Awarded in 2007, renewed in 2010
Some facts
Some facts

Percentage female staff by grade (all subjects)

Left bar for each grade: 1998/99, right bar: 2006/07

People Science and Policy report for RSC, Feb 2009
Percentage female staff by grade

Left bar for each grade: 2001/02, right bar: 2006/07

People Science and Policy report for RSC, Feb 2009
Some facts

Percentage female staff by grade

Left bar for each grade: 2001/02, right bar: 2006/07

People Science and Policy report for RSC, Feb 2009
Percentage female staff by grade

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People Science and Policy report for RSC, Feb 2009
Some facts

Predicted year of parity (all subjects)

People Science and Policy report for RSC, Feb 2009
Some facts

RSC Remuneration Survey 2006
Women staff

Men staff

Salary

Negative Skew

Positive Skew
Policy
The outcomes

- Membership of key committees
- Open management
- Effective dissemination
- 'Inclusiveness' committee
- Resource allocation during leave
- PDRA development officer
• Flexible working practices
  - annualised hours, part-time
• Scheduling of meetings in core hours
• Inclusive departmental social activities
• Day to day behaviour
Culture
Focusing on publication quality would benefit all researchers

Marco Pautasso¹,²

¹ Centre for B, 34293 Montp...

Science faculty’s subtle gender biases favor male students

Corinne A. Moss-Racusin⁴, John F. Dovidio⁵, Victoria L. Brescoll⁶, Mark J. Graham⁷, and Jo Handelsman⁸,⁹

PNAS

Nature’s sexism

The editors of this publication need to improve how we reflect women’s contributions to science. For this, we must inject an extra loop into our thinking.
Harvard implicit association

Science with men 72%
Science with women 10%

Strong association
Moderate association
Slight association
No association
Slight association
Moderate association
Strong association
“Sometimes you just have to wait for the old farts to leave and take their prejudices with them.”