

What has QMUL done to promote diversity in STEM?



IOP

Institute of Physics
Juno Champion

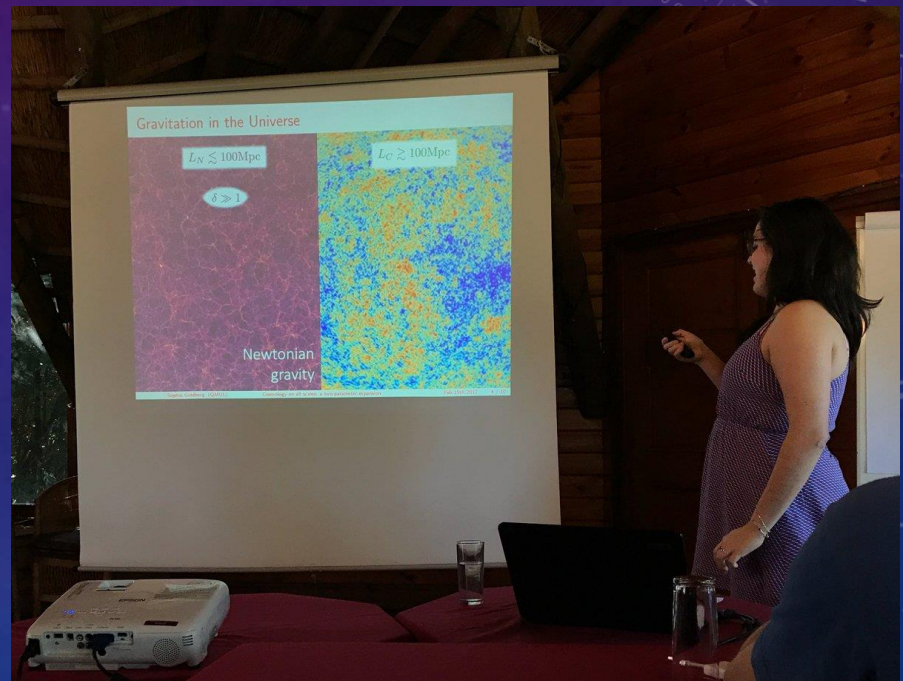




@SophiaGberg

HI I'M SOPHIA GOLDBERG

- Theoretical physics PhD student
- Previously at Imperial
- Specialising in Cosmology and Gravitation
- On WISE committee for almost four years
- On JUNO for two years



IMPORTANCE OF WOMEN IN STEM

associated with business success. For example, a 2009 analysis of 506 companies found that firms with more racial or gender diversity had more sales revenue, more customers, and greater profits. A 2016 analysis of more than 20,000 firms in 91 countries found that companies with more female executives were more profitable. In a 2011 study management teams

- Better results – diverse teams
 - Better STEM – interpretation & biases
 - Recruitment
 - Social justice
- Facial recognition

WHY ARE THERE SO FEW WOMEN IN STEM?

Girls < 18

Women ≥ 18



House of Commons
Science and Technology
Committee



Emp. com. disadvantaged in scientific careers compared to men.

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HC 701
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10 WAYS TO INCREASE DIVERSITY IN STEM

- Hurdles
- Future plans

1. WOMEN IN PHYSICS LUNCHES



Feedback



2. GRADUATE STUDENT FORUM & POST-DOC FORUM



3. MATERNITY+ SCHEME

- Approximately 1 year post-doc support for lecturers who take maternity leave to keep their research going whilst on leave
- Already been used by lectures



4. UNCONSCIOUS BIAS TRAINING

Unconscious bias refers to a bias that we are unaware of. 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

- Future: aim to train all staff – open to PhDs too
- Interviewers have to attend

5. JUNO AWARENESS & DATA DATA DATA

- Appreciation of Juno embedded into all aspects of the school by making people aware and responsible for the statistics they generate
- e.g. Module organisers, seminar organisers, recruitment officers etc. should all be looking for gender biases in their course marks/attendance, speakers, interviewees etc
- Data aggregation to flag up problems
- Provided new tools for the monitoring.
- Hurdle: anonymising data
- More data in future e.g. BAME



6. WOMEN SPEAKERS



- Close network likely to be predominantly male if male
- Quota proportional to field e.g. 20%
- Hurdle: good quota?
- Answer: look at average data from conferences – future plan
- Hurdle: women get asked a lot to speak
- Answer: funding for guest speakers to come from Europe

