

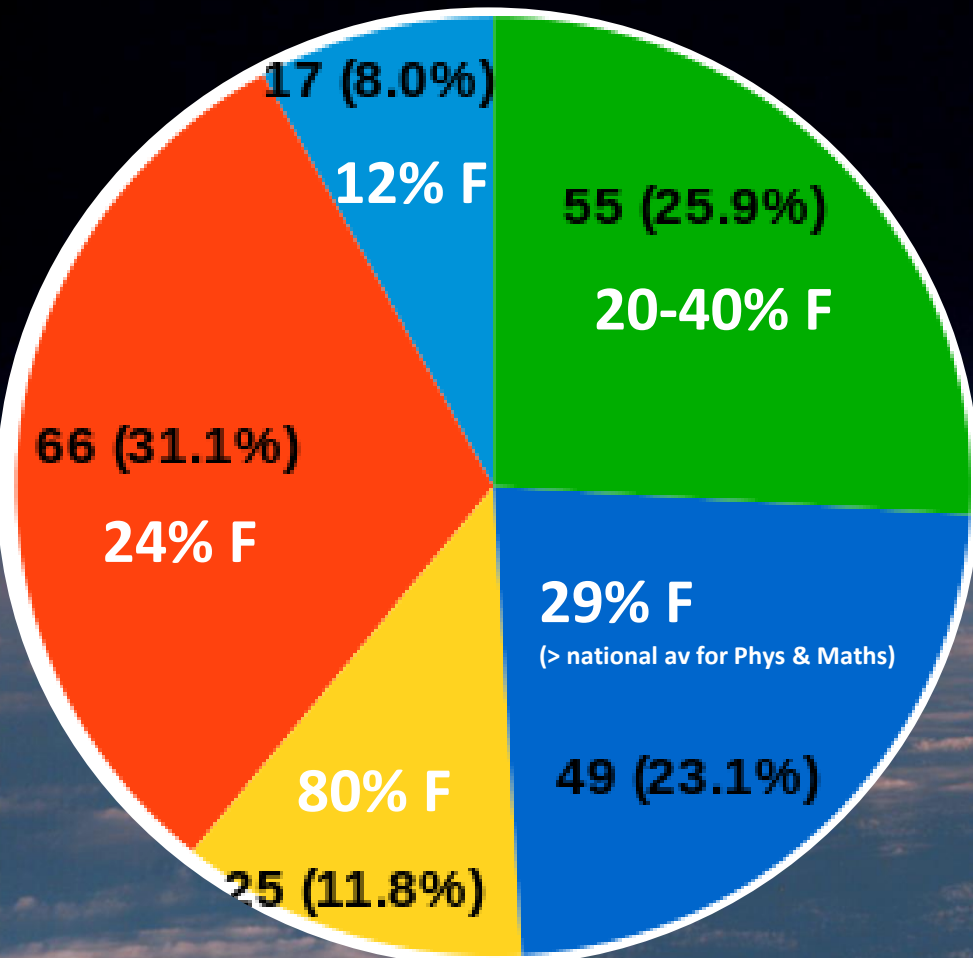


THE INSTITUTE OF ASTRONOMY COMMITMENT TOWARDS EQUALITY & DIVERSITY:
POLICIES & MEASURES

GHINA M. HALABI, IoA, University of Cambridge

