

# Bridging the gap: promoting women's careers in CS

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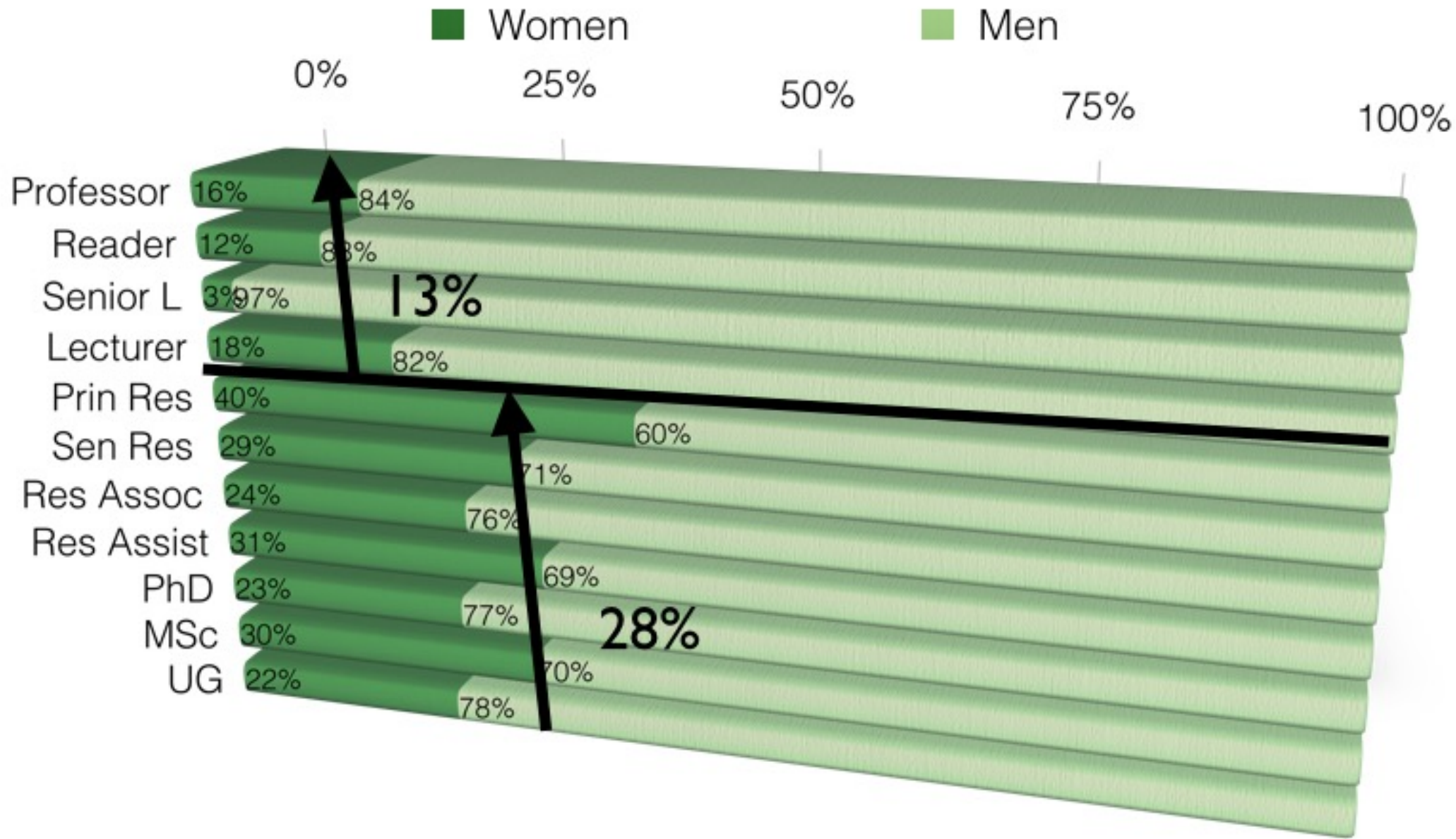


