



University of Nottingham

UK | CHINA | MALAYSIA



Engineering and Physical Sciences Research Council

STEMM-CHANGE Annual Conference

Insights into removing barriers to inclusion



#stemmchangeconference



@STEMM_CHANGE



stemm-change.co.uk





A welcome from Professor Sam Kingman, Principal Investigator for STEMM-CHANGE

It is with great pleasure that I welcome you to our first annual conference. As part of the EPSRC funded Inclusion Matters programme, we take great pride in being part of the efforts to make a real difference to Equality, Diversity and Inclusion in STEMM. Our theme is "insights into removing the barriers to inclusion" and, one year into the project, we will be showcasing our progress to you today. Working with our project partners has shown the real strength of collaboration across the Higher Education and Industry sectors.

Today we will also hear from our fantastic keynote speakers about their own experiences and insights and you will find their biographies in this programme. We also welcome a number of other Inclusion Matters project teams who will share their journeys so far. Thank you for joining us, we hope you find the conference thought-provoking and an opportunity to participate in some great discussion.



STEMM-CHANGE is an EPSRC-funded project driving a positive change in culture and practices in equality, diversity and inclusion (EDI) across Science, Technology, Engineering, Mathematics and Medicine (STEMM).

The STEMM-CHANGE programme has several linked projects that will enable a step change in approaches to promoting equality, diversity and inclusion in the workplace. It is led by a multi-disciplinary team at the University of Nottingham.

STEMM-CHANGE consists of the following activities in which the team and project partners will:

- conduct new research into barriers to inclusion in STEMM disciplines and develop guidelines to remove them
- research, develop and evaluate new tools for promoting diversity in recruitment practices
- produce guidelines and best practice for the production of a safer, abuse-free environment for those participating in public engagement
- curate and house an interactive resource centre, sharing best practice in equality, diversity and inclusion
- initiate a funding scheme to develop and evaluate innovative activities that complement the project
- support innovative mentoring and placement schemes for people from under-represented groups that will:
 - (i) open up career development opportunities, and
 - (ii) develop widespread mutual understanding of the challenges and opportunities presented by a diverse workforce

STEMM-CHANGE has three linked strands:



Strand 1:

Research: Two projects designed to identify, understand and challenge systematic barriers to inclusion. In the first of these, Louise Mullany and Clare Burrage will use corpus linguistic approaches to uncover biases in language use that can impact negatively on recruitment, promotion, career progression and on scientists engaging with the public, particularly in online spaces. In the second project we will develop an interrogable on-line resource centre of EDI tools, initiatives and policies, thereby enabling researchers to make informed decisions about their EDI agendas and identify potential partners and/or advisors pursuing similar activities.

Strand 2:

New Tools: The development of novel electronic support packages that will (i) provide an interactive challenge to users wishing to develop and implement their diversity strategies, and (ii) enable a genuinely diversity-led approach to recruitment. This work will be led by Sam Kingman and Marion Walker, working closely with external partners Diversity by Design. STEMM-CHANGE will work closely with project partners to develop these tools in order to evaluate their effectiveness in different contexts.

Strand 3:

Generating and sharing new understanding: The project will develop a theoretically motivated reverse mentoring scheme that will be tested among colleagues at the University of Nottingham and project partners. STEMM-CHANGE will also develop and implement an innovative mentorship and upskilling programme specifically for technical colleagues led by Kelly Vere, with a view to providing career development opportunities for under-represented groups as well as fostering mutual understanding of the challenges imbalances in the workforce introduce.

Conference programme

9am	Registration and refreshments
9.30am	EPSRC welcome
10.15am	Keynote – Dr Hayaatun Sillem, Royal Academy of Engineering
11am	Break
11.15am	The STEMM-CHANGE journey
12pm	Lunch and networking
12.45pm	STEMM-CHANGE showcase
1.45pm	Keynote – Dr Dominic Galliano, UCL
2.30pm	Break
2.45pm	EPSRC Inclusion Matters Project Presentations
3.45pm	Close
4pm	Drinks reception
4.30pm	Report launch – Equality, Diversity & Inclusion: A Technician Lens
6pm	Close

Equality, Diversity & Inclusion: A Technician Lens

The STEMM-CHANGE project at the University of Nottingham in collaboration with the Science Council, University of Liverpool and the John Innes Centre in conjunction with the Technician Commitment are delighted to launch the report titled Equality, Diversity & Inclusion: A Technician Lens.

