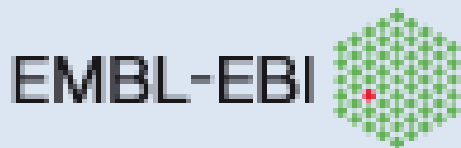


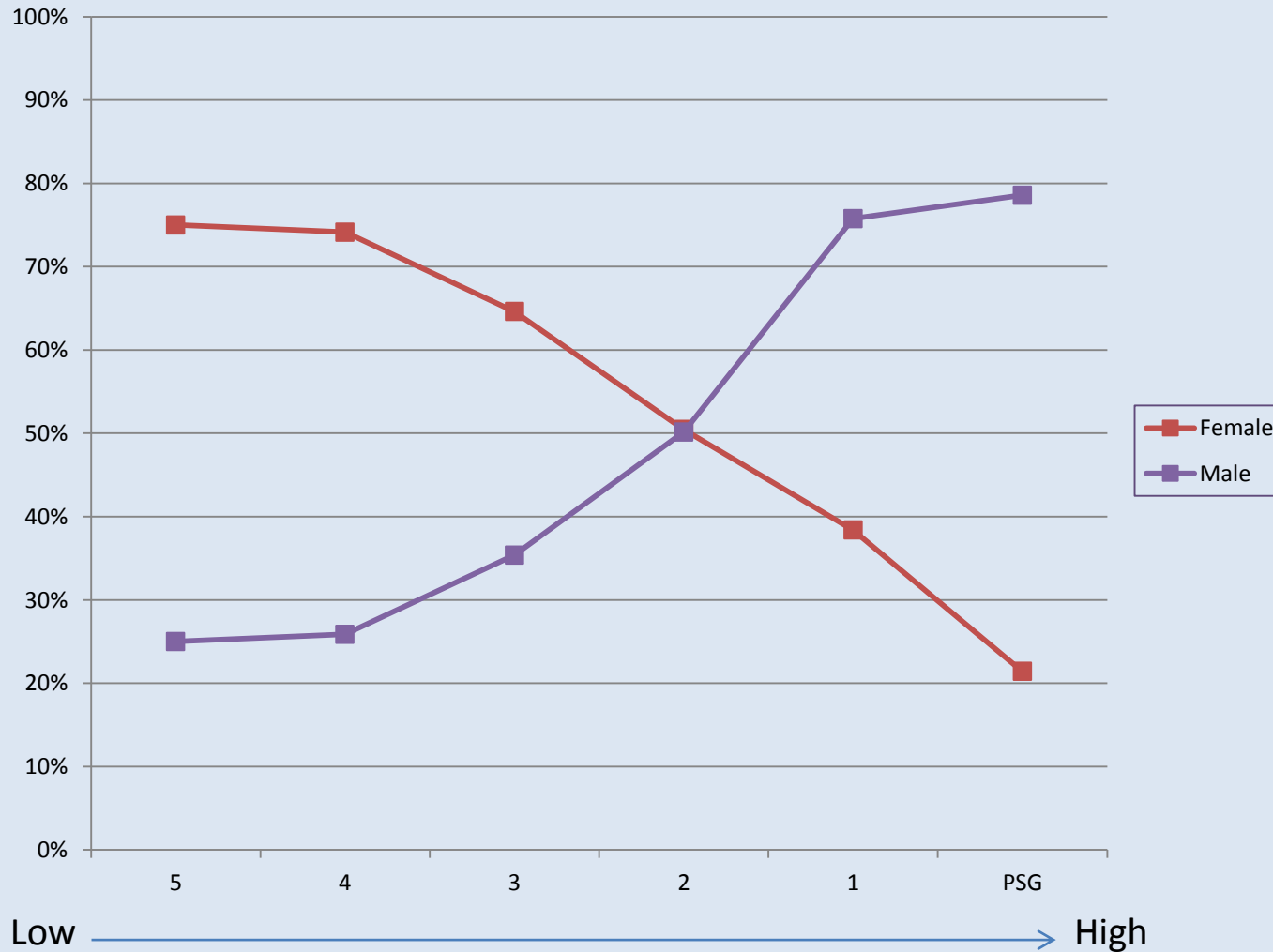


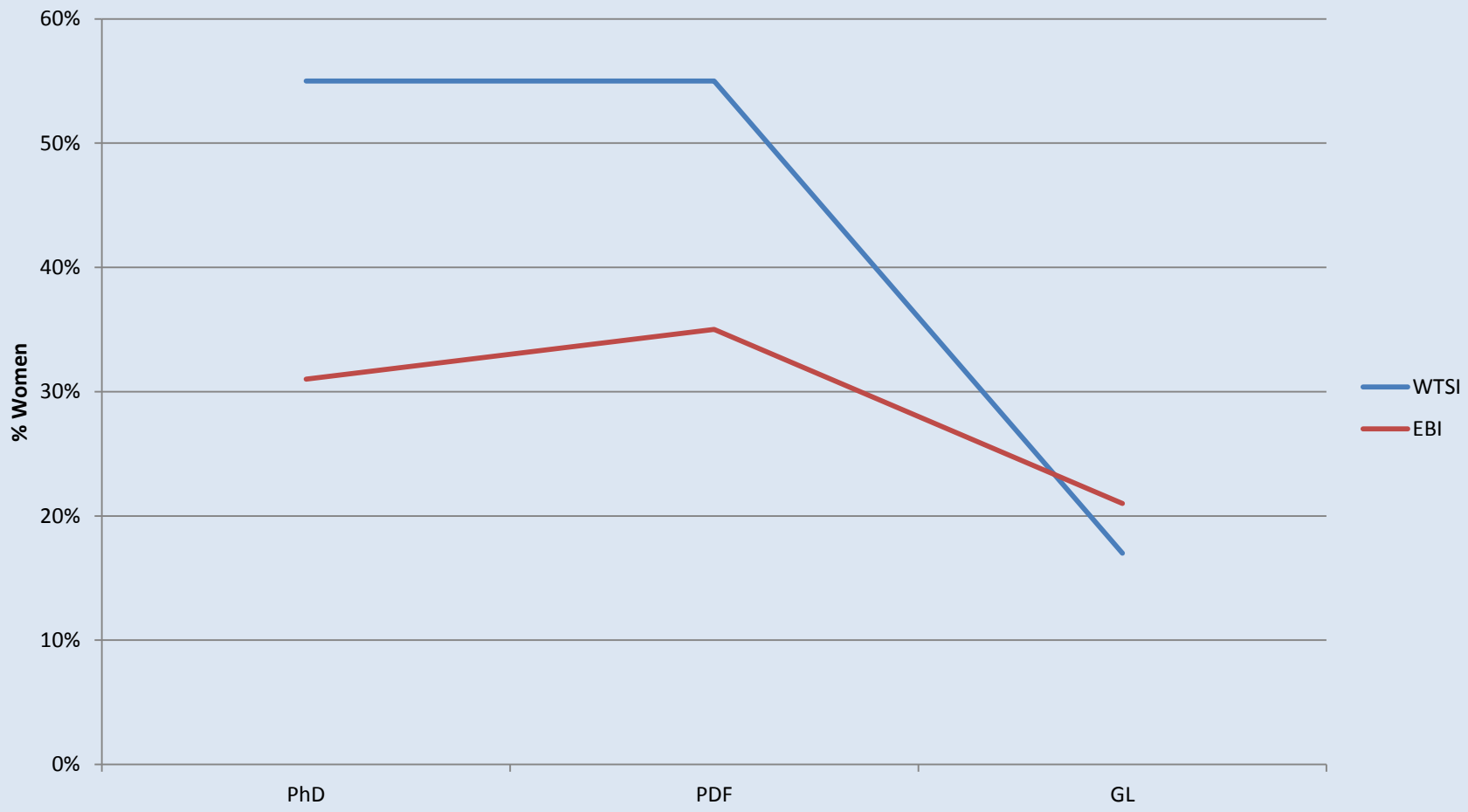
Embedding Gender Equality Within Leadership - Sex in Science

Saher Ahmed
9 November 2016



WTSI gender split by grade (scientific roles)





Main Underlying Causes

- Bias
- Family/caring responsibilities
- Perceived culture of science
- Cultural anomalies within science and research

What are we trying to change?

- Representation
- Perceptions
- Achievement
- Progression
- Pay

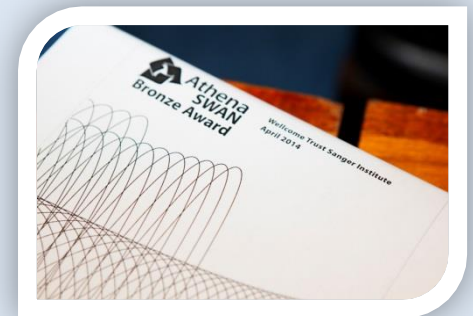
Driving policy and practice change

Athena SWAN

National charter to improve the careers of women in academia



Awarded bronze in 2014



Examples of recent changes

- Cultural changes
- Workplace nursery
- Updated maternity, paternity and shared parental leave policies
- Moving maternity costs into a central pot
- Carer's grant
- Janet Thornton Fellowship
- Women's leadership programme
- Paid leave for carers
- Online Equality and Diversity training

Examples of recent changes

- Specific consideration and outreach by search committees to the potential female applicant pool
- Mentoring and nurturing budding scientists internally
- Educating recruitment panels on unconscious bias
- Taking into account career breaks when reviewing job applications (WTSI)
- Affirmative action statements in recruitment adverts
- Promoting internally and externally a women-friendly, family-friendly culture

Sex in Science Working Group



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Thank you for listening

<http://www.sanger.ac.uk/about/sex-science>