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“Achieving gender equality ... is everyone’s responsibility.”

Ban Ki-moon

“A gender-equal society would be one where the word 'gender' does not exist: where everyone can be themselves.”

Gloria Steinem

Addressing the Gender Gap: Exploring Trust and our Unconscious Bias



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Introduction: Becky Strachan

1. Lived Experiences: Aruquia Peixoto, Itoro Emembolu, Teresa Restivo
2. Our Unconscious Bias and Levels of Trust
3. Open Discussion and Feedback

Rules of Engagement for Today ...

- Come with an open mind
- Be present (engaged)
- Be an active listener
- Avoid judgements – accept others views as their own
- You may feel uncomfortable at times ... that is OK

Equality

“Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability.”

Equality Human Rights Commission, <https://www.equalityhumanrights.com/en>

Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, gender and sexuality, have experienced discrimination.

Why does it Matter?

Financial results. Organisations with a high percent of women in senior positions show better financial results.

Innovation. Gender diversity has been shown to create a cognitive and social environment that is a positive indicator for innovation and a negative indicator for routine tasks.

Human Capital. Females make up 50% of our population – we should ensure we are drawing on the full range of human capital.

REFERENCES:

<https://www.youtube.com/watch?v=tGjgRwgAeo>

<https://www.youtube.com/watch?v=pJuD-GoQEfk>

Report by Mckinsey – 2015 and updated 2017

<https://techcrunch.com/2018/01/18/diverse-teams-are-still-really-good-for-business-mckinsey-says/>

1. Lived Experiences

Dr Aruquia Peixoto

Assistant Professor, Celso Suckow Federal Center of Technological Education of Fonseca, Rio de Janeiro, Brazil.

Ito Emembolu

PhD Researcher, Faculty of Engineering and Environment, Northumbria University, Newcastle upon Tyne, UK.

Dr Maria Teresa Restivo

Principal Researcher and Teacher, Faculty of Engineering, University of Porto, Porto, Portugal.



2. Unconscious Bias and Levels of Trust

1. Write down the initials/first names of the top 5 people you trust at work or university/school. Try to avoid family members.
2. Now write down their gender, race/ethnicity, age, education, disability (if known), marital/family status.

Gender	Race/ Ethnicity	Age	Education	Disability	Marital/ Family

Trust Circles



Level 3

Level 2

Level 1

3. Your turn ...

- Split into groups. Each group to consider one question
- Note down discussion plus actions (what and who)
- Include the note taker's name/email
- Small steps together can also make a huge difference. What difference can you make
 - Tomorrow
 - Over the next month
 - Over the next year?

Questions for Audience Group Discussion

1. How can all of us support or promote more diversity and gender equality?
2. How can we remove unconscious bias from our recruitment and promotion processes?
3. How can we change the tone and culture of our workplace environments to be more inclusive?
4. Which attitudes may be reinforcing gender stereotypes and what can we do to address this?
5. A gender mainstreaming strategy is one way organisations can use to help address gender equality. Discuss how this might work/is working in your organization e.g. Athena Swan (UK HE), Gender Equality Training – GET (Europe).
6. Do you think that engineering has an image problem that does not help gender balance? If so, what can be done about it.
7. How can we support more female students to enter Engineering and Technology Disciplines and careers?
8. What support do we need as individuals to develop our career?
9. What do you think the role of IEEE should be in supporting this agenda?

Related Networking Organisations

- IEEE Women in Engineering (IEEE WIE)
- Association for Computing Machinery Council on Women (ACM-W)
- Women in Science and Engineering (WISE)
- TechWomen
- WiTec EU
- African Women in Science and Engineering (AWSE)
- European Centre for Women and Technology

Thanks

for taking part