

Practising gender equality in science – UK seminar in Manchester

Wendy Faulkner (Edinburgh)

Marina Cacace (ASDO)

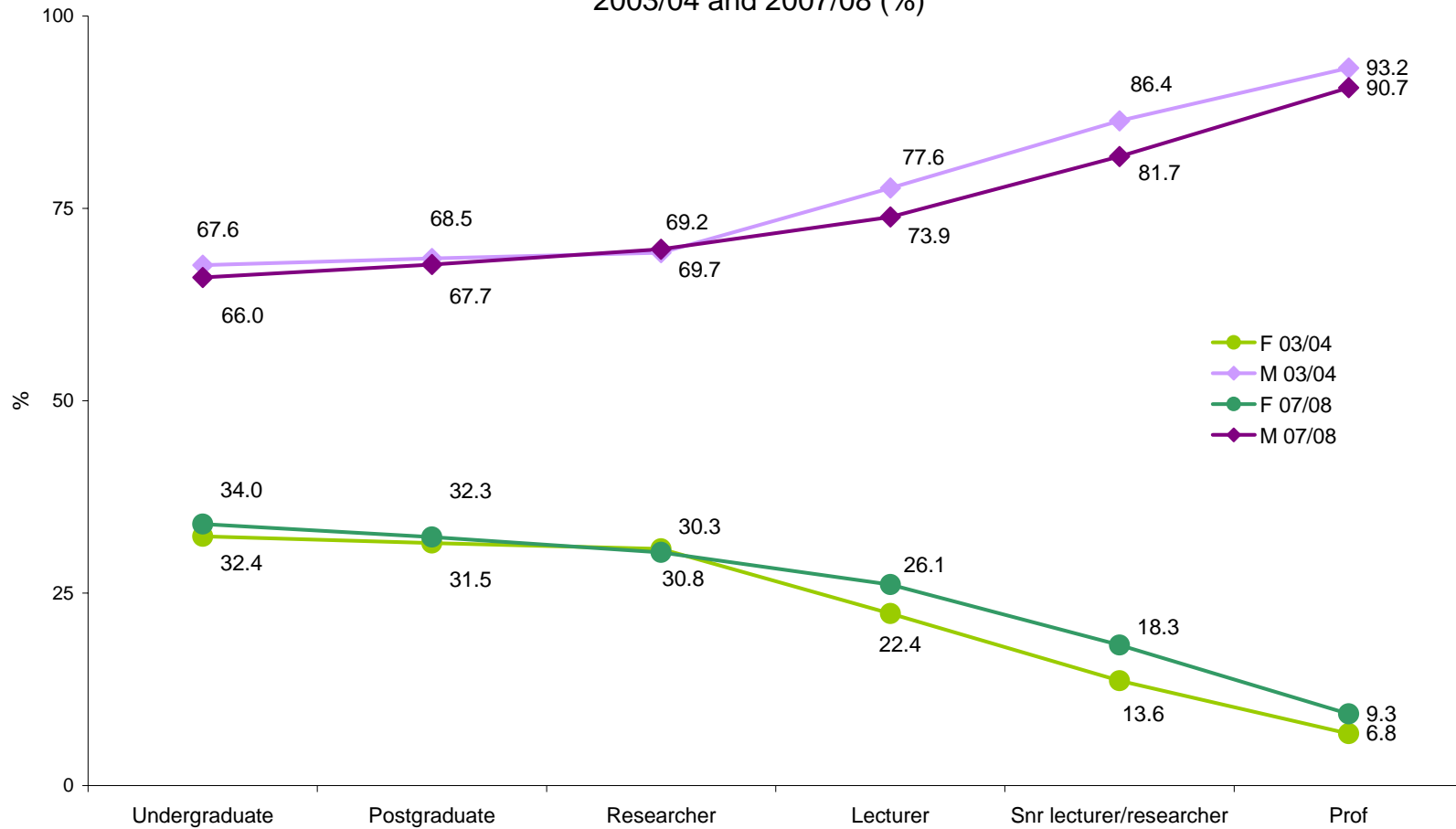
Annette Williams (UK RC)

