



UNIVERSITY OF  
CAMBRIDGE



## Conference on Turkish Universities in the European Research Area



Gender  
Equality

October 2015

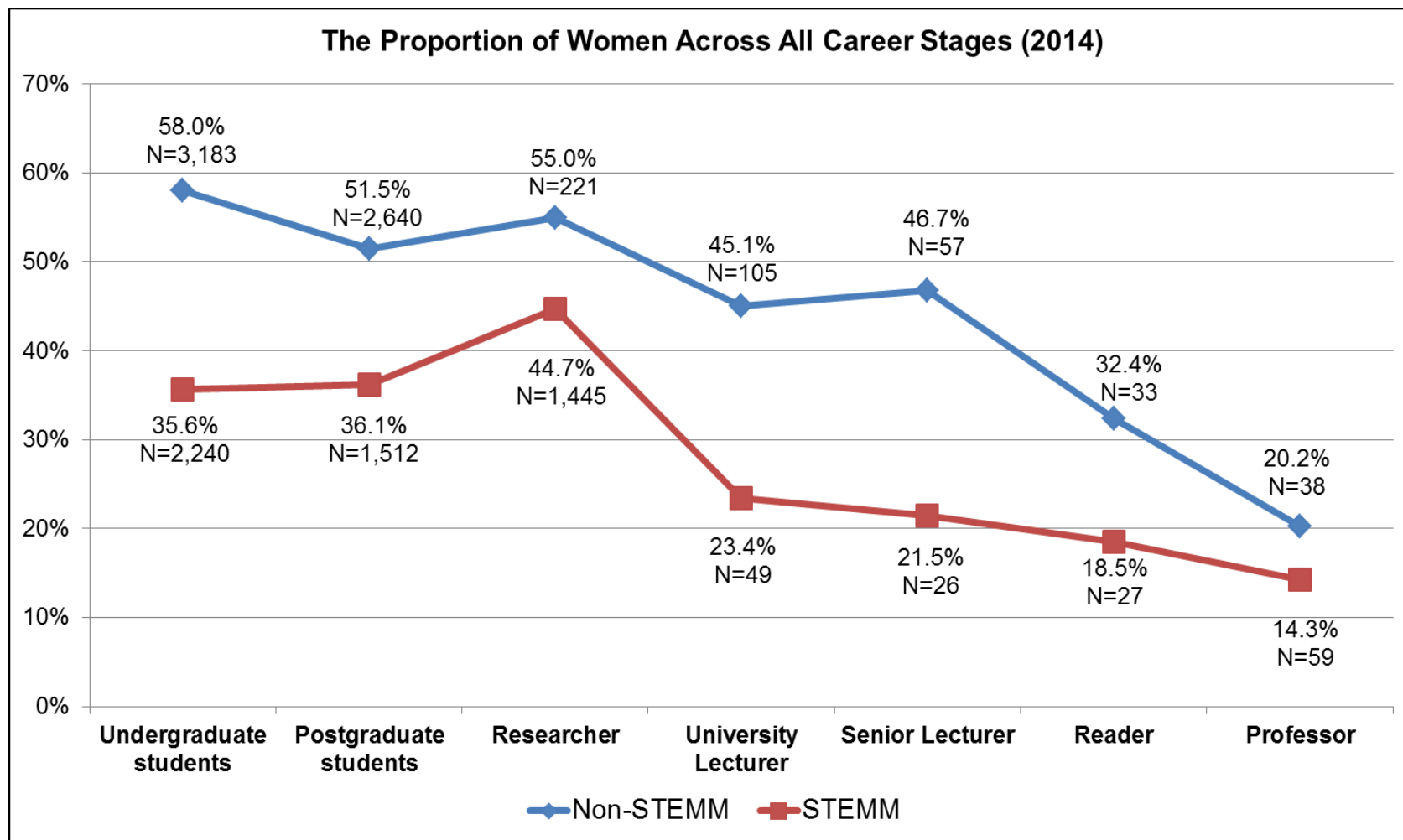
Sheila Gupta - Director of Human Resources

