



WISDOM

Women In the Security Domain (and)Or Mathematics

WISDOM Meeting 23 November 2016 Agenda

1. Welcome
2. Minutes of the last meeting
3. Management meeting highlights
4. Voice and Influence Program
5. Organising Committee
6. Mailing list
7. Repository for minutes
8. Business cards
9. Christmas Networking Event
10. AOB
11. Closing

WISDOM Meeting 23 November 2016: Minutes

1. *Welcome*
2. *Minutes of Last Meeting*
3. *Management meeting highlights*
 - We discussed a Wisdom Member taking part in the Equality and Diversity team. Anyone who wants to volunteer for this should email Ruediger.
 - We also discussed whether Unconscious Bias Training should be mandatory for Phd students. Keith suggested it could be mandatory for CDT students as part of their training.
 - We discussed whether titles could be abolished. It was agreed that

this might be possible within the school but harder on a college level.

- It was suggested that Wisdom members be used in recruitment for potential students.

Actions:

(All): Email Ruediger if you want to get involved with the Equality and Diversity team.

(Keith Mayes): Investigate further about whether the Unconscious bias training could be made compulsory for Phd students.

(James/ Keith): Investigate with HR about potentially abolishing titles.

4. Voice and Influence Program

- Marie – Sarah will be organising a Voice and Influence Program next term. This will consist of 11 hour long sessions and be open to everyone.

Actions:

(Marie-Sarah): Continue organising this.

5. Organising Committee

- A small group of people (Thyla, Thalia and Sheila) current do a lot of organising of WISDOM and it was suggested an Organising Committee could be formed to share this out. Joanne, Rachel, Ela and Lydia volunteered for this. Everyone is welcome to be part of the Organising Committee and anyone interested should email Thyla.
- Thyla will email roles that need to be filled around and people can volunteer.

Actions:

(All): Volunteer to be part of the organising committee.

(Thyla): If specific roles are required Thyla will email for volunteers.

6. Mailing list

- Everyone was encouraged to join the new WISDOM mailing list.

Actions:

(All): Join the mailing list.

7. Repository for minutes

- It was suggested minutes be available on the website and this is now happening.

8. Business cards

- It was suggested that Wisdom has business cards including details of the website and email addresses. Ela will do further research on this.
- It was also suggested that other promotional material be made for WISDOM. Keith suggested there is the budget for another 3-4 minute film to be made.

Actions:

(Ela): Research Wisdom business cards further.

(Sheila): Research short film further.

9. Christmas Networking Event

- There will be a WISDOM winter networking event on the 16th December. This is an open event and everyone is encouraged to sign up on Eventbrite. Also everyone is encouraged to suggest this event to anyone that might be interested.

Actions:

(All): Sign up to networking event on Eventbrite.

(All): Invite anyone who might be interested.

10.AOB

- 4 members of Wisdom went to the Women in Leadership forum where they learnt about imposters syndrome and unconscious bias. Lisa wrote an interesting blog post about this for anyone who would like to learn more.
- 4 members of Wisdom also went to the Deloitte Women in Cyber event, which gave useful career advice.
- We discussed whether the Unconscious Bias training could be mixed with staff and students. Lisa will check upcoming dates for staff. If there are no upcoming dates another training session could potentially be organised for the school.
- WISDOM currently has some EPSRC funding and anyone with ideas of how this funding could be spent should email Thyla.
- There was also an open call for ideas for speakers for seminars. Overseas speakers are possible and EPSRC funding could potentially be used for this.
- A request to HR will be made about maternity/ paternity leave.
- An open call was made for blog posts. It was emphasised that everyone is welcome to write blog posts for the WISDOM website. Anyone with an idea for this should email Thalia.
- People who wish to attend meetings should try to RSVP because some meetings involve catering.
- An open call was made for suggestions for visiting professors. Anyone with suggestions should email Keith Mayes.
- It was discussed whether all meeting should be open to everyone or

whether some should be just for women. This has not yet been decided. It was emphasised that WISDOM encourages the support and feedback of male members.

- It was asked whether people from Computer Science can be part of WISDOM. People from computer science are encouraged to take part.
- Martin mentioned racism/ sexism that was not unconscious. We considered running a session on this.

Actions:

(Lisa): Check upcoming dates for the unconscious bias training course for staff.

(All): Email Thyla with any suggestions for EPSRC funding.

(All): Email Martin with any suggestions for speakers

(James): Request to Donna in HR should be made about maternity/ paternity leave.

(All): Email Thalia with blog posts.

(All): Email Keith with suggestions for visiting professors.

11. Closing