

WORKING TOWARDS GENDER EQUALITY AT THE UNIVERSITY OF READING



Simon Chandler-Wilde

Part-time Professor of Applied Maths (and former Dean for Diversity and
Inclusion, until 31/12/2019)

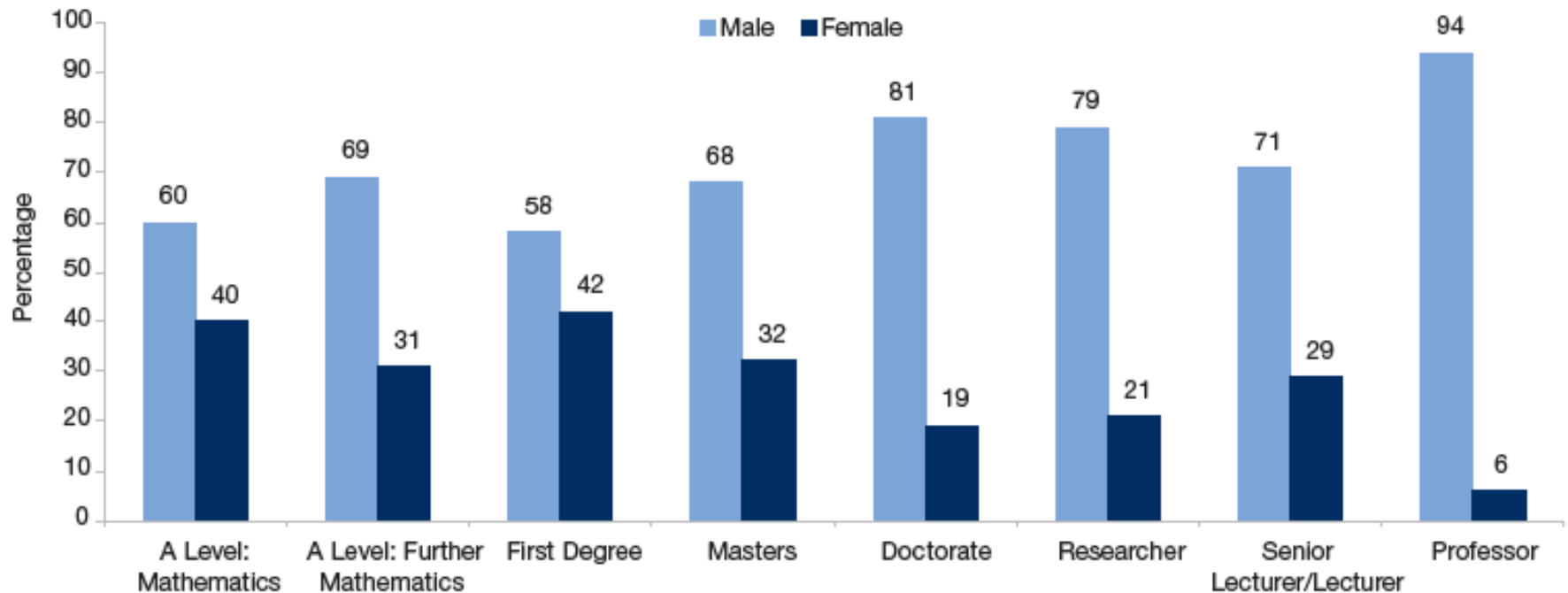
www.reading.ac.uk/diversity

WHAT WILL I TALK ABOUT?

- Why work on gender equality in maths in the UK?
- Highlights of gender equality work at UoR over the last four years, between UoR Athena SWAN Bronze Award in 2016 and (successful) submission for Silver Award, December 2019
- What more needs to happen?
- What can we each do to help?
- My perspectives: part-time maths prof, former HoD/HoS + UoR's first Dean for D&I (job share with Ellie Highwood), 2015 to end 2019 ... husband, father of grown-up daughters.



WHY WORK ON GENDER EQUALITY IN MATHS?



The "Leaky Pipeline" in maths sciences: **data at 2010/11**

Source: [LMS Report: "Advancing women in mathematics: good practice in UK university departments"](#) Feb 2013

WHY WORK ON GENDER EQUALITY IN MATHS?

	Not a professor	Professor	% that are Professors
Female	1010	95	8.6
Male	3035	740	19.6
% Female	25.0	11.6	

Latest National Mathematics Academic (and Research) Staff data, for 2017/18

Source: AdvanceHE "[Equality in higher education: Statistical Report 2019](#)", plus associated subject-specific data tables, derived from HESA data. Numbers are FPE, rounded to nearest 5. FPE is close to Head Count, and is [defined here](#).

WHY WORK ON GENDER EQUALITY IN MATHS?

1. Maths is wasting nearly half its talent pool – *large %F undergraduates not translating into large %F professors.*
2. Huge inequalities in experience between men and women that we should be addressing.
3. Really interesting and challenging work.

UNIVERSITY OF READING GENDER EQUALITY WORK 2016-19

Driven by 2016 Athena SWAN Bronze award and associated action plan + UoR gender equality targets announced Feb 2016.

