interviewer if there were any male references I would like to give them.	Your 3 extremely qualified female scientist references are not as high quality as their male colleagues or, if you only work with women you must have a problem with men. I was too stunned to ask why and wondered if all of my references had been men would he have asked for a female reference.
How short are you?	How incompetent are you?
He is so tall, he's able to survey such a large area! He's really up and coming.	The speaker believes a man's tall physical height equates to their ability to collect data and to succeed in their career.
I want to hire you because of your bubbly personality. This is your greatest strength.	My technical competencies, years of experience and education do not matter.
What do you think the color of the poster should be? (after dismissing all my comments on the actual content of the poster)	As a woman, you have an opinion on art but not on science.

“I was in a very male-dominated group...I was being picked on constantly by other members of my group. It was just the kind of things which don't seem very much but when it's every day it begins to drive you crazy. ...I think the reason a lot of people get out of chemistry after a PhD is just because the PhD environment isn't always a happy one. You're just supposed to grin and bear it and hope that it gets better.”



■ ■ ■ The Objectives

- ■ ■ identify and describe the nature of the barriers and challenges
- ■ ■ identify the features of the environment and culture of ICT
- ■ ■ investigate the nature of the cohort of researchers in ICT across the career stages as the numbers are similar but the composition is unclear
- ■ ■ present the report that can be used by the community and/or EPSRC



The Study

- Supported by EPSRC, BCS, NMI and UKCRC
- Currently assessing bids
- Study to start in December, reporting in March
- Report will be launched followed by consultation