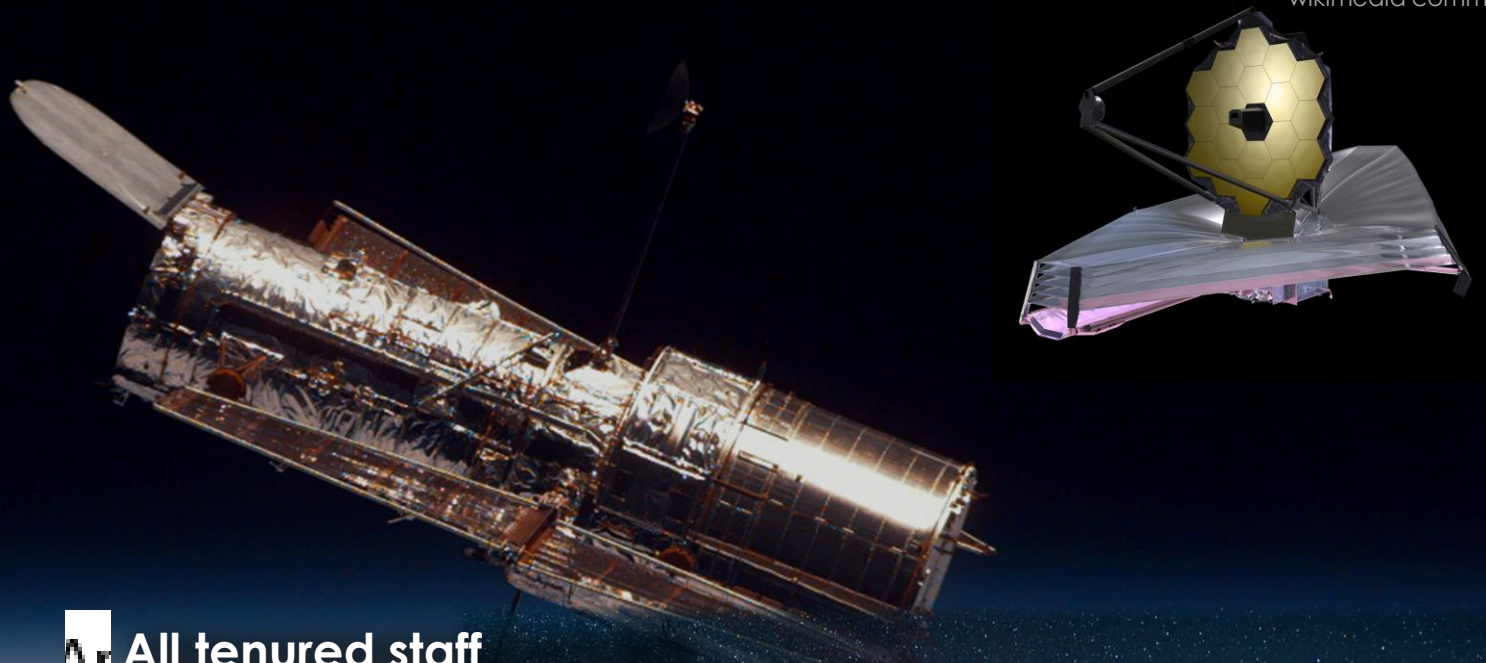
www.ghina.co.uk

Picture of the Institute

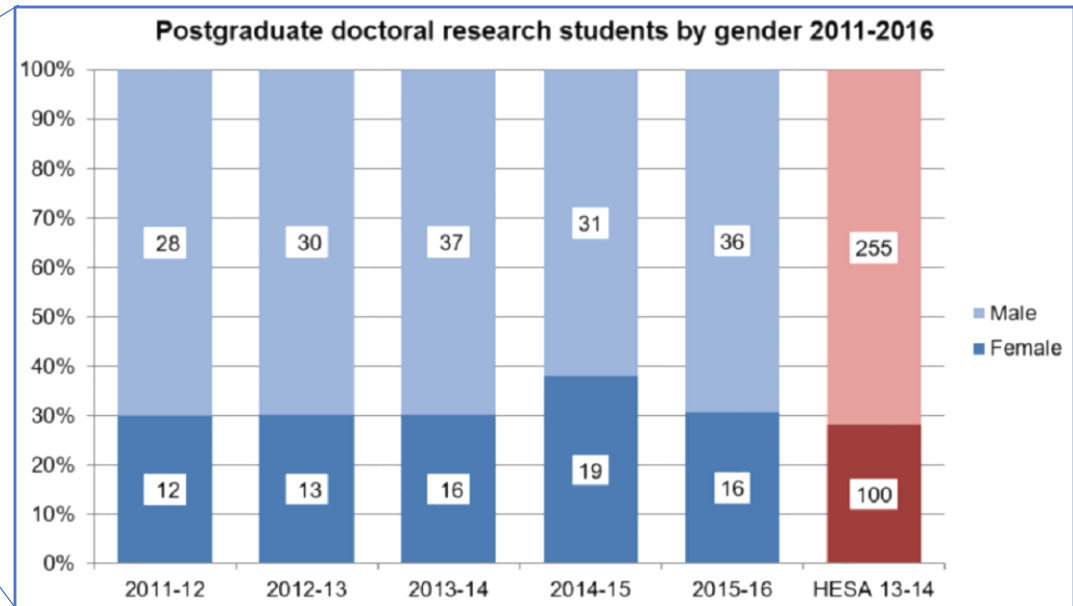
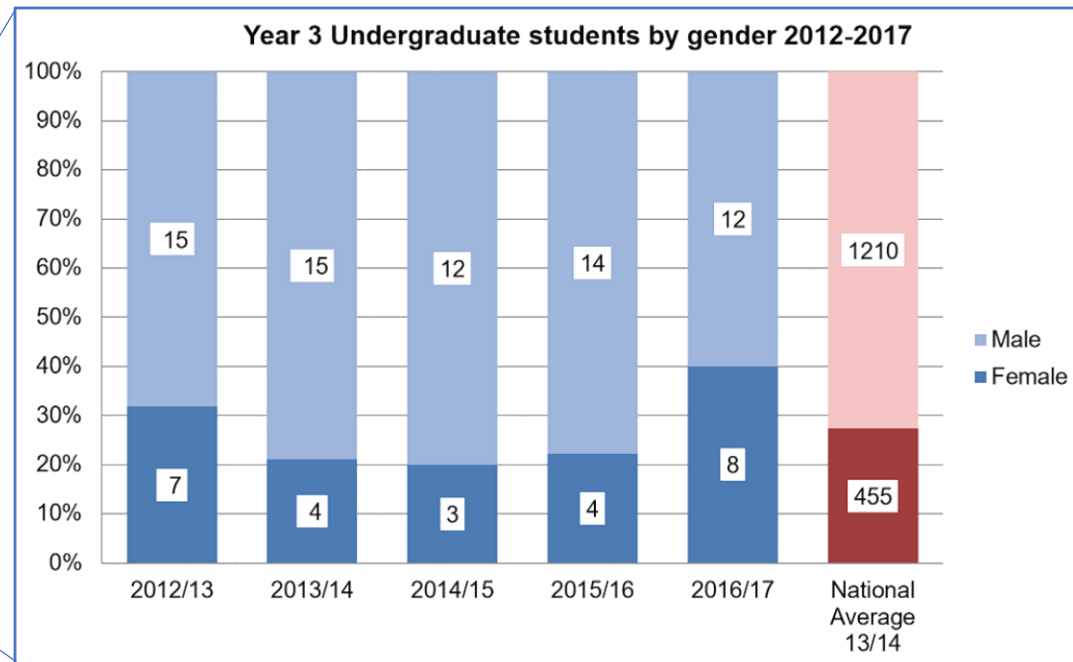
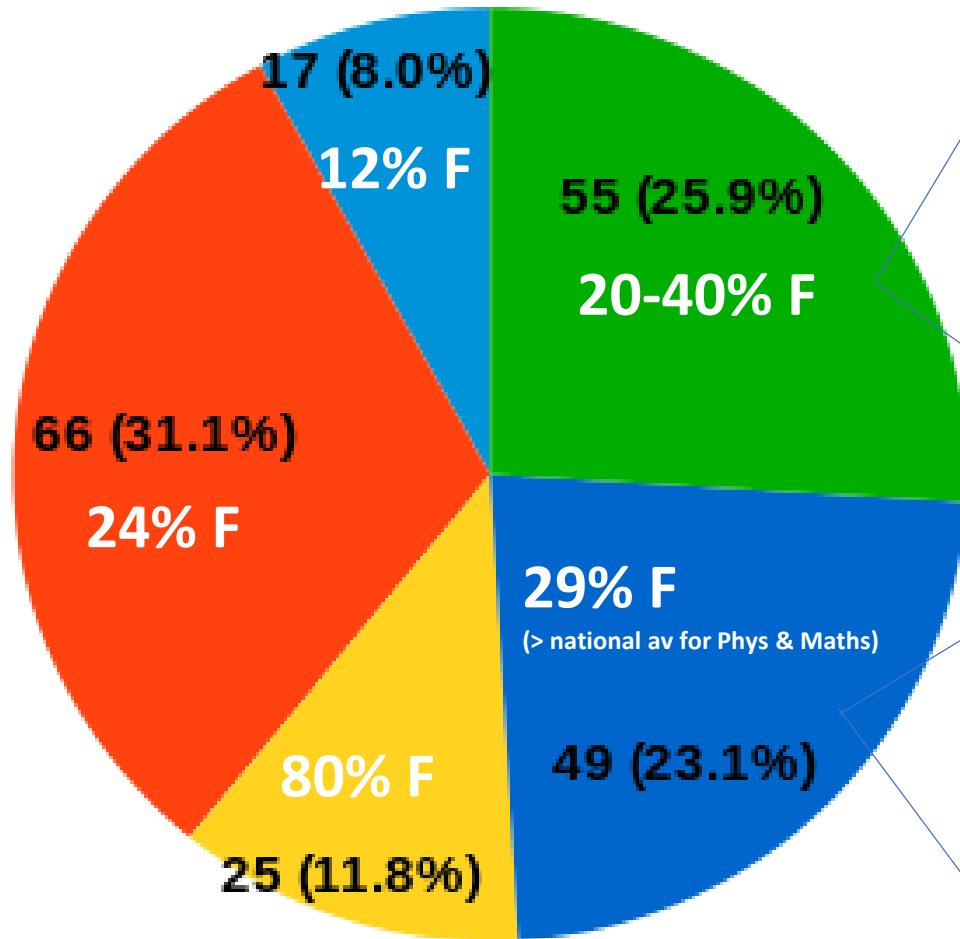


