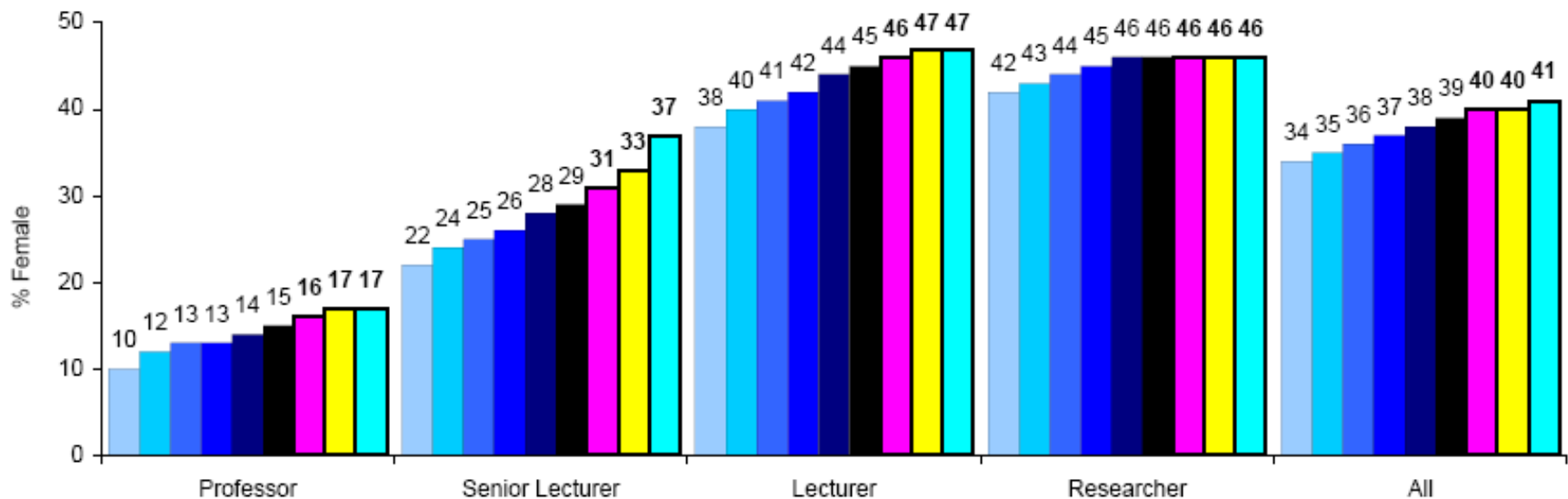




Awarded in 2007, renewed in 2010

Some facts

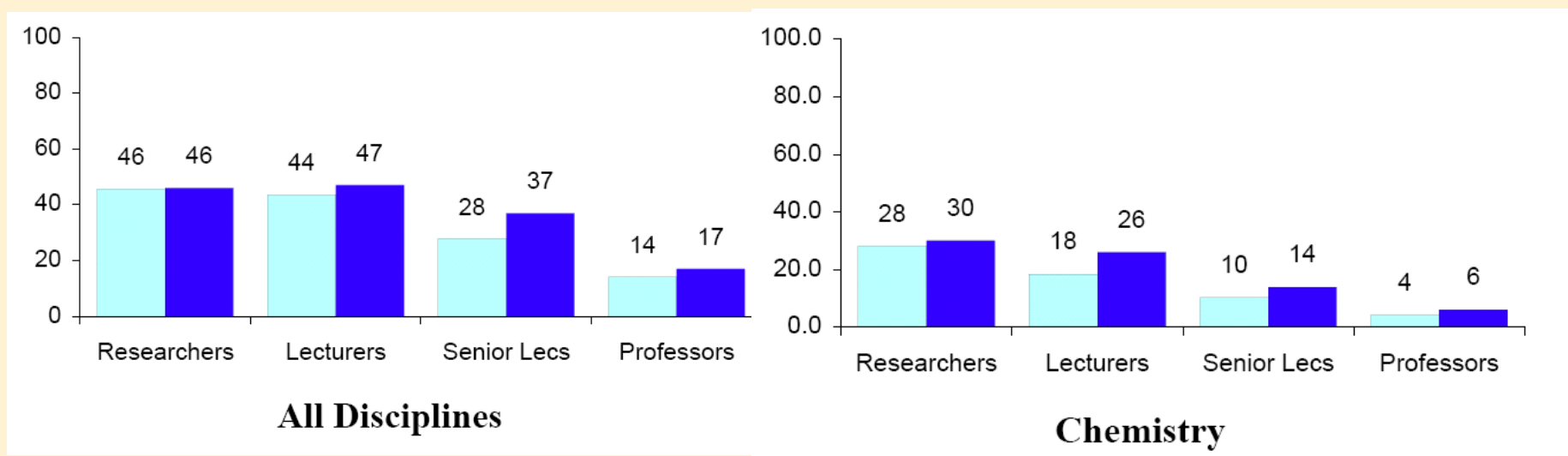
Percentage female staff by grade (all subjects)