Athena SWAN brilliant for:

- Systematic reflection on where institution is on gender equality, including quantitative/qualitative data
- Developing broad, evidence-based action plan

GENDER EQUALITY TARGETS FOR 2020

ANNOUNCED BY UNIVERSITY IN FEB 2016

- At least 30% of either gender in all key committees, including the University Executive Board (UEB). **Baseline 0% female UEB**
- Maintain at least 45% of either gender in the University Leadership Group
- At least 40% of professors of either gender. **Baseline 30% female.**
- Reduce pay gap at senior (professorial and Grade 9) levels. **Baseline 11%**
- Achieve University-wide Athena SWAN Silver Award, plus all Science Schools holding awards and all other Schools working towards awards.

EXAMPLE ACTIONS TAKEN

Impact from 2016 Athena SWAN Action Plan

AP2016:E2 The Vice-Chancellor brought proposals to Leadership Group in 2017 for diversifying University Executive Board, including use of job-share, to achieve target 30% either gender by 2020. Has led to increase from **0%F on UEB at 1/4/16 to 37.5% F from 1/1/20**, plus **first UEB job-shares** (Pro-Vice-Chancellor for Research and Innovation, PVC Education).

Parveen Yaqoob appointed Deputy VC; Elizabeth McCrum and Julian Park Pro-VC (Education)

Wednesday, 04 December 2019

The University Council has approved the appointment of Professor Parveen Yaqoob as the new Deputy Vice-Chancellor and Professors Elizabeth McCrum and Julian Park in a job share as the Pro Vice Chancellor for Education.

Both these appointments are effective from 1 January 2020.



Professors Elizabeth McCrum and Julian Park

Parveen has been in a jobshare with Dominik Zaum as the Pro Vice Chancellor for Research and Innovation since August 2018. As Deputy Vice Chancellor, she deputises for the Vice-Chancellor in both executive and ceremonial functions when he is unable to do so himself.

Elizabeth is currently the Teaching and Learning Dean responsible for Engagement and Future Generation while Julian heads the School of Agriculture, Policy and Development. They will start their five-year term on 1 January 2020 – representing the second job share arrangement in the University Executive Board (UEB). Parveen Yaqoob and Dominik Zaum have been working as Pro Vice Chancellors for Research and Innovation since August 2018.

Vice Chancellor Robert Van de Noort said, "I am delighted with the appointments. Parveen has been a fantastic colleague in the university executive board. Her perspective and inputs have enriched our discussions and decision-making.

For the Pro-Vice Chancellor (Education), we set out to recruit the best candidate. In Elizabeth and Julian, we have two excellent educators who have taken different



EXAMPLE ACTIONS TAKEN

Impact from 2016 Athena SWAN Action Plan

- AP2016:C7** In 2016/17 the University Academic Promotions process completely overhauled introducing:
- Criteria-based application and pro-forma rather than judgement of CV
 - Citizenship criterion, requiring demonstrating taking share of important non-research/teaching work
 - All Schools have formal promotion committees (with gender-balance sought by governance), plus Promotion Mentors
 - Systematic training in applications, open to all, before promotion round, plus training for Mentors

Large impact on promotion of women to Professor. **In the three rounds (2016/17 to 2018/19) with the new system there have been approx 85 promotions to professor (65%F).** In the previous three years there were approx **45 professorial promotions (26%F).**

'I definitely fit the profile of a woman who was over ready for promotion but unconfident to apply. I would have applied earlier if the new processes had been in place'

GENDER EQUALITY TARGETS FOR 2020

ANNOUNCED FEB 2016

- At least 30% of either gender in all key University committees and boards, including the University Executive Board (UEB). **Baseline 0% UEB. Now 37.5% UEB**
- Maintain at least 45% of either gender in the overall University Leadership **43.3% Nov 2019**
- At least 40% of professors of either gender. **Baseline 30%. 35% as at 31/3/19 (latest UK figure is 25.5%)**
- Reduce pay gap at senior (professorial and Grade 9) levels. **Baseline 11% 9.28% as at 1/1/19**
- Achieve University-wide Athena SWAN Silver Award, plus all Science Schools holding awards and all other Schools working towards awards. **Done.**

WHAT MORE NEEDS TO BE DONE?

Much much more! This is difficult, multifaceted, long term work – keep an eye on [Diversity and Inclusion Pages](#) for new Action Plan, which will include:

- Work to improve %F in recruitment, particularly at senior levels – see my [blog on this](#)
- Work on pay gaps, particularly at senior levels, eg actions to reduce pay differentials between staff recruited and those internally promoted
- Support and culture around flexible working, eg work to promote and normalise flexible working, support for childcare/conference attendance
- Support around parental leave, including better use of substantial existing funding to support returners, plus increased paid paternity leave

WHAT CAN WE EACH DO TO HELP?

Suggestions for getting involved on our [UoR Diversity and Inclusion website](#), including how to contact your local D&I lead!

Brilliant (and regular) practical suggestions for supporting gender equality in day-to-day life to academia on the blog from Prof Dame Athene Donald

FRS: [click here](#), eg

- Act as a sponsor or mentor;
- Refuse to serve on single sex panels or at conferences without an appropriate level of female invited speakers;
- Nominate women for prizes, fellowships etc;
- Tap women on the shoulder to encourage them to apply for opportunities they otherwise would be unaware of or feel they were not qualified for;
- Move the dialogue on from part-time working equates to 'isn't serious' to part-time working means balancing different demands;
- Be prepared to be a visible role model;
- Think broadly when asked to make suggestions of names for any position or role.