Wendy Faulkner: Need to 'win hearts and minds'

not enough to just achieve compliance with good practices... important to realise it is **organisations** not women who have the problems

1. **Demonstrate the existence of inequality ... with 'hard evidence' on retention and promotion**
2. **Make the case for intervention – the business case for diversity and social justice**
3. Increase awareness of how inequality happens ... so win support for specific measures

Full-time STEM students and academic staff members at UK HE institutions by gender
2003/04 and 2007/08 (%)



Secondary analysis by UKRC

Data source:

Student data: HESA (2005 and 2009) Students in Higher Education Institutions 2003/04 and 2007/08. Cheltenham, HESA.

Academic staff data: HESA (2005 and 2009) Resources of Higher Education Institutions 2003/04 and 2007/08. Cheltenham, HESA.

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Professors in STEM UK 2006/7

	men	women
All stem cost centres	92	8
Biosciences	86.5	13.5
Physics	95	5
IT & computing	90	10
Pharmacy & Pharmacology	85	15
Chemical engineering	95	5

The 2030 forecast for women in SET occupations in the UK



UK Resource Centre for Women in Science, Engineering and Technology

Supporting
women's career
advancement

Changing workplace
cultures and practice

Programmes and products

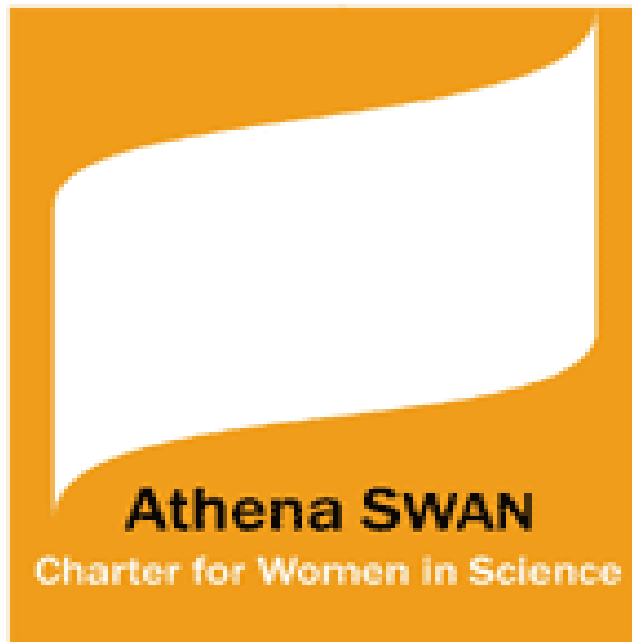
Research,
information and data

Policy influence

Women of Outstanding Achievement in SET

- 16 out of 24 now on permanent loan: Nancy Wendy
Rothwell Hall
- 5 Royal Society
- 3 Royal Academy
of Engineering





Embedding organisational change

41 universities

53 awards

Institution: 28 bronze awards

Department: 24 silver. 1 gold

What is Athena Swan?

- recognises excellence in SET employment in higher education
- institutions which are committed to the advancement and promotion of the careers of women in SET in higher education and research can apply for membership
- awards recognise and celebrate good practice in recruiting, retaining and promoting women in SET in higher education.
- Universities must achieve a Bronze award before individual departments can apply for recognition at silver/gold level in their own right.

