



WISDOM

Women In the Security Domain (and)Or Mathematics

WISDOM Meeting 20 June 2016: Agenda

1. Welcome
2. Minutes of the last meeting
3. ISG Open Day – Averil MacDonald AMA
4. Voice and Influence program
5. Inclusion
6. AOB
7. Closing

WISDOM Meeting 20 June 2016: Minutes

1. Welcome
 - Introduction of the group as a good opportunity to bring together female members of the school whose paths don't necessarily cross on a day-to-day basis.
2. Minutes of the last meeting
 - Discussed what was covered in the last meeting for those who missed it and to highlight any ongoing action points.
 - As discussed last week, Sheila Cobourne is going to set up a WISDOM webpage and would like contributions: any content, photos etc.
 - A WISDOM Twitter account was discussed again and Rachel volunteered/was put forward for the role of managing this account.
 - As before, anyone who wishes to engage in outreach activities should speak to Mark Wildon, Brita or Lorenzo Cavallaro, who is involved in an outreach activity.
 - The ISG Seminars have finished for the term, but will begin again in September. If everyone could send suggestions for female speakers to Joanne Woodage in advance of September, then hopefully female speakers can be included when they start next term.
 - Marie-Sarah Lacharite could not attend this week, but the idea of reading relevant literature/books at our meetings is still alive; please

continue to send any reading material suggestions to her.

- Actions:** (Sheila Cobourne) Put together WISDOM webpage
(All) Send content for the webpage to Sheila Cobourne
(Rachel) Set up WISDOM Twitter and alert the members
(All) Contact Mark Wildon, Brita or Lorenzo if you wish to engage in outreach programmes.
(All) Send speaker suggestions to Joanne Woodage
(Joanne) Compile list of speakers.
(All) Send reading material suggestions to Marie-Sarah
(Marie-Sarah) Compile reading list

3. ISG Open Day – Averil MacDonald AMA

- Sheila has kindly made a WISDOM poster for the ISG Open day this Wednesday (22nd). If people could contribute to manning the poster during the day and representing us (in the Windsor building), that would be appreciated.
- Averil MacDonald will be coming to the ISG Open day between 12.15-1.15 for an AMA (ask me anything) over lunch. It would be good to have a number of people available at this time with some questions prepared. This session will be filmed as promotional material for WISDOM.
- For a bio on Averil, view <http://www.wes.org.uk/content/averil-macdonald>

- Actions:** (All) Contribute some of your time on Wednesday to help man the poster at the ISG open day.
(All) Prepare some questions to ask Averil MacDonald and come along to Windsor for 12.15-1.15

4. Voice and Influence program

- Thyla met Lori Mackenzie of the Clayman Institute for Gender Research at Stanford and the Voice & Influence program (<https://womensleadership.stanford.edu/voice>) was discussed.
- The program is a series of eleven short video (at most 15 minutes) designed to empower women and men to realize their professional potential, and help them create organizations where workers can excel and thrive. Each video gives you something to try in your workplace and the success of these actions can be discussed in the following meeting.
- We discussed watching these videos in WISDOM meetings, or possibly dedicating a meeting to them (i.e. one meeting a fortnight focusing on these videos).
- Opening these meetings to men was discussed and generally agreed on.

- Actions:** (All) To consider when/how often you would like these sessions to run and send suggestions to Thyla and Thalia.

5. Inclusion

- Inviting men to some of the meetings was discussed. People seemed to agree to inviting men to some sessions (such as the voice and influence program).
- Including MSc and undergraduate students was also discussed. There is a potential to start a networking meeting in the new term as a way to introduce everyone to each other and discuss.

6. AOB

- Communicating our ideas with other people in the department that can help facilitate change was discussed (e.g. Keith Mayes). Potentially invite some of the lecturers/management committees to a meeting where we can discuss some of the points raised and ideas (raised in the next few bullet points).
- To make some unconscious bias training compulsory for everyone and for the PhD students and lecturers to sit this together, given the shared working environment.
- To utilise the female students more when advertising the department – if other females see that we have an active female group and a positive environment for everyone they may be more likely to apply.
- To abolish the use of Mr/Ms/Miss/Mrs, as done by CUNY: <http://www.glaad.org/blog/cuny-graduate-center-becomes-first-school-instate-gender-inclusive-language-policy>, for example in written correspondence and on name badges in conferences.
- Organising a workshop in the future was discussed. This would consist of only female speakers. The audience of the workshop was discussed, but this may be something to discuss further in the future.
- To generally raise the profile of WISDOM was discussed. This could be achieved by posters in the department, for example. Suggestions welcomed.

Actions: (All) To consider any questions/action points to ask Keith Mayes and co.

7. Closing

Date of next meeting: To be determined.