# University of Cambridge: Gender Distribution

- Nearly 12,000 undergraduate and >7,000 postgraduate students (45% women)
- Over 11,000 staff (49% women) including >1,700 academics (28% women) and >3,600 researchers (46% women)
- Biggest attrition in STEMM subjects is researcher to academic transition (46% to 23% women)
- 17% women Professors, increased from 13% in 2009 (RG average 20%, national average 22%)
- International context: % Female Professors (2013) - US 30%, LERU 23%, EU 20%



# University of Cambridge Statistics



# Drivers for Change

## EC and LERU Gender Equality Objectives

- **People Strategies:**
  - European Charter & Code
  - ERA Roadmap
- **GRI Actions led by:**
  - Government, Funders & Institutions
  - Horizon 2020
  - Partnerships

# League of European Research Universities

## LERU' s Research Goals

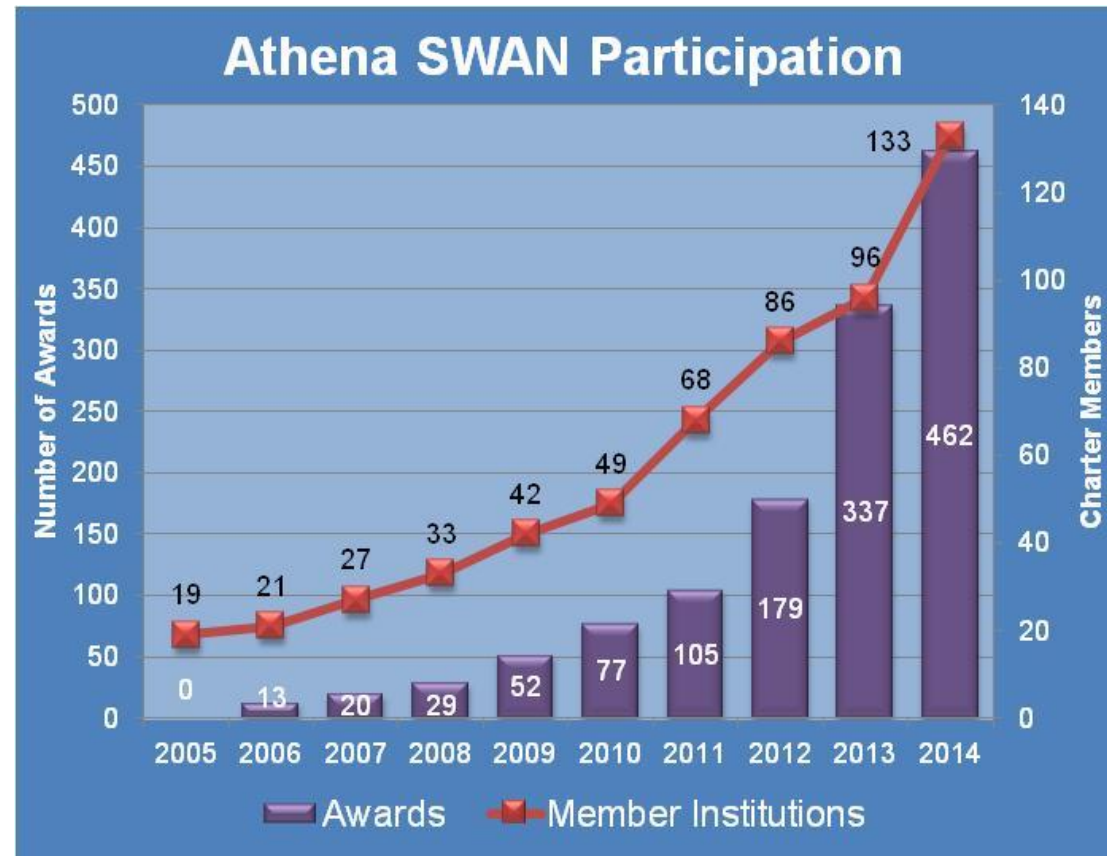
**To contribute to creating new knowledge and finding solutions to global challenges**

- Focus on the entire research cycle
- Research spending priorities
- Research focus
- Methodology
- Data collection, analysis and reporting
- Disseminating and applying the results

