

SET Fair and Beyond

Impacts of UK Women in SET Policy

Jan Peters

Director, Katalytik

Thanks to UKRC, Athena, Daphne Jackson Trust and the RCUK Diversity Unit

Challenge 1: Acknowledgement

- A small step for science policy but a giant step for women in science

“Women are the single most undervalued and underused resource” (1993 Realising our potential)

Challenge 2: Belief

- Gathering evidence to define the problem. Building the case to take it beyond being a “women’s problem”

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Challenge 3: Winning over the science community

- Business case
- Forthright definition of problems and solutions
- Getting personal

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Challenge 4: resources to change the world

- Country and sector wide cultures won't change overnight.
- Need multiple pressure points at multiple levels

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The UK answer – the UKRC

- To increase the participation and position of women in science, engineering and technology employment across industry, academia and public services in the UK
- www.setwomenresource.org.uk



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Return offers free information, advice and services to help women return to SET



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Progressing change with employers

- Leadership commitment:
 - CEO charter for industry
 - Athena Swan Charter
- Changing the culture:
 - Cultural Audit Tool
 - Champions for Flexibility fund for employers: part time/job share senior posts
 - 10 good practice guides
- Recognising good practice:
 - UKRC Quality Mark – best company to Work for Women in SET
 - Athena Swan Recognition Awards



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Research Councils

- RCUK –Research Careers and Diversity Unit
 - Dispelling myths about research grants, contracts and career paths
 - Promoting good practice in the guidance given to applicants in the Peer Review process for RC funding
 - Collaboration to increase the number of women in research decision-making
 - Addressing the barriers for women returners to research careers

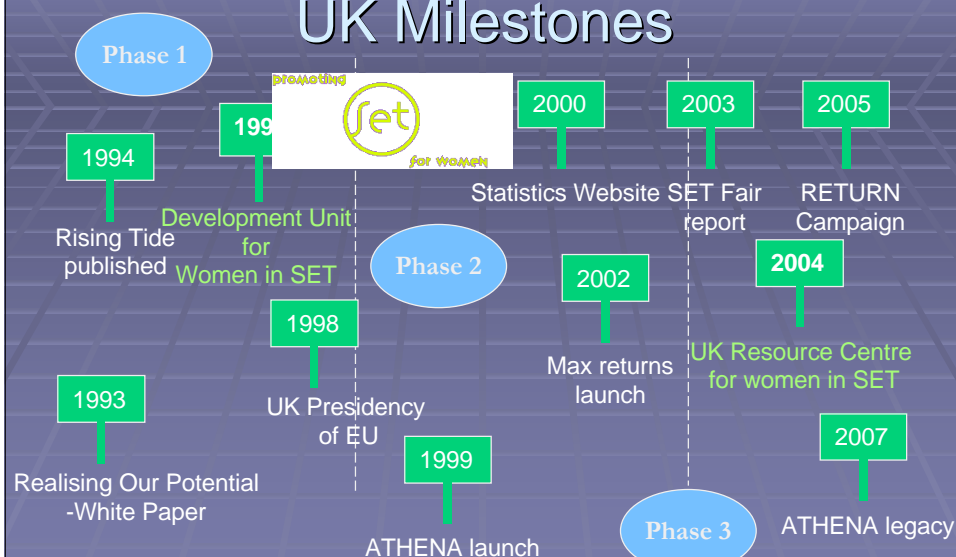
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Quotes on benefits of SET Fair

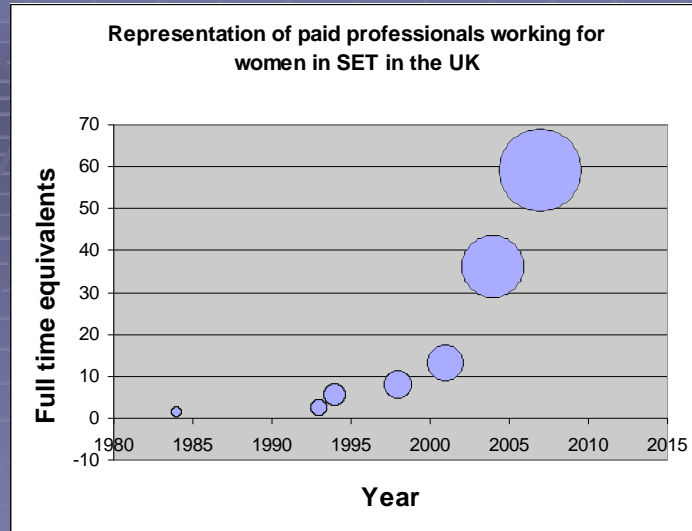
- “It stated the issues and remedies in a forthright manner”
- “Gender has been embraced by the science community as an issue for the SET community”
- “Initially it slowed things down. But now... there is benefit”
- “It’s brought people together”
- It’s brought equality and diversity out into the open in the science community”

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UK Milestones



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The future

- Portfolio of measures: policies, tools and actions
- Network of support
- Proof of change
- Change is a role beyond government, done in continued partnership
- Development of involvement in the “professional environment” of the “volunteers”
- National Academies playing their part. Royal Society Athena Awards for universities holding SWAN charters

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Future Challenges

- Generation “Y”
- Perception that the previous generation solved the issues
- Seeing more women at the senior, *senior* levels
- Women presidents of blue chips and national academies

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