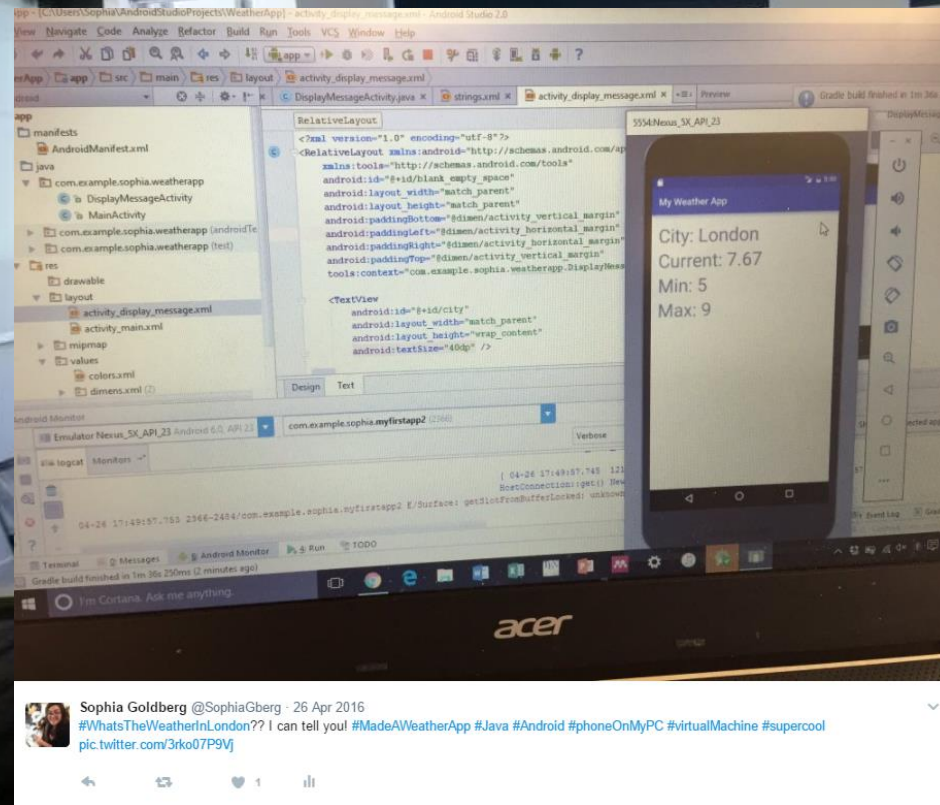
7. WISE@QMUL SOCIAL MEDIA

- WISE twitter and Facebook
- Job opportunities through industry (e.g. tech) & academia (e.g. post-docs)
- Build network & prevent imposter syndrome




8. CODING WORKSHOP

New network | 40% women | +discrimination
Plan to do this in future again



9. AND WHAT DO YOU DO?

- Workshop by Adelina Chalmers
- Practical presentation advice
- Confidence boost!



WISE Workshop: “And What Do You Do?”

Helping women in science to stay and progress in their scientific fields

Are these the words you dread hearing, at any gathering, be it social or work related? Then come along to this practical 2h workshop!

PRESENTING GOOD PRACTICE

WOMEN IN SCIENCE AND ENGINEERING PRESENT A WORKSHOP FOR FEMALE PHD STUDENTS AND RESEARCH STAFF WITHIN THE STEMM FIELDS.

During the session you will discover and practise:


- How to prepare before an event / networking / a conversation?
- 4 Simple yet inspiring techniques to answer: “What do you do?”
- How to lead a conversation when networking that will help you build genuine professional relationships and open up opportunities without you asking them “What Do You Do?”

By the end of the session you will:

- Know how other people genuinely understand you and your work
- Know how to apply 4 different techniques on answering “What Do You Do?”
- Know how to start, deepen and steer a conversation in order to open up potential opportunities
- Know how to make the most of each event or conversation you have in the future
- Feel more confident about your work and how you speak about it

This training is only **10% theory** and **90% practice!** Bring a pen and notebook and be prepared to apply the techniques during this session and leave confident about talking to people about your work and opening up new opportunities for your career.

This session is delivered by **Adelina Chalmers**, guest lecturer at *Cambridge University, Judge Business School*, who is a natural connector and an expert at transforming abstract information into engaging, memorable presentations.







A light lunch will be provided at 1pm!

WHEN: Friday, April 24th from 1:30pm to 3:30pm
WHERE: Arts One, Room 1.28 (Mile End Campus)

Attendance is strictly limited to 30 participants, therefore registration is essential and we'd appreciate if you cancel your place if you have booked and cannot make it to allow others to join the course.