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

People Science and Policy report for RSC, Feb 2009

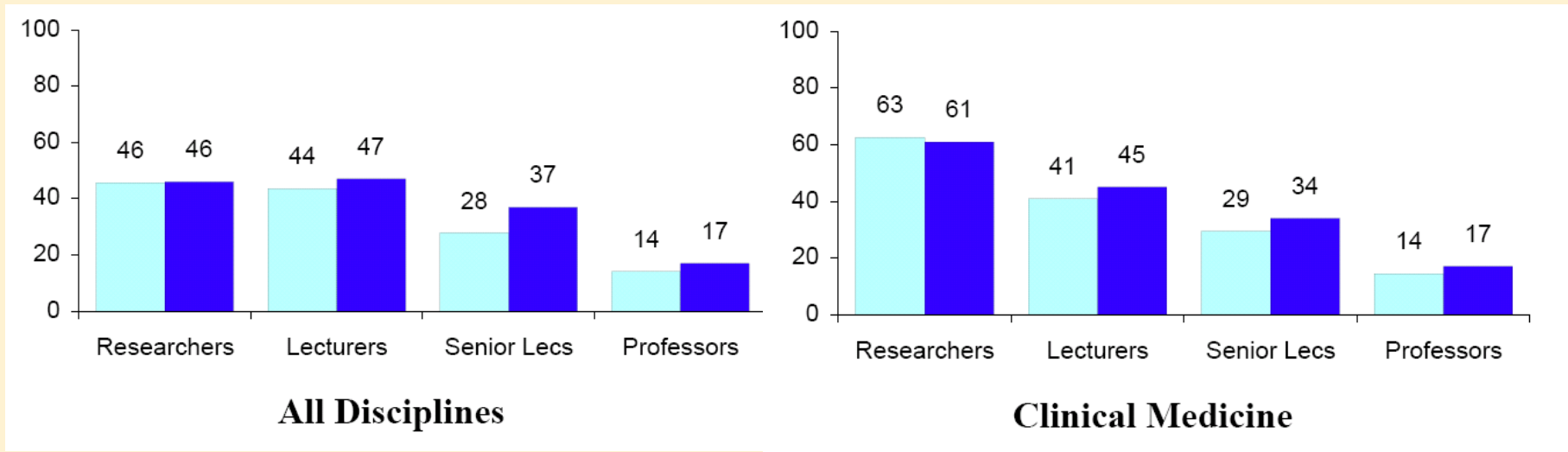
Percentage female staff by grade



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

People Science and Policy report for RSC, Feb 2009

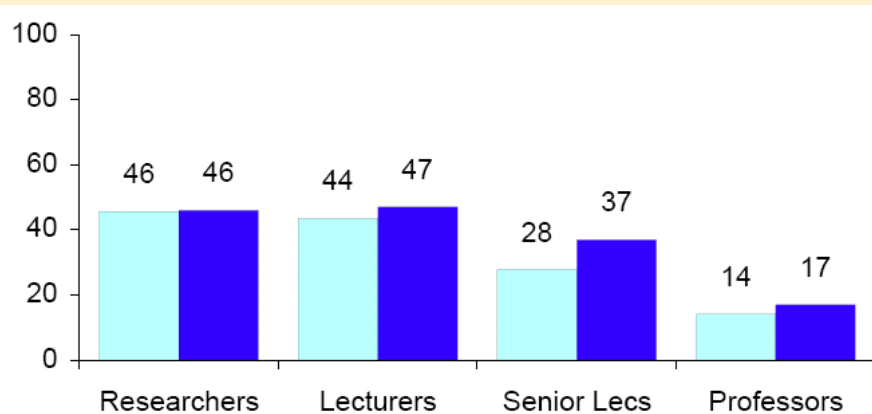
Percentage female staff by grade



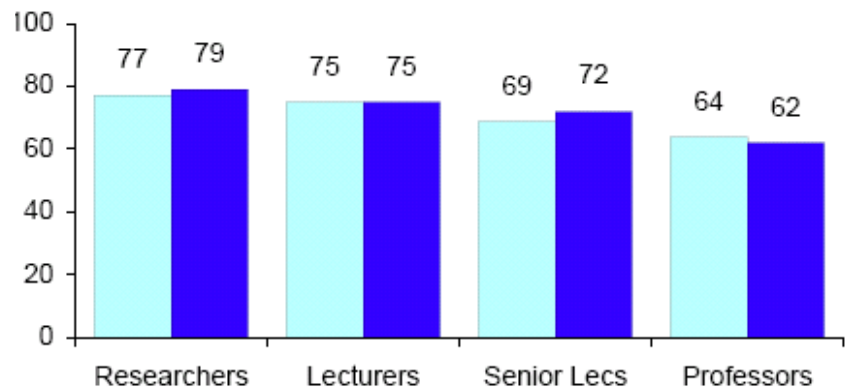
Left bar for each grade: 2001/02, right bar: 2006/07