Personnel at the IoA in April 2017

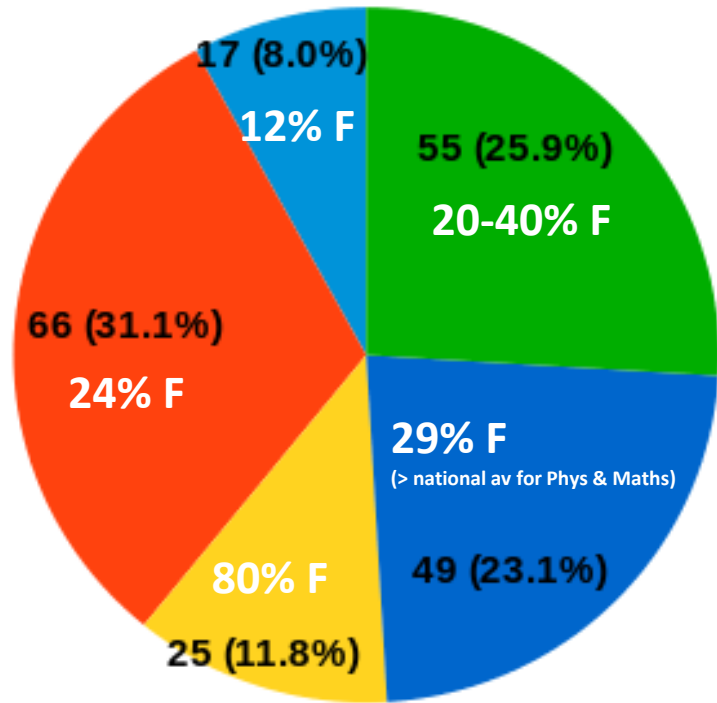
- All tenured staff
- Postdoctoral researchers
- Support staff
- Graduate students
- Undergraduate students



