



WISDOM

Women In the Security Domain (and) Or Mathematics

WISDOM Meeting 22nd February 2017 Agenda

1. Welcome
 - a. Lydia welcomed the meeting.
2. Minutes of the last meeting
 - a. Marie Sarah has set up Voice and Influence Training.
 - b. Organizing committee has been set up.
 - c. Mailing list for emails! Everyone sign up!
 - d. Christmas networking event was a success.
3. Notifications: Mailing List, Business Cards, Links with Msc Students – 1st March 12.30-1/30, Unconscious Bias Training, International Woman's Day Career Fair 7th March 4-6 setup 3 Moore Building, EPSRC funding.
 - a. Ela has the business cards she is in room 255 in McCrea if anyone wants to collect some!
 - b. Thalia discussed links with MSc students. The previous lunch was a success and another has been setup for the 1st of March in the staff room between 12.30 and 1.30. Come along and meet the MSc students, last time 20-30 people came. An offer has been made to MSc students to become more involved, including potential committee positions.
 - c. Unconscious bias training is running again this year.
 - d. International Women's day careers fair. Liz, Sheila and Thalia are helping out with this. Volunteers are needed, the more the merrier! 3pm Setup, 4-6pm for the actual event. 7th March 2017, Tuesday. In the Moore building. Come and help set up the stand!
 - e. EPSRC funding. Some money is still to spare. If anyone has any ideas on how to spend the money, then contact Thalia or Sheila. The money needs to be spent by the end of March. Example uses of the funding are: registrations for conferences and events, networking, etc. If anyone has any other ideas get in touch and we will see what we can do.
4. Potential talk from WiTTY
 - a. Rachel is in charge of this. WiTTY is the Wisdom of GCHQ. They reached out to us, they could offer a careers talk. If we have any suggestions, they are happy to listen. Rachel thinks we should make the Msc lunch a termly event and this would fit in quite well with one of the lunches. Rachel will take the lead on organizing this.

There is also a women's group in CS, a suggestion was made that we should increase links with them.

- i. **ACTION:** Lisa will bring this up when she meets the CS department head.

5. Event with Cylon

- a. Cylon is a company a start-up accelerator for cyber companies.
- b. Rachel is in charge of this. An event will be organized (hopefully) in conjunction with Cylon. This was going to take place in March but it has been pushed back, potentially May/June. Please get in touch with Rachel for ideas about good discussion topics.
- c. If anyone knows of any similar groups to Wisdom at other universities, we should get in touch with them for this. This will be a networking event with staged questions.
- d. There is potential for using the spare money here, perhaps we could have a technical conference – concerns were raised about the organization and timing of this. Perhaps this is a longer-term goal. Thought needs to be put into this event about the structure (talks/papers/etc) of any potential event.
 - i. **ACTION:** When Rachel has dates, she will start inviting panelists.
 - ii. **ACTION:** Ben (after meeting) has agreed to help Rachel with this.
 - iii. **ACTION:** Let Rachel know if you have any ideas regarding questions and themes to be discussed.

6. Hosting a student with HOPE network

- a. Joanne has come up with costings for a potential student. HOPE people said they would pay for flights and accommodation can be found cheaply on campus. Kenny has a project in mind. We still need to sort out fliers.
- b. There are issues with holiday periods, so timings might be difficult to organize. Three/four weeks is not a long time to come for, so potentially we could advertise for a four-week period in summer and be flexible based on the applicant. Joanne is waiting to hear back from HOPE. We should begin to think about deadlines.
- c. HOPE people are going to advertise the position based on the flyer that we produce. Hopefully we can book the accommodation on the funding. There is also the idea of having a second person come in from the UK or elsewhere.
- d. Liz has spoken about her contacts in Ghana and she may be able to find some interested MSc students.
- e. The issue of whether or not the funding should be female-only was discussed, conclusions were that perhaps we should wait and see who applies. Some people were uncomfortable of restricting to females, others thought it would be a good idea to encourage women given that they are under-represented in the area.
- f. Feedback from Lorenzo is that 4 weeks is a difficult time to do a project, perhaps this is why only Kenny has come forward so far as a potential supervisor. We may be able to fund students for more

than 4 weeks. An idea was suggested that the work could start from distance and culminate in a four-week period at Royal Holloway – we could be more flexible on this.