# The picture of our department

- Numbers
  - 77 Academic staff (29 Professors).
  - 90 Research Staff.
  - 178 PhD, 251 MSc, and 347 undergraduate students.
- Research
  - 11 groups cross-cut with 8 large-scale interdisciplinary centers
  - Ranked top in the UK (2014 Research Excellence Framework)
  - 96% of its research rated internationally excellent
- Teaching
  - Introduced lab- and project- based work into the classroom
  - Inspired development of the Integrated Engineering Program
- Equality and diversity
  - Athena Swan silver award 2016 – one of 3 UK CS departments

**ARRIVE - ASPIRE - ADVANCE**

# The leaking pipeline



# Why?

- Atmosphere
- Life choices
- Work-life balance
- No perspective of stability

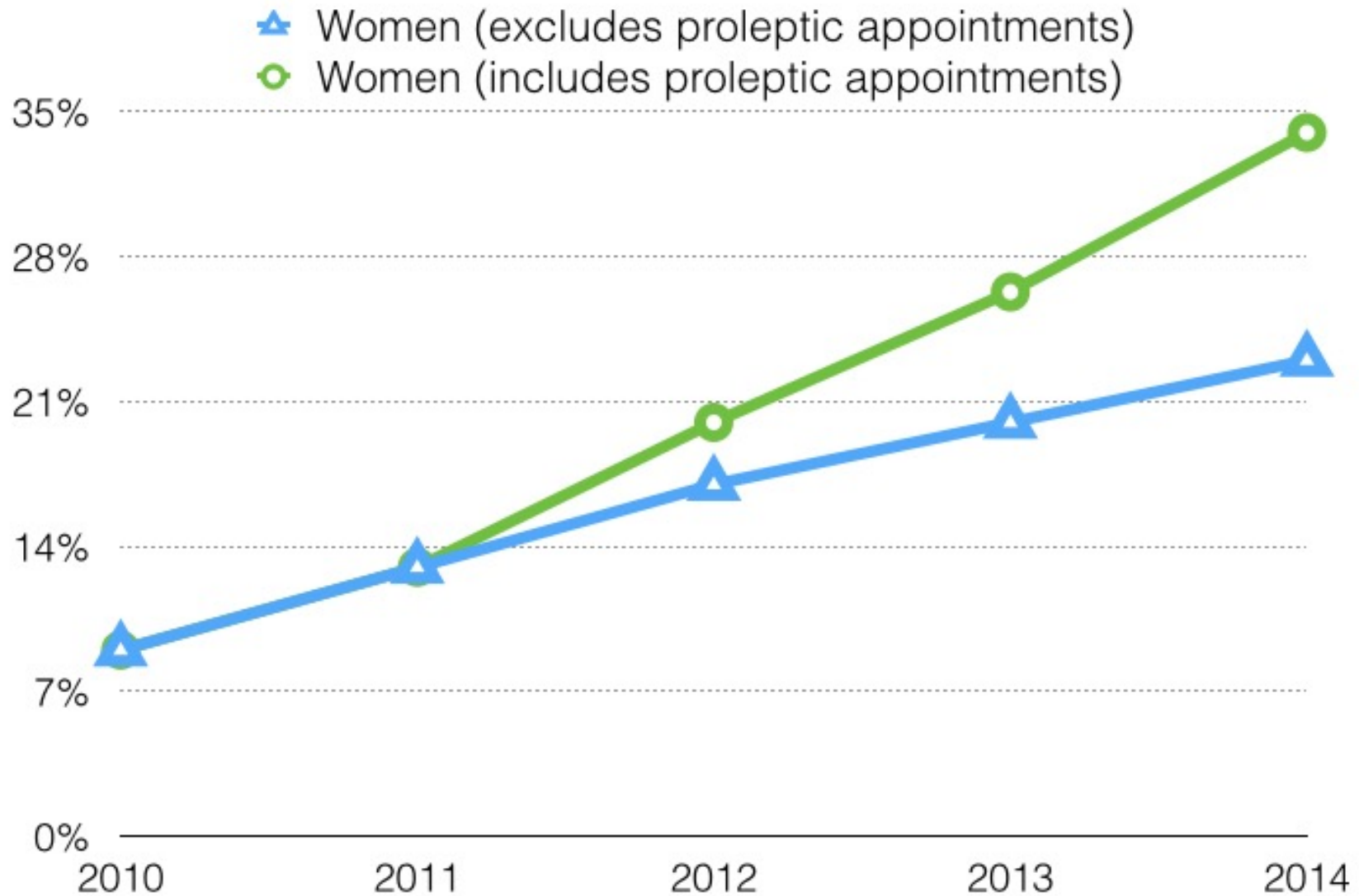
# Work-life balance

- Hard one to address - especially further on in the career
- Good maternity solutions:
  - Post-maternity grants
  - Nursery on site
  - Flexible hours
- Departmental understanding and support
- Mentoring
- Advertisements for jobs to incorporate work-life balance description of our department

