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

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

People Science and Policy report for RSC, Feb 2009
Predicted year of parity (all subjects)
Some facts

RSC Remuneration Survey 2006
Pay problems

Women staff  Men staff

Salaries are skewed negatively for women staff and positively for men staff.
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, 34298 Montp...

Science faculty’s subtle gender biases favor male students

Corinne A. Moss-Racusin³,⁴, John F. Dovidio⁵, Victoria L. Brescoll⁶, Mark J. Graham³,⁴, and Jo Handelsman³,¹

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.
Implicit bias

Equality Challenge Unit, UK
Science with men 72%

Science with women 10%
“Sometimes you just have to wait for the old farts to leave and take their prejudices with them.”