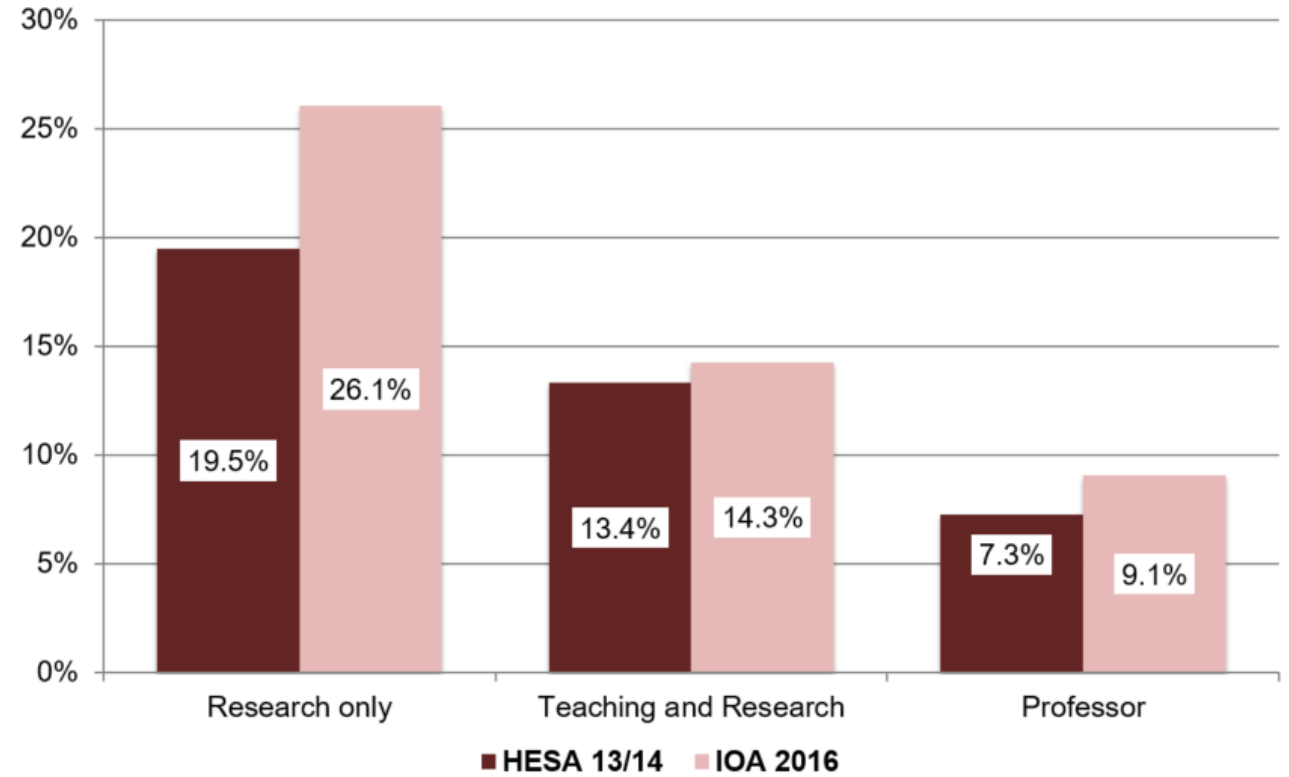
Picture of the Institute



Picture of the Institute



Comparison of proportions of female academic and research staff with national benchmarks



The **Athena Project**: UK STEMM diversity project (1999)

Athena Scientific **Women's** **Academic** **Network**



Equality Challenge Unit





Survey on **work environment**, **personal interactions**, **work-life balance**, **caring responsibilities**, **inclusion**, **fair treatment**, and **diversity and equality**.

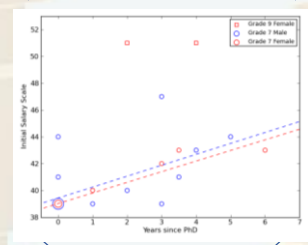
We had 70% response rate.



fairness of pay

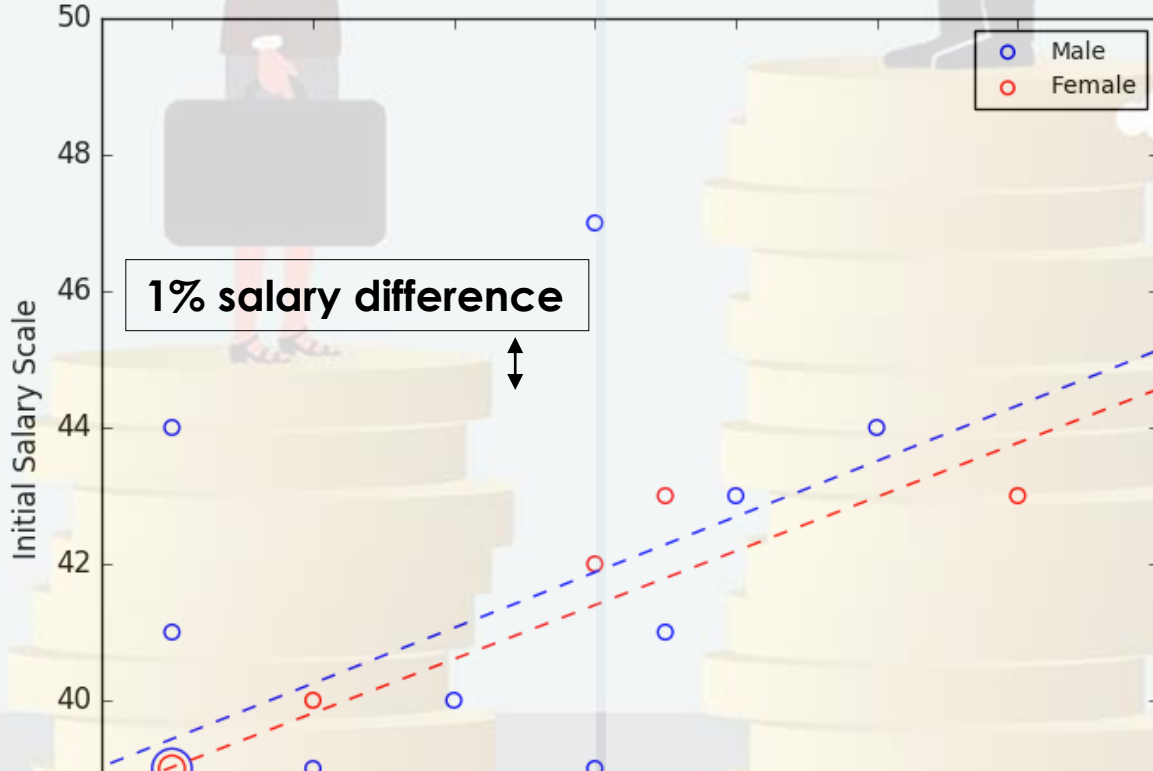
58% ♂
49% ♀
think their pay is fair

A survey by **Astro-Postdoc comm** investigated gender pay gap in postdocs salaries.