University of Cambridge & SET

Athena Swan award to university in 2003

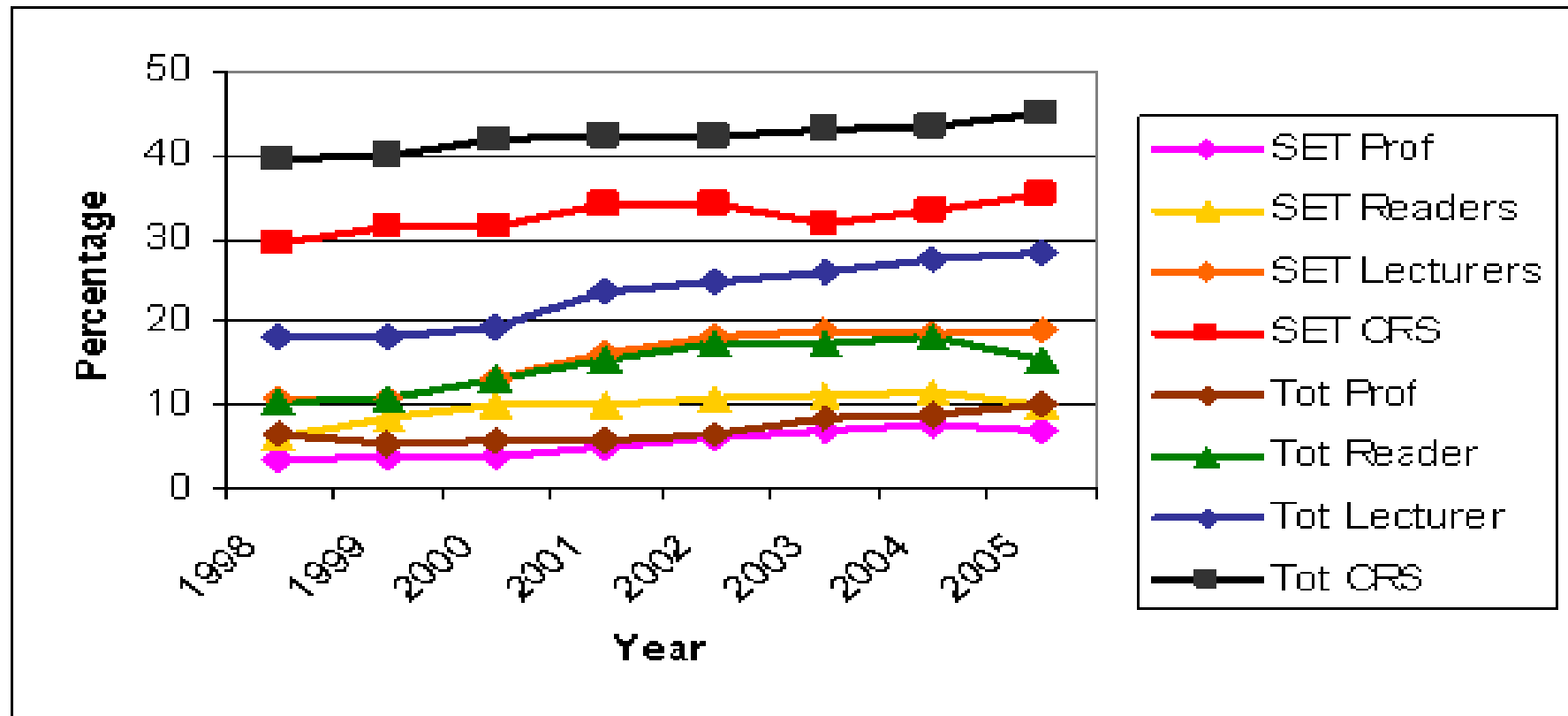
We have come along way....

- Women first admitted to Cambridge in 1869 (Girton college founded)
- First allowed to graduate in 1948

But we have a long way to go...

Wiseti founded in 1999 to improve the recruitment, retention and promotion of women in SET and to raise profile and enhance the confidence of women through its various programmes..

Cambridge University: Percentage of women professors, readers, lecturers and CRS for SET subjects and overall



Gender Equality Programmes in Science

- PRAGES guidelines for best practice programmes is very useful
- Progress in gender equality in science is clear but slow
- Rhetoric about good practices often different than implementation of good practices (at least at University of Cambridge)
- Gap between rhetoric and reality challenge for benchmarking task, given information is mainly self-report
- Need to contextualise & validate data
- PRAGES work is great start, but more research into rhetoric and realities of policies promoting women in SET are needed