

# Equality, Diversity and Inclusion through A Technical Lens



**University of  
Nottingham**  
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**John Innes Centre**

*Unlocking Nature's Diversity*



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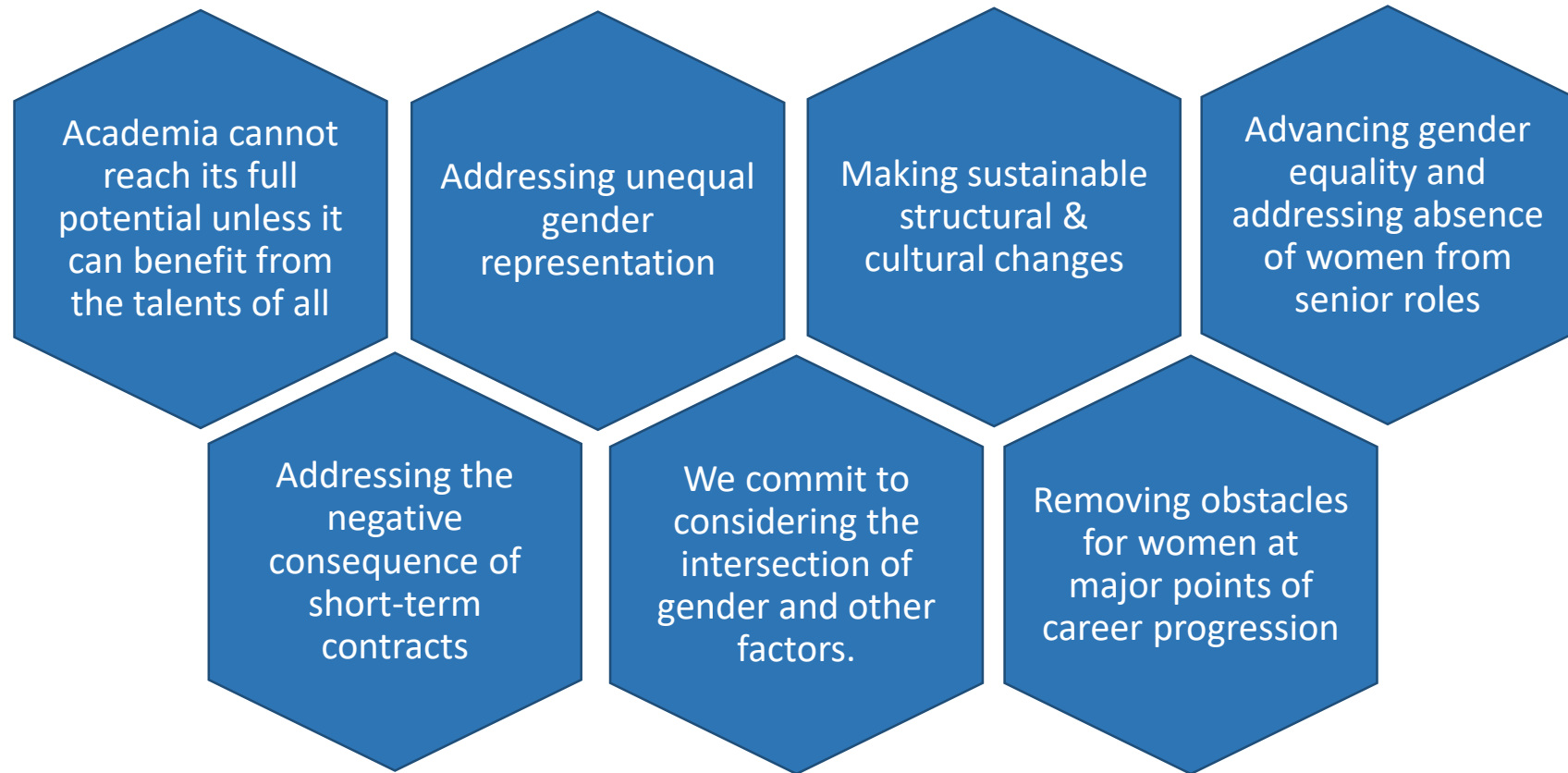
VISIBILITY

RECOGNITION

CAREER DEVELOPMENT

SUSTAINABILITY

EVALUATING IMPACT



# COLLABORATION

- Data from our own organisations
- National HESA data
- A workshop on EDI at the Technical Managers in Universities annual conference
- A workshop at the ECU Scotland Athena SWAN Conference
- Presentation at Advance HE annual EDI conference
- Workshop at HETS 2019



# EVIDENCE

## QUALITATIVE

### ECU Scotland

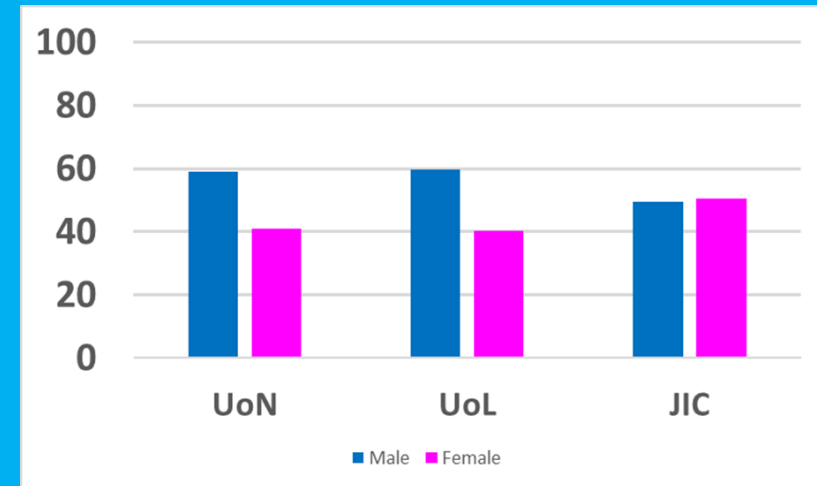
- Confirmed difficulties identifying technical staff
- Very few Athena SWAN initiatives reference technicians
- Lack of esteem and respect from academic roles

### TMU Conference

- Technical community unaware of EDI challenges
- No technical involvement with Athena SWAN initiatives
- Lack of female role models in some disciplines
- Some facilities unsuitable for women (eg. PPE, changing areas)

HETS 2019

## QUANTITATIVE



- Fewer women in technical roles but is skewed by discipline
- Leadership – Fewer women progress to the high grades even in subjects where women outnumber men
- Recruitment data by gender/grade
- Unable to get consistent BAME data

# RECOMMENDATIONS

## NATIONAL

- Developmental programmes particularly leadership
- Maximise linkages between Technician Commitment / Athena Swan / Race Charter
- Look outside HE for examples of best practice
- Technician Commitment asks institutions about EDI considerations
- Learned societies inclusive of all roles through EDI initiatives

## INSITUTIONAL

- Improved recording
- Identify risks
- Raise awareness of Technical roles
- Include Technical staff in EDI initiatives
- EDI training (targeted) discipline lens
- Outreach public engagement activities promoting the technical roles/paths
- Consideration of working environment to remove bias/lack of opportunity
- Diversity champions trained in technical community