Mean salaries
♂ 40.687, ♀ 40.714
Mean pre-negotiation salaries
♂ 40.0, ♀ 40.7

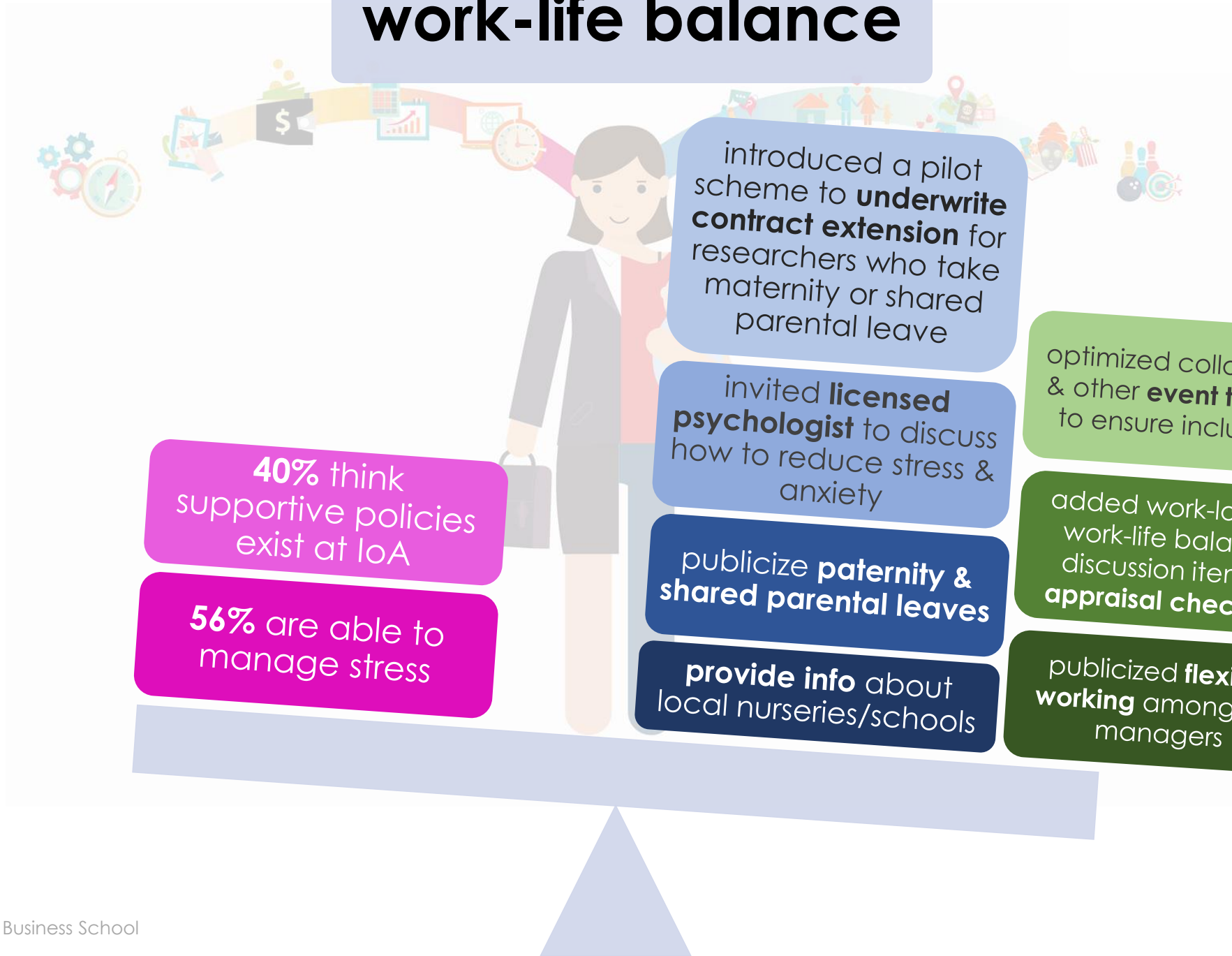
fairness of pay

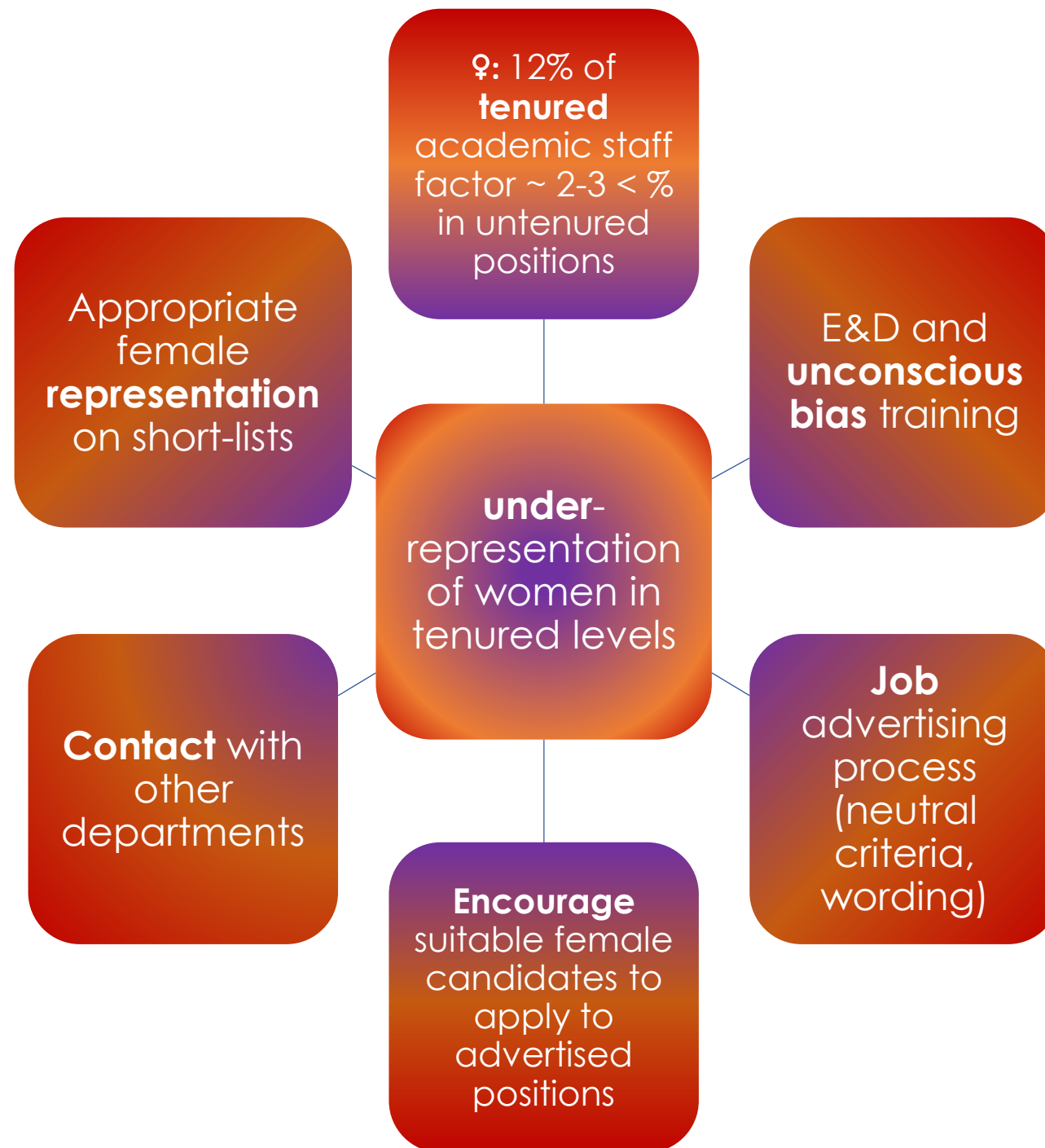