People Science and Policy report for RSC, Feb 2009

Percentage female staff by grade



All Disciplines

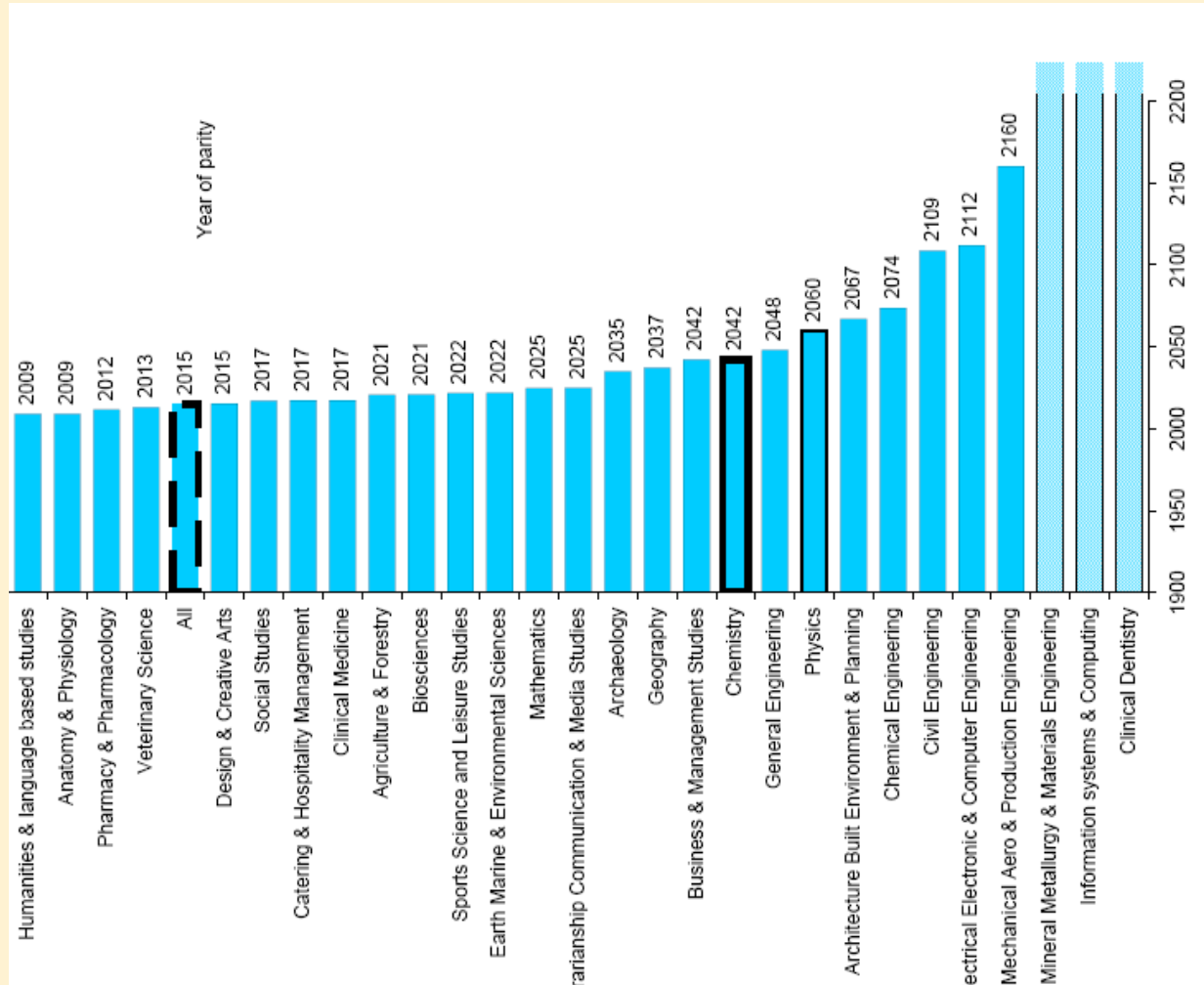


