



WISDOM

Women In the Security Domain (and) Or Mathematics

WISDOM Meeting, 24th April 2017, 12pm Minutes

1. Welcome and minutes of the last meeting

- a. Marie-Sarah welcomed the meeting
- b. Apologies from several people who are away!
- c. Minutes from last meeting are on website – let us know if any problems and we will correct.

2. Promotional material:

- a. The banner has arrived! It is in Lisa's office.
- b. A short film introducing WISDOM has been shot and is in the final stages of editing. It will be available soon on WISDOM website/social media. We could use this as the channel introduction video on a WISDOM youtube channel.
- c. These promotional materials will be essential to increasing awareness about WISDOM – thank you to all involved in taking photos, providing vox pops, etc.
- d. A special thank you to Lisa for taking photos for the banner, to Ela for designing the banner and Sheila for scripting the video.

3. Award:

- a. The WISDOM group received the [Enhancing Fairness award](#) at Royal Holloway's annual staff recognition ceremony.
- b. Congratulations to all involved! Thank you to everyone for their hard work!
- c. A question was raised about the competition for the award - we were the only person/group nominated but nonetheless deserving as assured by Paul Layzell.

4. Hope Network visitor:

- a. A female student will be coming from South Africa for a short

placement with Kenny.

- b. The deadline for applications was 15th April.
- c. We are reviewing applications at the moment. All who wish to can help review the applications. This needs to be done asap so we can sort visas etc. There are 7 applications. We will review to a shortlist of 3 and Kenny will make the final decision.

ACTION: (all who want to review the applications to form the shortlist). Please let Joanne know you would like to help and she will send you a link to the applications. We need the reviews ASAP – by today (24th April) or tomorrow latest!

5. Events we are organising:

- a. First wisdom social is tonight at 6pm. We are watching the film Hidden Figures and may order pizza.
- b. Voice and influence program is continuing, only 4 sessions left! Next meeting date is tbc. Everyone is welcome, Marie-Sarah reminds that people are welcome to come only to certain sessions as they like.
- c. Cylon event will take place on 25th May. Agenda is basically decided, this will be an afternoon event which leads into a networking event in the evening. Will take place where Cylon is based in Hammersmith. Rachel and Ben are organising; WISDOM will hopefully field two speakers for the panel, we have none so far, suggestions are welcome. The themes we will discuss are: strategies to promote diversity in the security sector, why do we see far fewer women entrepreneurs than men?, career journeys. A broad overall theme is therefore career journeys in tech/cyber. Lisa suggested a contact at SEPnet (South East Physics Network). Lydia suggested a speaker with business focus who may be interested in being involved.
 - i. **ACTION:** (all) let Rachel or Ben know if you can suggest any speakers
- d. London Ladies' (name tbc) event: This will take place on 1st June. This is a 1 day conference. The current name is 'London Universities Women In STEM Day'. There will be talks on what each university does to promote diversity. Keith Mayes will be speaking from the WISDOM/RHUL side. There will also be networking. The event will take place in Russell Square London. There are 5 speakers confirmed. No industry speakers are

confirmed yet. The event will be free. An eventbrite invite should be live in a few days.

- i. ACTION: (all) let Lydia know if you can suggest any speakers

6. **FAQ page on our website:**

- a. Sheila has asked if we have any questions we should include on an FAQ page on the website. We came up with the following questions as well as reviewing her current list. There was some overlap. The questions we raised were:

What is WISDOM?

Is it really needed?

What exactly do you do?

Do you hate men?

How can I get involved?

What are your goals? / What are you hoping to achieve?

Who can I contact?

Can men be involved?

Isn't this just positive discrimination? – What is the difference between positive discrimination and positive action?

Who can be involved? Do you have to be a student or staff member? Can industry reach out?

What is currently in place at ISG for selecting people in postgrad or hiring staff?

How often do you meet and where?

Why does the WISDOM group exist?

ACTION: (all) What questions would you like to see on an FAQ page? Email Sheila to give further suggestions.

7. **AOB**

- a. Long term goals
 - i. A question was raised: do we have long term goals for WISDOM?

- ii. Some possibilities were discussed. E.g. Reaching out to societies / undergraduates? Be present at department welcome events. Be present at fresher's fair.

b. Possible social

- i. It was noted that it could be interesting to discuss where political parties stand on issues that are interesting to WISDOM at a possible event/social. It was noted that anything beyond this being a social may be going beyond WISDOM's vision/mission.
- ii. It was pointed out we should to take care to be impartial since we are affiliated with RHUL and there may be campus-wide policies on impartiality we would have to adhere to.
- iii. We could do the following format: we split people into 5 groups and read through the manifestos of 5 parties to see what they say about the issues we are interested in. Could also do a debate format.
- iv. It was suggested this event could appeal to FemSoc, maybe we could reach out to them.
- v. We could also produce a blog after the event. We discussed whether or not this is a good idea: producing some output from this event (e.g. a published blog) could be too political? Some people disagree – change does come through politics, so somehow women's issues are political.
- vi. We should have further discussion to determine scope of this event.
- vii. Joanne, Rob, and Eamonn volunteered to take this forward and organise this event.

8. **Discussion:** [closed]

9. **Next meeting:**

- a. Will be approximately end of June.
- b. Rachel will chair and Marie-Sarah will take minutes.