

# 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”

working for inclusion and engagement in science and technology

## Challenge 3: Winning over the science community

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

working for inclusion and engagement in science and technology

## Challenge 4: resources to change the world

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

working for inclusion and engagement in science and technology

## 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](http://www.setwomenresource.org.uk)



working for inclusion and engagement in science and technology



working for inclusion and engagement in science and technology

A graphic featuring the word "RETURN" in large letters filled with diverse women's faces. To the right of the word is the text "A career in Science, Engineering or Technology?". Below the word is the text "Return offers free information, advice and services to help women return to SET". In the bottom right corner is the logo for the UK Resource Centre for Women in Science, Engineering &amp; Technology, which includes a stylized gear and the text "UK Resource Centre for Women in Science, Engineering &amp; Technology".

working for inclusion and engagement in science and technology

## 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



working for inclusion and engagement in science and technology

## 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

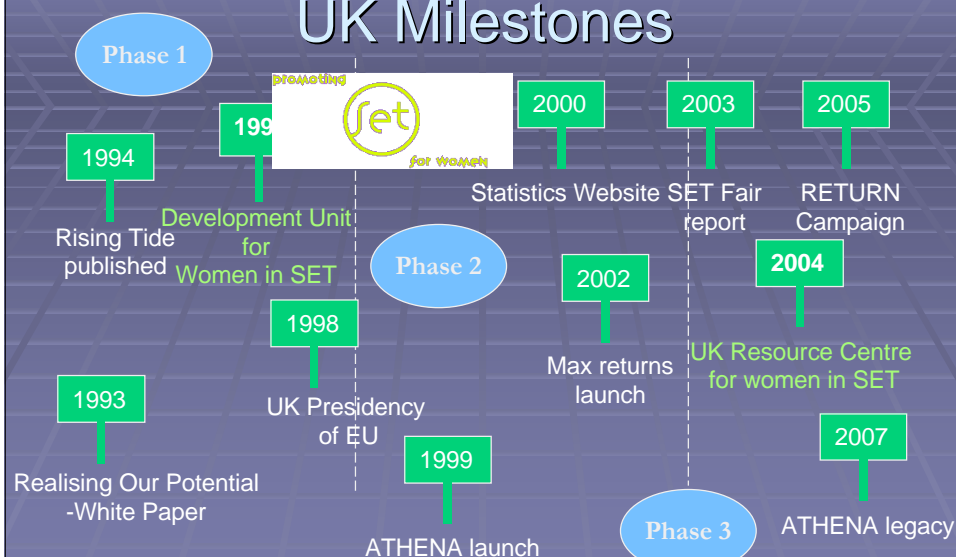
working for inclusion and engagement in science and technology

## Quotes on benefits of SET Fair

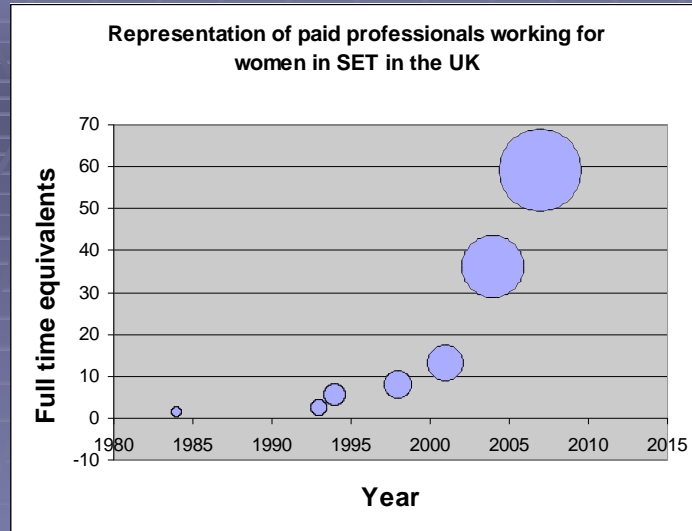
- “It stated the issues and remedies in a forthright manner”
- “Gender has been embraced by the science community as an issue for the SET community”
- “Initially it slowed things down. But now... there is benefit”
- “It’s brought people together”
- It’s brought equality and diversity out into the open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

working for inclusion and engagement in science and technology

## UK Milestones



working for inclusion and engagement in science and technology



working for inclusion and engagement in science and technology

## 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

working for inclusion and engagement in science and technology

## 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

working for inclusion and engagement in science and technology

[Jan.peters@katalytik.co.uk](mailto:Jan.peters@katalytik.co.uk)  
[www.setwomenresource.org.uk](http://www.setwomenresource.org.uk)  
[www.athenaproject.org.uk](http://www.athenaproject.org.uk)