A survey by **Astro-Postdoc comm** investigated gender pay gap in postdocs salaries

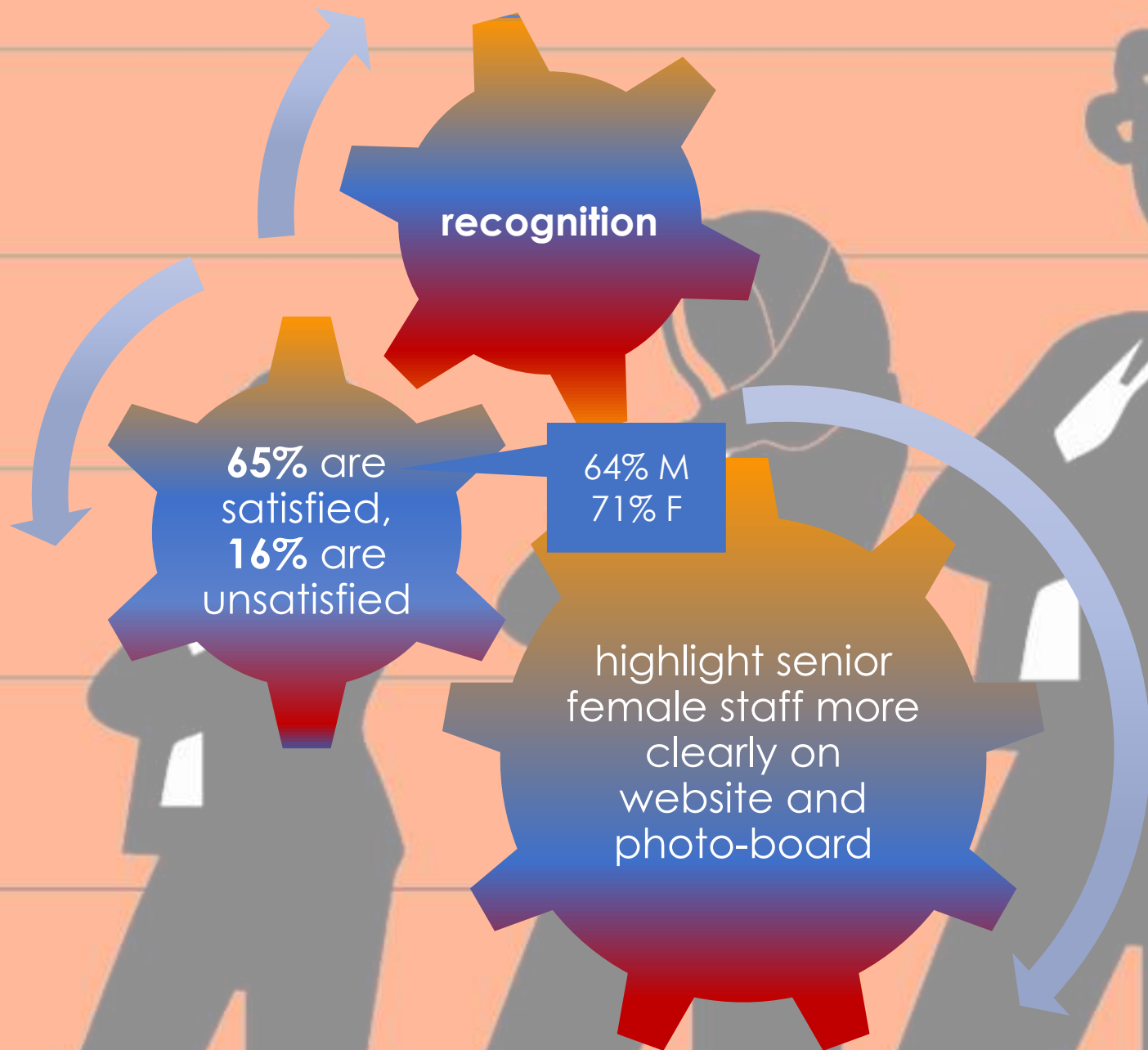
Mean salaries
♂ 40.687, ♀ 40.714
Mean pre-negotiation salaries
♂ 40.0, ♀ 40.7