Nursing & Paramedical Studies

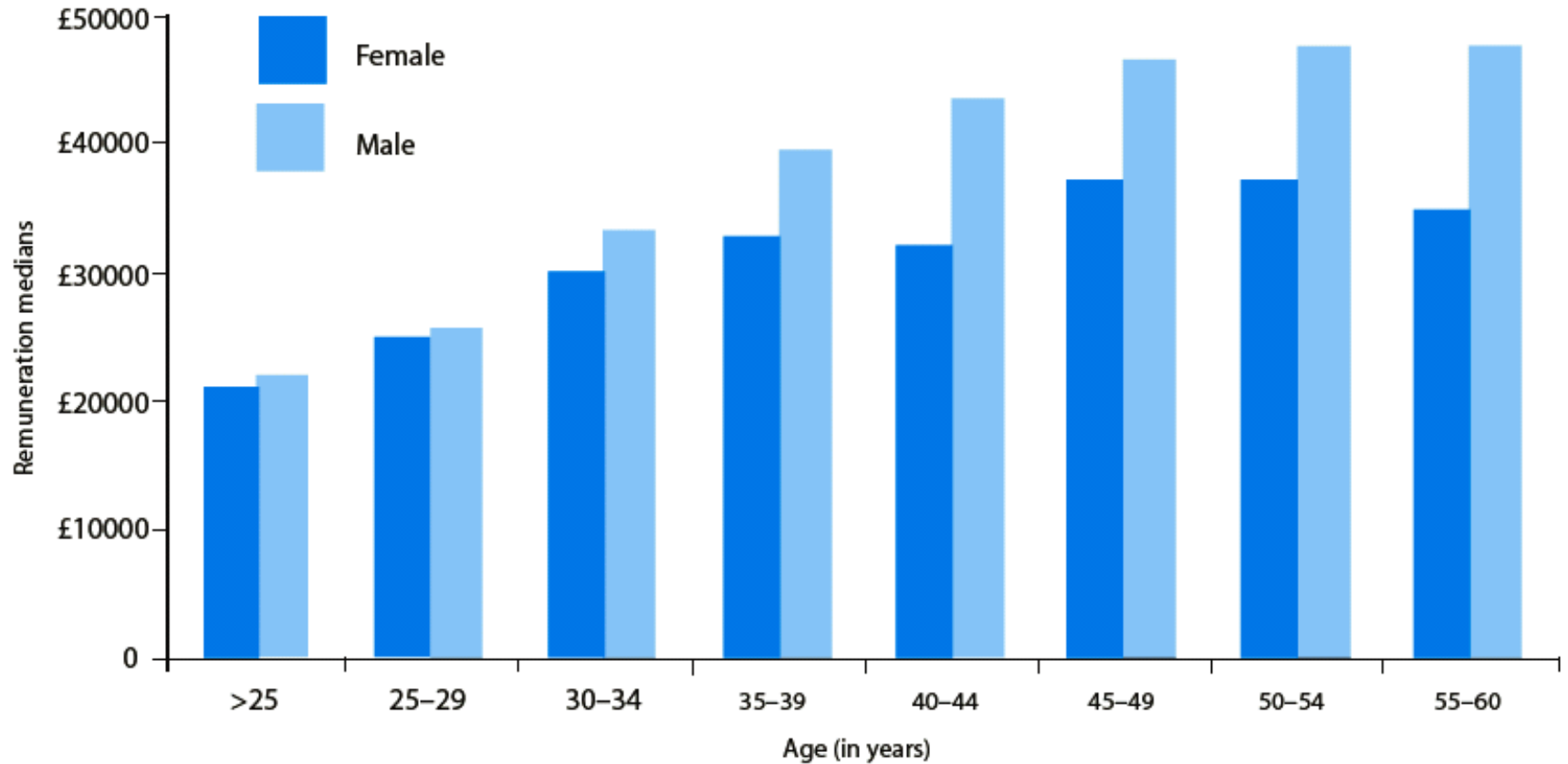
Left bar for each grade: 2001/02, right bar: 2006/07