It is vital to appreciate that EDI challenges do not just apply to academic or research staff groups. Indeed, it is arguable that the issues are more serious in the technician community where EDI is often not as advanced. STEMM-CHANGE has been working with Technician Commitment signatories the University of Liverpool and the John Innes Centre, and project partners the Science Council to highlight and address EDI challenges facing technicians alongside academic and research staff.

The report will be launched during the drinks reception from 4.30 – 6pm.

Keynote biographies



Dr Hayaatun Sillem FIET
Chief Executive of the Royal Academy of Engineering

Dr Hayaatun Sillem is the Chief Executive of the Royal Academy of Engineering, which brings together the UK's leading engineers and technologists for a shared purpose: to promote engineering excellence for the benefit of society.

Prior to her appointment as Chief Executive, she held the post of Deputy CEO at the Academy. She previously served as Committee Specialist and later Specialist Adviser to the House of Commons Science & Technology Committee.

Hayaatun has extensive leadership experience in UK and international engineering, innovation and diversity & inclusion activities. She is a trustee of the London Transport Museum and EngineeringUK; serves as a member of the Made Smarter Commission and chairs its Expert Stakeholder Panel; chairs the judging panel for the St Andrews Prize for the Environment; and is a member of advisory groups for Lloyd's Register Foundation, accelerateHER and the BCS. She was named as one of the 'Inspiring Fifty' women in tech in 2018.

Hayaatun has a Masters in Biochemistry (MBiochem) from the University of Oxford and a PhD in signal transduction from Cancer Research UK/University College London. She is a Fellow of the Institution of Engineering and Technology and an Honorary Professor at UCL's Department of Science, Technology, Engineering and Public Policy.



Dr Dominic Galliano
Head of Public Engagement, UCL

Dominic has worked across industry, academia and the Institute of Physics (IoP) in many different engagement and outreach roles. He has sat on the IoP's advisory group for their LGBT+ network since its inception, helping them map out their strategy supporting LGBT+ physical scientists from the initial ideas, through the climate survey and report, to the actions results from the report. Through his roles in outreach and public engagement he has always championed for academic research and learning to be open and accessible to all.

During his time as Director of Outreach & Public Engagement for the South East Physics Network (SEPnet) he developed and ran Shattering Stereotypes, a project which helped Year 8 student tackle systemic gender stereotyping in their schools with a team of Outreach Officers across three different universities. At UCL Dominic leads a team who are developing and implementing a programme of activities which embed public engagement practice across the University where voices heard less often are brought into UCL's research and teaching.



Meet the STEMM-CHANGE Team



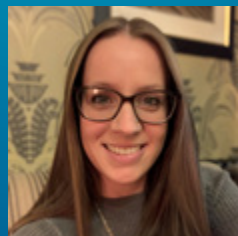
**Professor
Sam Kingman,**
Pro-Vice-Chancellor
Faculty of Engineering



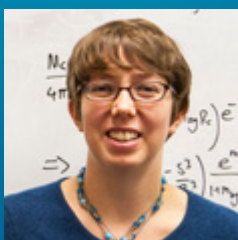
Kelly Vere,
Director of Technical
Skills and Strategy



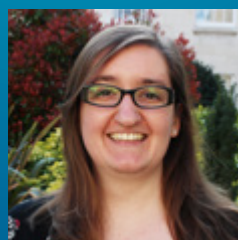
**Professor
Marion Walker,**
School of Medicine



Lucy Williams,
Inclusion Matters
Project Officer



Dr Clare Burrage,
School of Physics
& Astronomy



Jacqueline Cordell,
Research Fellow



**Professor
Louise Mullany,**
School of English




Paul Holmes,
Research Fellow

Contact us

If you'd like to get involved in the
STEMM-CHANGE project please contact:

Lucy Williams,
Inclusion Matters Project Officer

 lucy.williams@nottingham.ac.uk

 +44 (0)115 748 7411