THE INSTITUTE OF ASTRONOMY COMMITMENT TOWARDS EQUALITY & DIVERSITY:
Policies & Measures

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Picture of the Institute

Personnel at the IoA in April 2017
Picture of the Institute

- **66 (31.1%)**
- **80% F**
- **25 (11.8%)**
- **17 (8.0%)**
- **20-40% F**
- **55 (25.9%)**
- **12% F**

**Postgraduate doctoral research students by gender 2011-2016**
- Male: 26, 30, 37, 31, 36, 255
- Female: 12, 13, 16, 19, 16, 100

**Year 3 Undergraduate students by gender 2012-2017**
- Male: 15, 15, 12, 14, 12, 410
- Female: 7, 4, 3, 4, 8, 455

(> national av for Phys & Maths)
Picture of the Institute

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

- **Research only**:
  - HESA 13/14: 19.5%
  - IOA 2016: 26.1%
- **Teaching and Research**:
  - HESA 13/14: 13.4%
  - IOA 2016: 14.3%
- **Professor**:
  - HESA 13/14: 7.3%
  - IOA 2016: 9.1%

The academic pipeline at the IoA, 2012-2016, shows a diverse range of recruits from various national/international institutions. We have also analyzed what proportion of total staff are female, with the following breakdown:

- **25 (11.8%)**
- **49 (23.1%)**
- **55 (25.9%)**
- **66 (31.1%)**
- **12% F**

The percentages are color-coded to represent the national average for Physics & Maths.
The Athena Project: UK STEMM diversity project (1999)

Athena Scientific Women’s Academic Network
Survey on work environment, personal interactions, work-life balance, caring responsibilities, inclusion, fair treatment, and diversity and equality.

We had 70% response rate.
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

58% ♂
49% ♀ think their pay is fair

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

- Mean salaries:
  - Male: $40.687
  - Female: $40.714

- Mean pre-negotiation salaries:
  - Male: $40.0
  - Female: $40.7

Only 58% of males think their pay is fair compared to 49% of females.
work-life balance

introduced a pilot scheme to **underwrite contract extension** for researchers who take maternity or shared parental leave

invited **licensed psychologist** to discuss how to reduce stress & anxiety

**40%** think supportive policies exist at IoA

**56%** are able to manage stress

optimized colloquium & other **event timings** to ensure inclusivity

added work-load & work-life balance discussion item to appraisal check-list

provide info about local nurseries/schools

publicized **flexible working** among line managers
♀: 12% of tenured academic staff factor ~ 2-3 < % in untenured positions

Encourage suitable female candidates to apply to advertised positions

Contact with other departments

Appropriate female representation on short-lists

E&D and unconscious bias training

Job advertising process (neutral criteria, wording)

under-representation of women in tenured levels
bullying & harassment

advisory group to consider actions if incidents are reported

Publicized our Dignity @ Work officers introduce code of conduct

6% reported experiencing some form of bullying or harassment

23% ♂ & 33% ♀ believe that reporting bullying or harassment incidences has a negative impact
highlight senior female staff more clearly on website and photo-board

65% are satisfied, 16% are unsatisfied

64% M
71% F
Please do not communicate via social media or publication until 11:00 am on Friday, 6th October.
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%), Colloquium speakers are > 27% women rising to 42%.
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

Credits: The Athena SWAN team

11 FEMALES  
11 MALES  
intersectional
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THANK YOU FOR YOUR ATTENTION
Figure 4.7: The academic pipeline at the IoA, 2012-2016. Staffs are recruited from a variety of national/international institutions. We have therefore also analysed what is the academic pipeline at the IoA, 2012-2016.
Admission & Recruitment

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

Tenured Research Staff Recruitment (2011-16)

Non-tenured Research Staff Recruitment (2011-16)

Supporting & Advancing Women’s Careers IoA Bronze Application

We are currently reviewing the wording of job ... take University E&D training.

AP25: Require recruiters and line managers to take Unconscious Bias awareness training.