

# DIVERct

Network: Inspiring diversity in ICT

# ICT diversity problem

- representation of women in ICT is significantly lower (23%) than in academia generally (45%).
- representation of those with a disability is the same as in academia generally (4%) but lower than the general labour force (11%);
- ethnic minorities are better represented (22%) than in academia generally (14%);
- Under-represented groups are less likely to apply for funding to EPSRC, and are less successful in obtaining those grants: in 2014/15, 13% of applicants were women, and 9% of awards were to women.

# Athena SWAN may help, but ...

- Only 25% ICT depts have awards
  - (chemistry: 68%, physics: 75%, mathematics: 54%)
- ICT has only 6 silver departments
  - (chemistry: 18, physics: 20, mathematics: 7).
- There is not yet an ICT gold Athena SWAN award
- high burden on those experiencing exclusion
  - (the women end up doing the Athena SWAN work, which has a high workload, but may not be recognised fully)

# Key cultural challenges

- long hours,
- incompatibility with caring,
- low confidence,
- weak community,
- experience of discrimination and negative attitudes.

# And we care because?

- inclusion is the right thing to do
- diversity makes us better scientists
  - diverse research groups are more successful
- our subject is constrained by a lack of diversity
- a more inclusive and diverse culture will capitalise on a substantial pool of under-utilised ability
- We need to shape the culture to be more inclusive, embracing the range of experiences and abilities of all groups, to provide ICT that benefits all of society.

# Solution?

- We make a network
  - coalitions across the included and excluded
  - bringing departments together to share experience and good practice
  - bringing in external expertise
- DiVERct will be a national network to support development of novel interventions, and to share good practice in inclusion in ICT.

# DiVERct: a vibrant and reflective UK ICT community

- DiVERct will seek to provide a strong evidence base for what works in ICT in the UK and internationally
- We will support individual departments to begin work on inclusive culture
- We will share challenges and solutions that are unique to ICT, but we will also bring in expertise and a different perspective from disciplines in which diversity problems have been more successfully tackled, as well as from social scientists
- DiVERct will enable a step-change by linking current, inherently more isolated, diversity work together, thereby accelerating impact

# Obj.1: Bring together the UK ICT HEI community with non-ICT disciplines

- grow the network from 50 to 400 in four years;
- 75% of UK ICT departments represented;
- include stakeholder groups not in HEI;
- include representatives from UK HEI departments with Gold Athena SWAN awards (none of which are in ICT);
- 20% of members are from non-ICT disciplines with relevant expertise;
- evidence engagement of these groups through attendance at events and follow-up surveys, visits to the web portal, social media activity.

## Obj.2: Understand the current representation, trends and particular challenges of diversity in UK ICT HEI departments

- all existing relevant benchmark data identified and linked to from DiVERct web portal;
- collection of successful and unsuccessful Athena SWAN submissions;
- reports from workgroups published (intelligent data analysis, enhanced understanding of talent pool, identities in ICT, career transitions);
- high engagement with the DiVERct lived experience and day in the life blogs to collect cultural data;
- all member ICT HEI departments to provide data on workload, distribution of management roles, career progression and gender.

## Obj.3: Identify, develop, evaluate and share good practice diversity initiatives

- identify good practice across the sector to create a good practice guide and an inclusion toolkit for training activities
- Develop good practice through pilot projects.
- Share this work through events and a multi-channel online presence,
- Accelerate progress towards the long term aim of sustained organisational culture change.
- The engagement metrics of Obj.1 will be enhanced: increasing number and diversity of attendees at DiVERct events (30 for workshops, 80 for meetings); positive feedback from events through satisfaction surveys; high number of visitors to the web portal, and engagement with the good practice guide and inclusion toolkit.

# Obj.4: Foster an inclusive culture in ICT

- We aim in four years to have created a vibrant and reflective UK ICT community in which equality, diversity and inclusion ideas can be discussed, developed and evaluated, boosting the expertise of all network members
- This is hard to do and hard to evidence.
- We will explore quantitative and qualitative indicators of greater diversity in ICT.
  - run an enhanced version of the cultural survey from the EPSRC study (do individuals in under-represented groups perceive and experience greater inclusivity?)
  - increase in the proportion of ICT departments with silver and gold Athena SWAN awards
  - increasing numbers in the under-represented groups.

And now we wait and  
hope we are funded ...

But in the meantime, can we initiate  
some of these actions?