# ADVANCE initiative - create a path

- Get a fellowship
  - **Centralised website** with resources, e.g. list of fellowships, relevant development courses, maternity leave options for different stages
  - **Fellowship writing** workshops, run by people in the department that have had success at attracting funding
- Get a lectureship
  - **Proleptic lectureship** - essentially a “promotion” from fellow
  - **Mentoring program** - advice on how to prioritise, etc
- Get promoted
  - **Maternity support**: Post-break award
  - **Transparent promotion process**

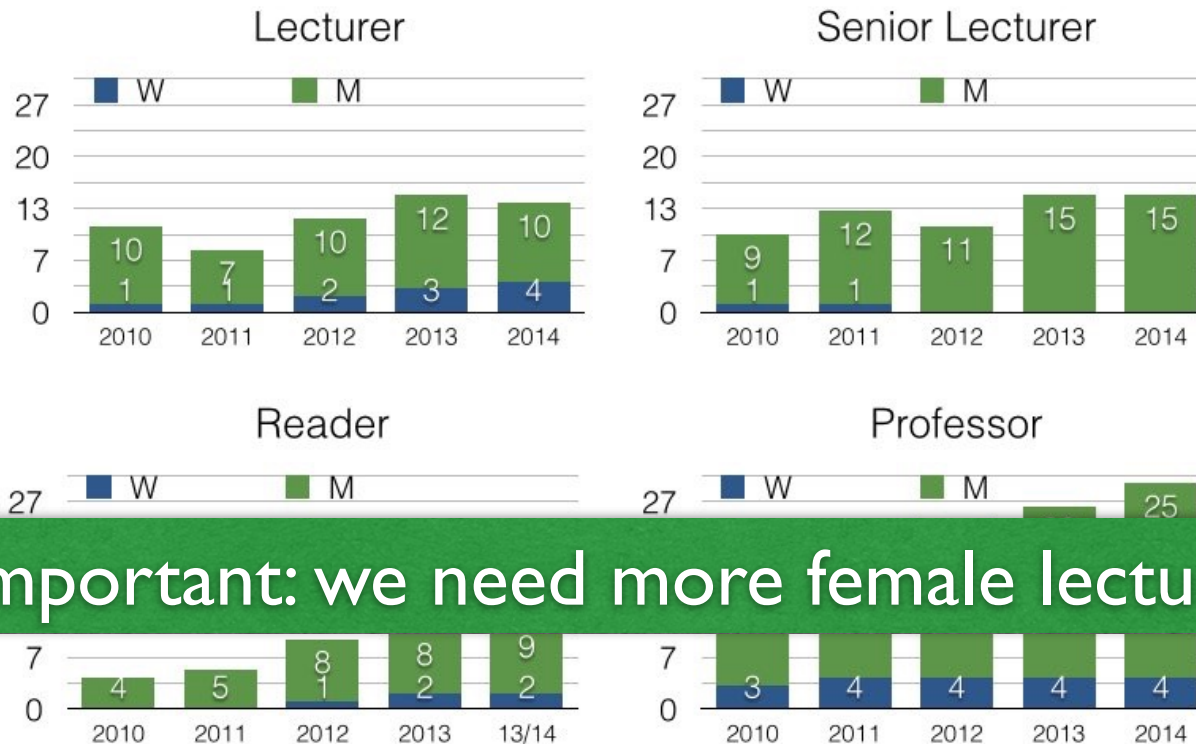
## Proleptic lectureship impact (Lecturers)



# Promotion process

- Every member of staff submits their CV
- Evaluated by a promotions committee
- Feedback every year

## ACADEMIC STAFF



**Important: we need more female lecturers!**

# Small steps, high impact

- Seminars and meetings 10am-4pm
- Post break award 10.000£
- Encouragement from the HoD to not shorten maternity leave
- Babies @ meetings
- Working from home
- ...

**Much more to be done!**