# United Kingdom

## Athena SWAN

- 133 institutions
- 463 Awards
  
- STEMM
- Arts, Humanities
- Social Sciences
- Business & Law
  
- Research Excellence Framework



# Cambridge: A Catalyst for Change

## University level:

- Women and Success Summit
- The Meaning of Success Book
- 1<sup>st</sup> University to join 30% Club
- Women in Science Annual Lecture

## Embedding change across the University:

- Gender Equality Champions
- School Gender Champions

• I will continue to be a vocal advocate for Athena SWAN both as the Vice-Chancellor of a leading UK University and as part of the LERU commitment to the promotion of gender diversity

• **Professor Sir Leszek Borysiewicz**



# Work-life Integration

- Support for international mobility
- Returning Carers Scheme
- Shared Parental Leave Policy
- Daphne Jackson Fellowships
- Nurseries
- Play Schemes
- Flexible working
- North West Cambridge

Returning to work after maternity leave was always going to be difficult but the Returning Carers Scheme has made it much easier. Not only will I be able to attend an important conference and go as a visiting scholar to Brazil, I will also feel that my institution is investing in me and supporting me to continue my research in conjunction with family life.



# Embracing New Ideas, Approaches & Concepts

- Transparent recruitment processes
  - Active search for diversity of talent
  - Gender neutral advertisements
  - Gender balance on recruitment panels
  - Shortlisting: top 5 men and top5 women
- Career development & promotions support
- Mentoring
- Factor in reduced research outputs for periods of leave

*It was the first time I've talked over my career shape/ future in such detail and reflected constructively and in dialogue with a senior colleague / mentor about what I've achieved and which aspects of my working life I'd like to develop in order to flourish. I found it of real practical help*

# Challenging the Discourse of Meritocracy in Research Institutes

## Horizon 2020 LERU Proposal

- Two aims:
  - Increase number of women in senior positions
  - Increase number of research programmes in which gender is taken into account

### The Meaning of Success



### Insights from Women at Cambridge

My own experiences of combining a satisfying career and family life have been very positive. I was glad to be able to celebrate that and wanted also to be an encouragement for those who are working through that challenge or still have it to come.

# Implicit Bias

- Evidence to show that deep seated mechanisms cause gender inequality
- Gendered concept of meritocracy
- At the very heart of all academic practices: recruitment, promotion, stimulating research and shaping curricula
- It is a system too: it shapes institutional processes
- Evidence-based guidelines and toolkits
- Comparative approach to develop contextualised interventions

# How Will The Project Make a Difference

- Implementing a systematic plan to counter the negative effects of implicit bias in recruitment, retention and promotion procedures
- Installing a detailed and systematic monitoring system
- Lead to a gradual increase in the number of women in higher academic positions
- Lead to an increase in the number of gender-sensitive research programmes
- Enhance cultural change in the five partner institutions & RPOs that share the consortium's best practices

# Good Practice in People Strategies Across Europe

- Université de Genève: introduced the 'Scholarship of Excellence' programme to value excellence among women researchers
- Many LERU universities are re-designing academic career tracks
- Universität Zürich has introduced a protected time programme to support post docs prepare for promotion
- University of Oxford has introduced a high profile mentoring programme 'Ad Feminam'
- LMU München offers career support to excellent young female scientists on their way to a professorship
- The University of Edinburgh holds an Annual International Women's Day Lecture to celebrate inspirational women.

# GRI Examples of Good Practice Across Europe

- The University of Barcelona dedicates a section to GRI in its Horizon 2020 funding opportunities booklet.
- Leiden University provides training in writing gendered research proposals & conducting gendered research.
- Imperial College: Medical Faculty recognise & address gender-sensitive research issues increasingly in UK clinical trials.
- The University of Milan delivers a programme for graduate students on how the publication process works with specific attention devoted to sex and gender aspects in research.

# Bibliography

- 1., Advancing Gender Equality in the European Research Area, Le Gouvernement Du Grand-Duche De Luxembourg, Ministere de l' Enseignement superieur et de la Recherche
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3. Women, research and universities: excellence without gender bias, LERU, July 2012
4. Challenging the Discourse of Meritocracy in Research Institutes, Horizon 2020 GERI 4 Proposal: Leiden University, University of Cambridge, University of Edinburgh, University of Strasbourg, University of Zurich