- i. **ACTION:** We need to design a flyer. Ela has volunteered to help Joanne with this.
- ii. **ACTION:** Joanne will communicate with HOPE to advertise a position. Aim to have chosen an applicant, allocated the funding and sorted dates by the end of March to ensure we can use the EPSRC funding for accommodation at least.

7. London Ladies Day

- a. Thalia had the idea of a London Ladies Day. This could be a networking event between the universities in London. Thalia has contacted UCL, Imperial and Kings – they are all keen. We could do an event in London and use it as a forum for debate and sharing ideas between all of the university's women's groups.
- b. Thalia is going away for six weeks, she does not think she will be able to arrange it whilst she is away. Lydia has stepped in to take over. If anyone has any ideas or wants to help Lydia please get in touch. Greg says that he might be able to get in touch with people at KCL. Eamonn has agreed to interact with Imperial. Liz has agreed to get involved too.
 - i. **ACTION:** If anyone wants to get involved to help please contact Lydia.
 - ii. **ACTION:** Greg and Eamonn are to help contact Kings and Imperial respectively, after a meeting with Lydia and Thalia to discuss what has been planned so far.

8. Wisdom video ideas

- a. We have money for a Wisdom video. A video for the front page of the blog could be made showing everything that wisdom does. Sheila will send around an email about this.
 - i. **ACTION:** If anyone is not happy to be in the video, please let Sheila know.
 - ii. **ACTION:** If anyone has any ideas as to how best present WISDOM or would like to be actively involved in this, please contact Sheila.

9. Voice and Influence

- a. Marie-Sarah has been doing the Voice and Influence program. The last session had some useful things on how organizations can 'level the playing field' to counteract bias and reduce errors in decision making. For instance:
 1. It is important to be transparent about the criteria being used for recruitment. For instance on the ISG and Maths page we should show our male/female ratio. We should also be open about the criteria in which applicants are judged. Making this more prominent would be nice as it shows that the

- University is serious about counteracting bias.
2. Currently gender is not removed from application forms.
 3. Liz spoke of her experience with applying and said that there is a 'not to say' option under gender. However, name still appears and this could give away gender.
 4. Rob spoke about wanting PhD applications to not be anonymous, this might take away from previous conversations with academics.
 5. It was discussed that there are many blocks in the way to changing the application system. We are not sure if anyone has ever raised this issue with Keith Mayes.
 6. Marie-Sarah spoke of a study which showed that if people reviewing applications don't commit to criteria first, then they end up picking the stereotypical gender for the job.
 7. If we wanted to change this system, it was suggested that a report should be put together that was research based. Then a discussion with Keith could happen. We could discuss with the equalities officer for the University and then work out a formal route to make this change happen.
 8. We also discussed job advertisements and whether or not they were actively encouraging women and/or under-represented groups.

ACTION: A list of recommendations will be compiled by Marie-Sarah. Ela has agreed to help.

10. Discussion – UCU day of action against workplace racism

- a. Martin discussed a study based on a union survey. Questions were asked about racism at work, from the obvious (racists comments, etc) to the subtler (constant interruptions, not taking people seriously, etc). In general, people felt that they were unable to discuss racism at work. When formal processes were followed in order to take up the issue of racism in the workplace it very rarely finished in a satisfactory matter. The document online is a collection of quotes accompanied by a quantitative survey.
- b. The idea of how to deal with it is a complex topic, how can we combat this?
- c. We need to establish a culture where we can bring issues like this up, so that people do not feel as if they are 'rocking the boat'.
- d. There are ways we can make small changes: recognizing who made ideas, creating supportive networks etc.
- e. It was suggested that Wisdom is a good forum to share these issues, if people have been discriminated against we can support each other. The group can then give second opinions and identify the smaller

issues etc.

ACTION: Martin will email around the report so that we can all take a look.

11. Closing

The next meeting will be on: TBC

The next meeting will be chaired by: TBC