work-life balance





bullying & harassment



Please do not communicate via social media or publication until 11:00 am on Friday, 6th October.



Black Holes with Ravenous Appetites Define Type I Active Galaxies
press release 27th Sep 2017

An inferno world with titanium skies
press release 13th Sep 2017

Flashes of light on dark matter
press release 20th July 2017

A star the size of Saturn
press release 12th July 2017

The fastest stars in the Milky Way are 'runaways' from another galaxy
press release 5th July 2017

Research
Research at the Institute of Astronomy

Research

The Institute of Astronomy researches across the entire breadth of astronomy. Find out more about our current fields of research and project involvement. [Read more...](#)



values

82% recommend the IoA as a great place to work

recognition

90% said they are treated with fairness and respect

representation

female applicants (32%)
admitted females (30%)

Colloquia speakers are >
27% women rising to 42%

Credits: The Athena SWAN team

11 FEMALES
11 MALES
intersectional

Dr. Ian Parry (Chair)

Dr. Nick Bate

Dr. Amy Bonsor

Prof. Cathie Clarke

Dr. Sue Cowell

Dr. Carolin Crawford

Dr. Colin de Graf

Dr. Denis Erkal

Prof. Wyn Evans

Prof. Andrew Fabian

Dr. Manda Banerji

Dr. Ghina Halabi

Dr. Anna Hourihane

Mrs. Mary Howe

Mr. Adam Jermyn

Dr. Nikku Madhusudhan

Dr. Farzana Meru

Prof. Richard McMahon

Ms. Anjali Piette

Dr. Debora Sijacki

Prof. Christopher Tout

Prof. Mark Wyatt

Ghina **M. Halabi**

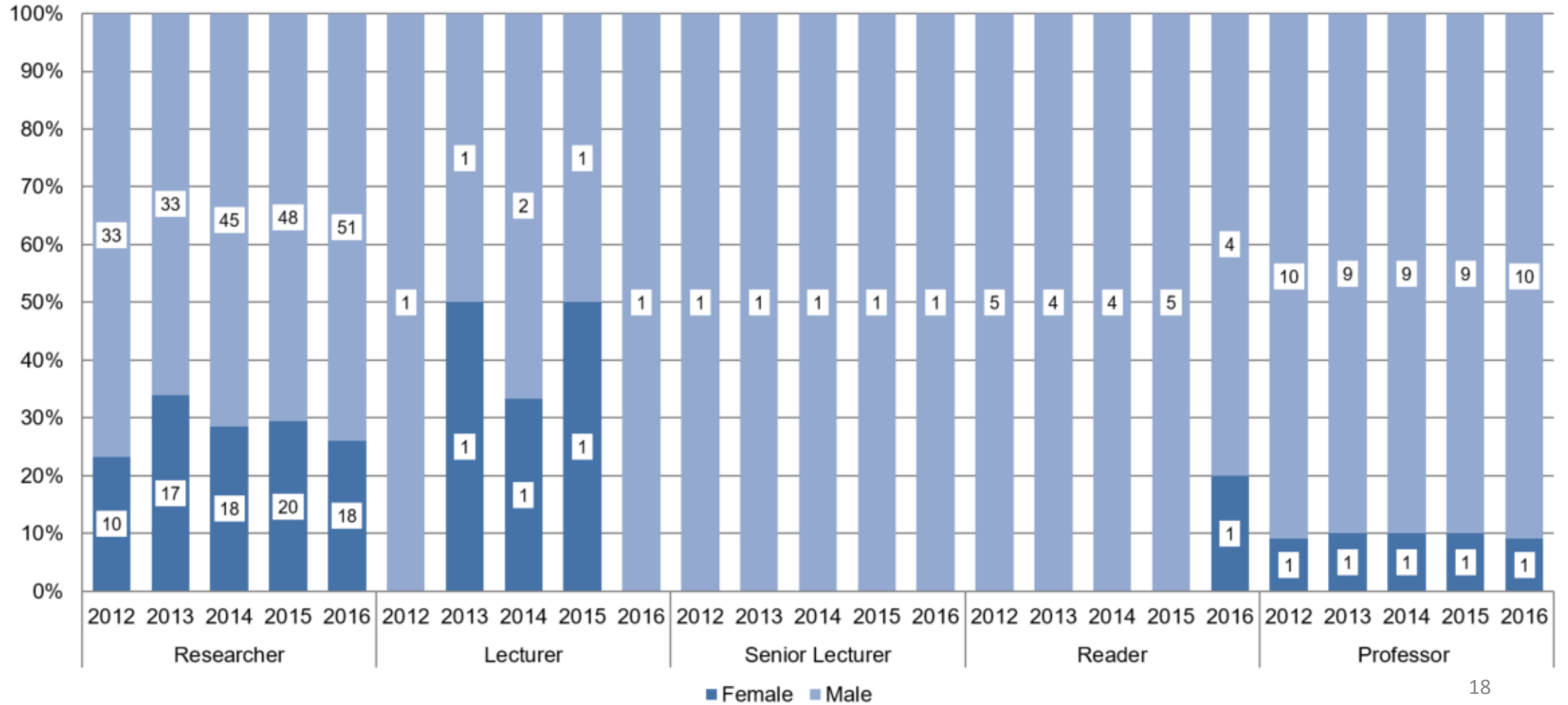
 [linkedin.com/in/ghinahalabi](https://www.linkedin.com/in/ghinahalabi)

