



WISDOM

Women In the Security Domain (and) Or Mathematics

WISDOM Meeting with Management, 7 November 2016 Minutes

1. Welcome

2. WISDOM Vision

- Keith Mayes (KM) and James McKee (JMK) were asked for any comments on the WISDOM vision as described on our blog. It was pointed out that the vision doesn't mention all individuals, regardless of gender, that might support the WISDOM mission/objectives.
- Both KM and JMK agree with and support the following objective: “to ensure that school management is fully engaged in resolving issues raised, and that responsibility does not fall solely on the WISDOM group”, however, it was suggested that the second part of his statement could be removed as it was more of a comment on the objective. School management is committed to help resolving any issues raised.
- It was suggested that a WISDOM member be invited to serve on the school's self-assessment team as a means of raising issues flagged by the WISDOM group.

Actions

(a) Sheila Cobourne (SC) to edit the vision to remove the second half of objective five and to make mention of all individuals that might support the WISDOM vision.

(b) JMK to invite a WISDOM member to serve on the self-assessment team.

3. Unconscious Bias Training

- A few members of the WISDOM group attended the unconscious bias training lead by Susan Lee in March (2016). Members found this course to be interesting and worthwhile. Making this course mandatory for all PhD students was suggested to management. It was also suggested that since staff and PhD students work closely together, it might be beneficial for them to sit this course together.

- KM and JMK pointed out that staff and students may have different needs when it comes to unconscious bias training. Also, making a course mandatory might result in resistance and feelings of negativity.
- Staff who sit on selection panels are required to partake in some form of unconscious bias training.
- It was suggested that the course be highly recommended to students and staff, and that it could form part of students' training requirements/logs.

Actions

(a) JMK/KM to speak to Rainer about encouraging students to sit the course.

4. Seminar Speakers

- The WISDOM group have curated a list of potential female speakers and have engaged with Martin Albrecht (MA) and Lorenzo Cavallaro (LC) about inviting and hosting speakers off this list.
- The WISDOM group feels that finding female speakers should also be the remit of the seminar organisers/ISG members and hence the additional suggestion of obtaining speaker ideas from members of the school was also put forward. KM/JMK mentioned that an email was sent round to staff asking for potential speakers. It was suggested that this email also get sent to PhD students, and that PhD supervisors also consider putting forward their students for seminars.

Actions

(a) KM to request that MA and LC also send email requesting speakers to PhD students, and to request that PhD supervisors also consider their students for seminar slots.

5. Titles

- In previous WISDOM meetings it has been suggested that we abolish the use of gender-specific titles, 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 at conferences. This was suggested to management.
- It was agreed that within the school, where possible, this could be done. It might be more difficult to achieve this at the college level, however, JMK suggested that it could be raised with Donna (last name unknown) in HR and at the next School Board meeting.

Actions

(a) JMK to contact Donna and raise at the next School Board meeting.

6. School Recruitment

- The WISDOM group wanted to know what the School was doing to actively encourage women to apply to the School at all levels (UG, MSc, PhD and staff). Although the balance for UG students seems excellent, the balance on the CDT for example, is not very good.
- As there don't seem to be any specific mechanisms in place aimed at recruiting women, members of the WISDOM group put forward that the current female PhD students speak at recruitment events as a means of encouraging women to apply at postgraduate level, and also, that recruitment events target a wider pool of students. Two CDT students, for instance, speak at a Cambridge recruitment event annually. Although valuable, it was noted that only Part III Mathematics students were targeted and that this student body is mostly male.

7. EPSRC Funding

- The WISDOM group has received EPSRC funding and have a number of ideas with regards to spending the funding.
- KM and JMK provided suggestions during the application process and are supportive of the events planned, including a Christmas networking event, a WISDOM-specific event and a potential research conference in March. KM and JMK offered to speak at the events as a way of further exhibiting support for the group.

8. WISDOM-themed Event

- Lizzie Coles-Kemp (LCK) has suggested holding a three-day WISDOM-themed event with speakers discussing issues surrounding diversity in Information Security/Technology.
- JMK and KM were supportive of this idea.

Actions

(a) LCK and Thyla van der Merwe (TvdM) to discuss the logistics of such an event.

9. Maternity/Paternity Leave

- There has been some interest in learning more about maternity/paternity leave for PhD students, for example, as information on this is difficult to come by.
- It was suggested that a request be made to HR for more information on this topic.

Actions

(a) The WISDOM group/KM/JMK to request more information on maternity leave from HR.

10. Reaching Out to Female Alumni

- There has been interest in asking female alumni about their experiences of being a woman on the ISG/MSc courses. A means of doing this is via a survey. KM/JMK support this idea and suggested sending out an email to alumni network. I was also suggested that alumni members could write blog posts.

Actions

(a) Thalia Laing (TL) to investigate sending out an email to the alumni network.

11. AOB

- It was suggested that KM and JMK write WISDOM blog posts. They have both agreed to do this.
- The person of contact regarding issues of harassment and bullying is Lisa Cavey, members are encouraged to seek her out if need be.

Actions

(a) KM and JMK to write WISDOM blog posts and to send text to TL.

12. Closing