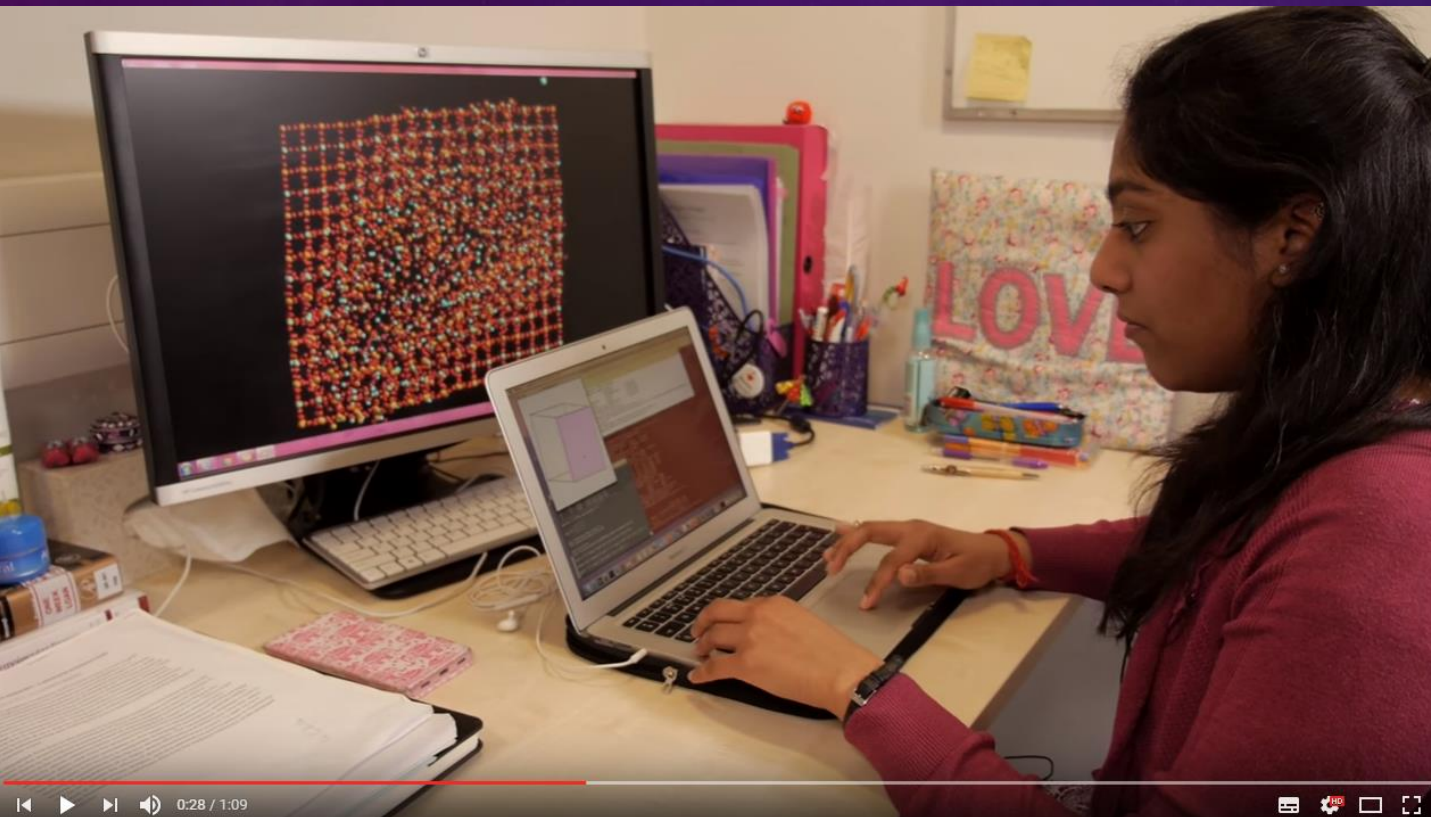
→ BOOK CAPD COURSE **RW213** ONLINE AT: <http://goo.gl/vWS4IK> (or use QR code below) ←



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 [@WISEQMUL](https://twitter.com/WISEQMUL)

Women in Science and Engineering at QMUL | Est. 2009

10. VIDEO SERIES



WISE@QMUL

WISE QMUL • 3/5 videos



1 **Samantha**
WISE QMUL

2 **Caroline**
WISE QMUL

▶ **Asmi**
WISE QMUL

4 **Maudrian**
WISE QMUL

5 **Sol**
WISE QMUL

6 **Fearon**
WISE QMUL

0:28 / 1:09



SUMMARY

- Mainly discussed issues relating to the leaky pipeline
- Range of issues: networks, imposter syndrome, job progression, etc.
- Range of 10 solutions: women's lunches, coding courses, maternity+ scheme, unconscious bias training, etc.
- Thanks for listening!



@SophiaGberg @WISEQMUL