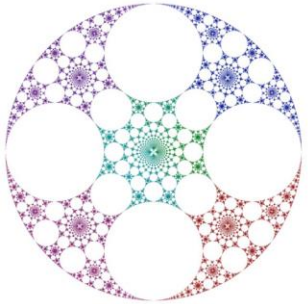


WISDOM's London Universities Women in STEM Day

Date: June 1st 2017
Sheila Cobourne and Swati Singh



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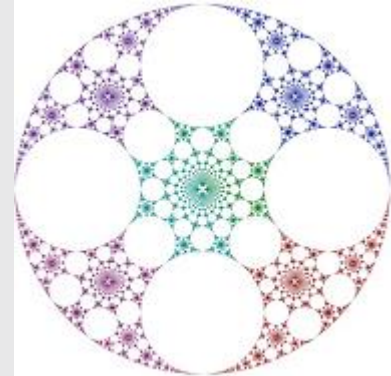
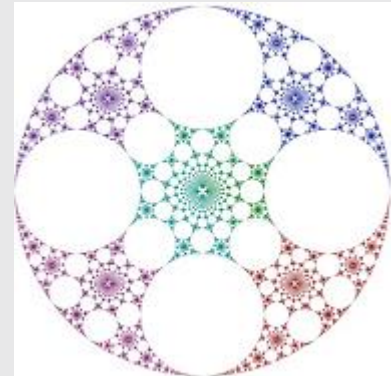
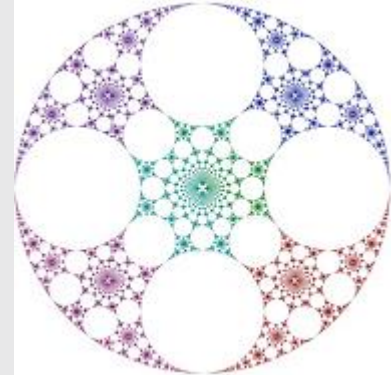
WISDOM

Women In the Security Domain (and)Or Mathematics

- **Sheila:**
 - PhD student in Smart Card Centre, Information Security Group, Royal Holloway
- **Swati:**
 - MSc student, Information Security Group, Royal Holloway
- **Structure of talk**

• The WISDOM Vision

1. to raise the profile of women in Information Security and Mathematics
2. to create a network of women working in Information Security and Mathematics at Royal Holloway, University of London that offers support and encouragement to its members in both their research endeavours and personal challenges, whilst pursuing careers in academia
3. to encourage more women to study Information Security and Mathematics at Royal Holloway by fostering a community that is welcoming to, and supportive of, women
4. to highlight areas and/or issues in the school in which women feel underrepresented or in which women feel they need more support
5. to ensure that school management is fully engaged in resolving the issues raised
6. to support and receive support from other groups with similar objectives, be they internal or external, where possible
7. to extend our network, in time, to other departments and groups at Royal Holloway.



What Does WISDOM Do?



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Networking Events



Positive supportive environment



Outreach



The Hope Network

For women in science, technology, engineering, maths and medical fields

The Royal Holloway Enhancing Fairness Award



Personal Skills

Voice and Influence programme



Swati's Experience



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- The ISG Open Day – June 2016



- The holistic offering included
 - ‘aligned objectives’ and
 - ‘sweaty palm moments’

What's so special about WISDOM?



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Before WISDOM



After WISDOM



Personal Examples

What next?



- **Platform for personal growth**
- **Making a difference slowly and steadily**

Sheila's Experience



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What is Unconscious Bias?

“Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences “

Equalities Challenge Unit: 2013 Unconscious bias in higher education <http://www.ecu.ac.uk/>

young vs old

light-skinned vs dark

thin vs fat

straight vs gay



- **Unconscious Bias**

- I don't fit student stereotype... leads to ...
- a need to justify choices... leads to..

- **Imposter Syndrome...**

- I'm a fraud
- It was just luck/ a mistake that I am here
- I'm going to be found out, sooner or later

- **Now have more strategies – from WISDOM experience**

Future Challenges for WISDOM



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- **Leaky Pipeline**
- **Mentoring**
- **Getting people to realise diversity is important!**
- **Everyone can do something...**
- **Not “A Women’s Problem”!**

Conclusion



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- Positive about the future
 - WISDOM group demonstrates there is a desire for change... and can be effective...
 - If you haven't got a "Women In.." group, consider setting one up
 - ...but it's a marathon, not a sprint



Questions?



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