People Science and Policy report for RSC, Feb 2009

Predicted year of parity (all subjects)



People Science and Policy report for RSC, Feb 2009



Women staff

Men staff



Policy

- 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



EUROPEAN COMMISSION / European Research Programme / 7th Framework Programme

The Commission has adopted the 7th Framework Programme for research and technological development for the period 2007-2013. The programme is designed to support the Commission's research and technological development policy, which is based on the Commission's research and technological development strategy. The programme is designed to support the Commission's research and technological development policy, which is based on the Commission's research and technological development strategy.

Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation

Letter

Focusing on publication quality would benefit all researchers

Marco Pautasso^{1,2}

¹ Centre for B
34293 Montp

PNAS

Science faculty's subtle gender biases favor male students

Corinne A. Moss-Racusin^{a,b}, John F. Dovidio^b, Victoria L. Brescoll^c, Mark J. Graham^{a,d}, and Jo Handelsman^{a,1}

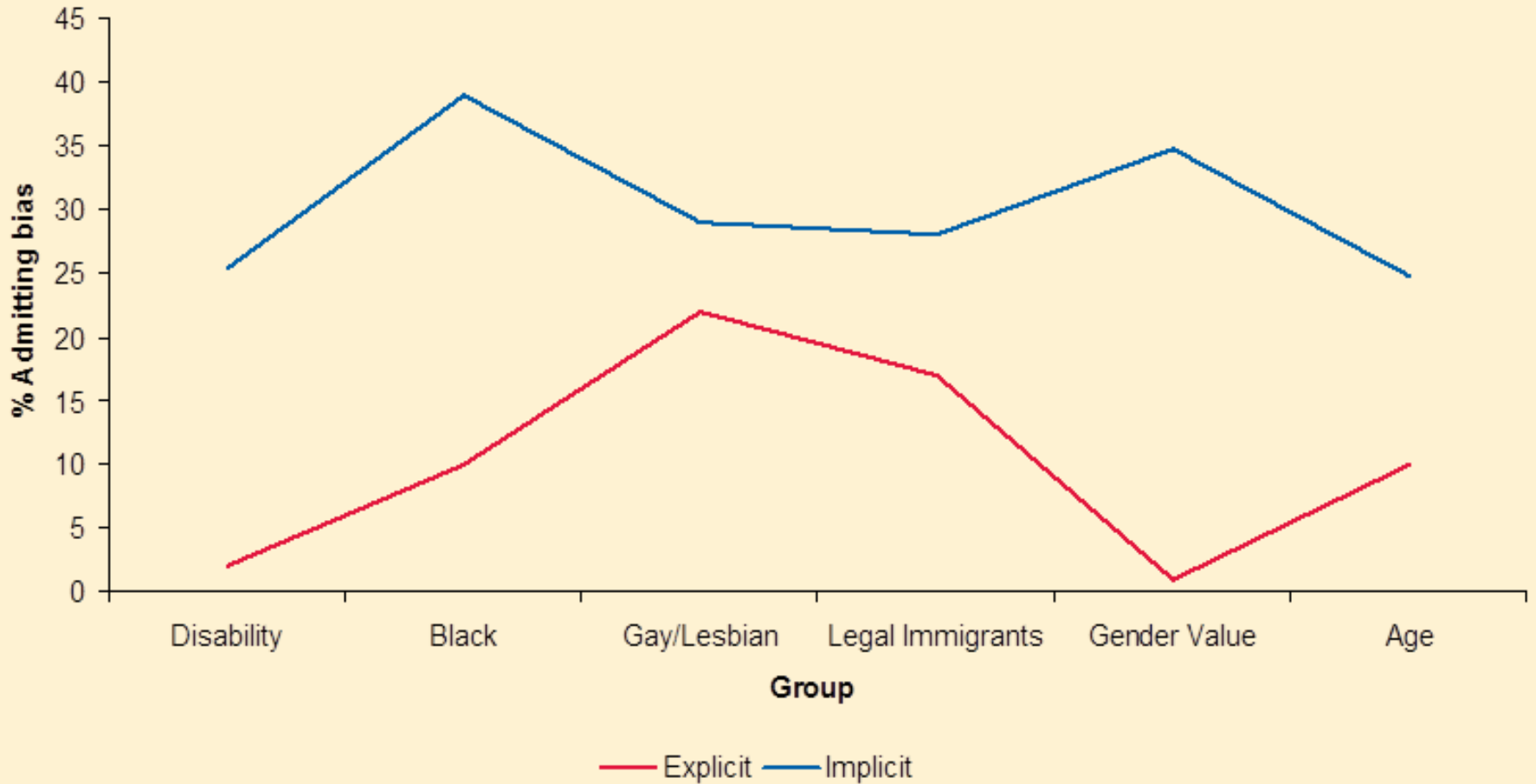
^aDepartment of Molecular, Cellular and Developmental Biology, Yale University, New Haven, CT 06511

Edited* by Shirley Tilghman, Princeton University

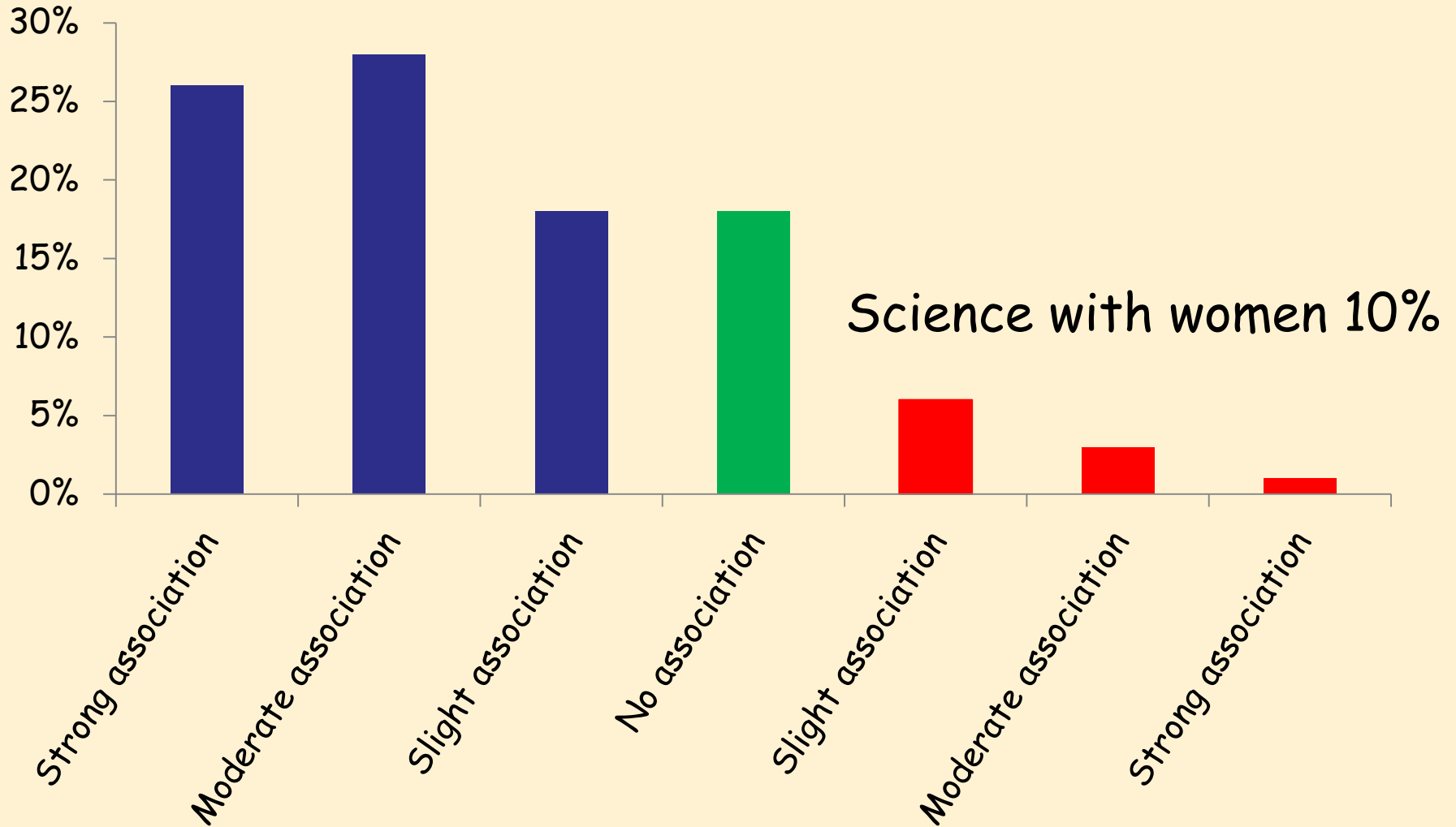
Despite efforts to recruit and retain women, a gender disparity persists within academic science.