 gmh@ast.cam.ac.uk

 www.ghina.co.uk

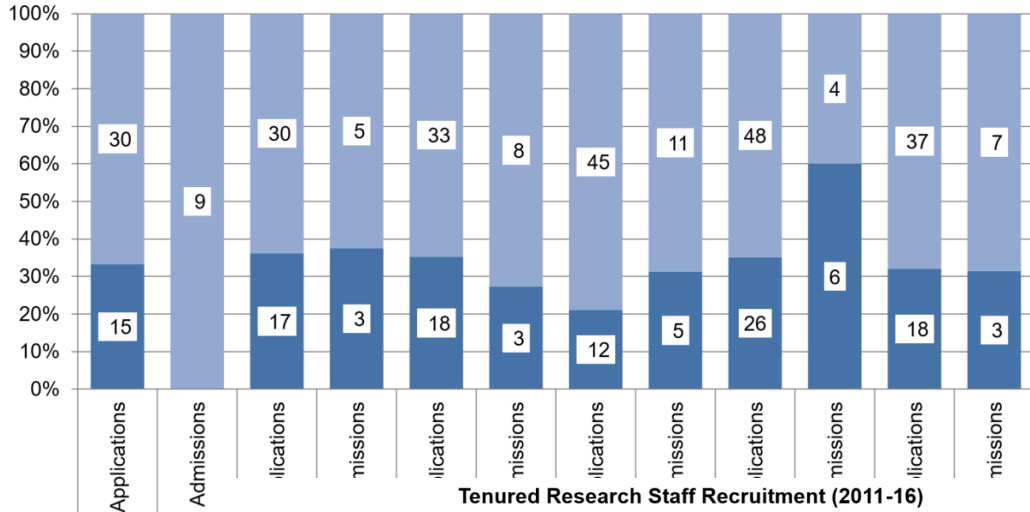
THANK YOU FOR YOUR ATTENTION

Academic Pipeline 2012-2015

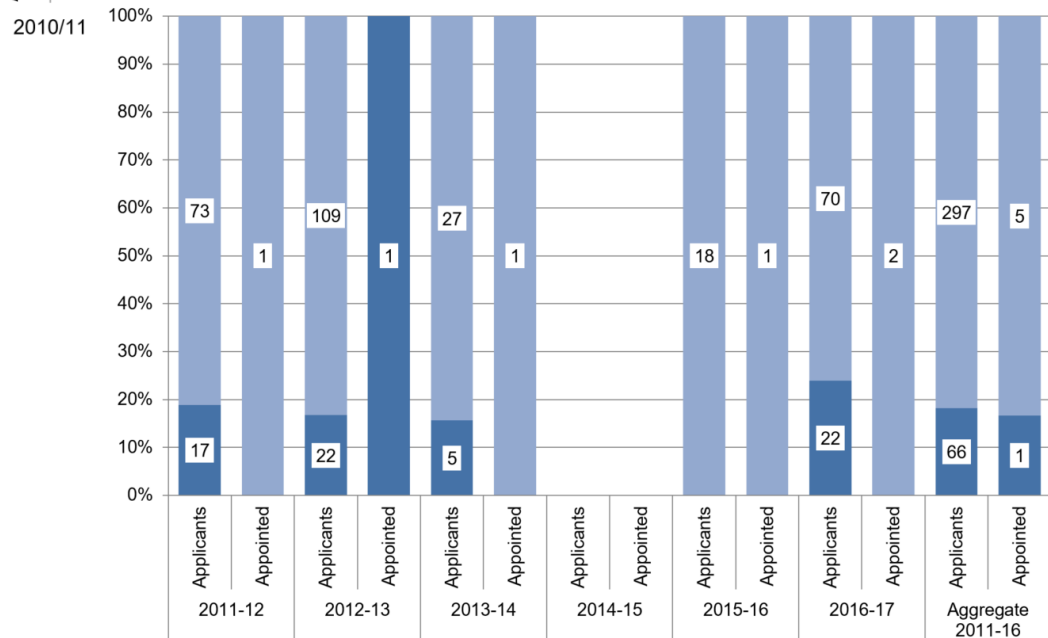


Admission & Recruitment

PhD Applications and Admissions (2010/11-2014/15)



Tenured Research Staff Recruitment (2011-16)



Non-tenured Research Staff Recruitment (2011-16)