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.



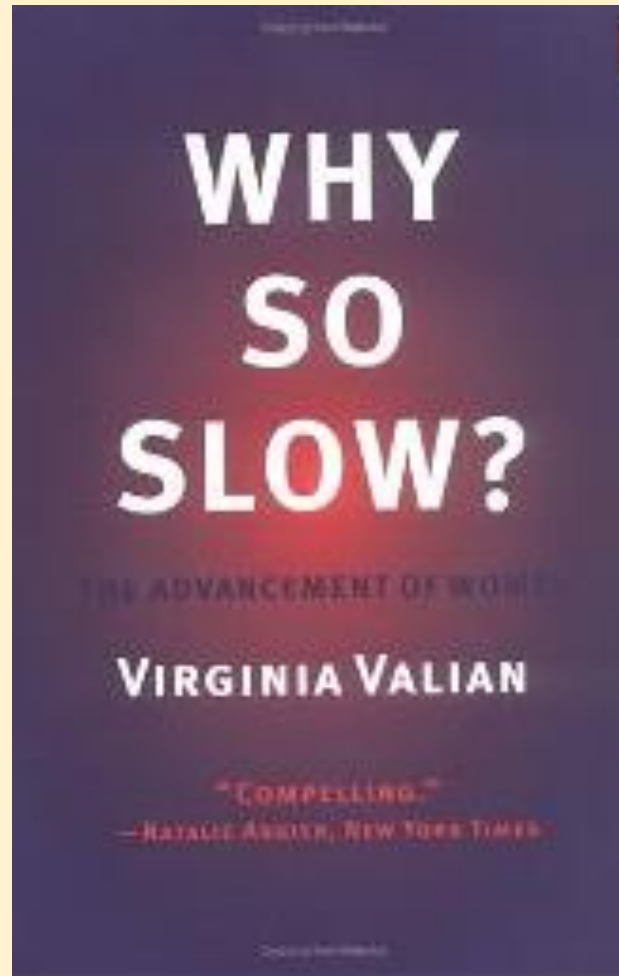
Science with men 72%











Why So Slow? Virginia Valian. MIT Press, 1999.

"Sometimes you just have to wait for the old farts to leave and take their prejudices with them."