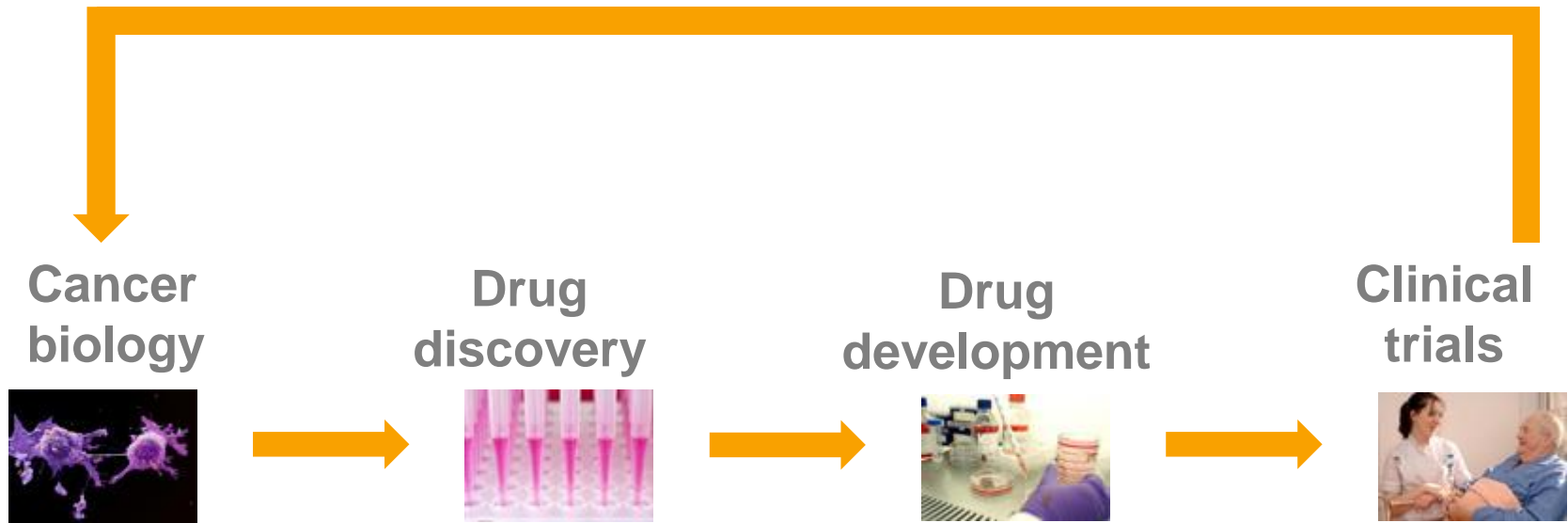


# Innovations in analysis and use of equality data

# Introduction: creating and using meaningful data

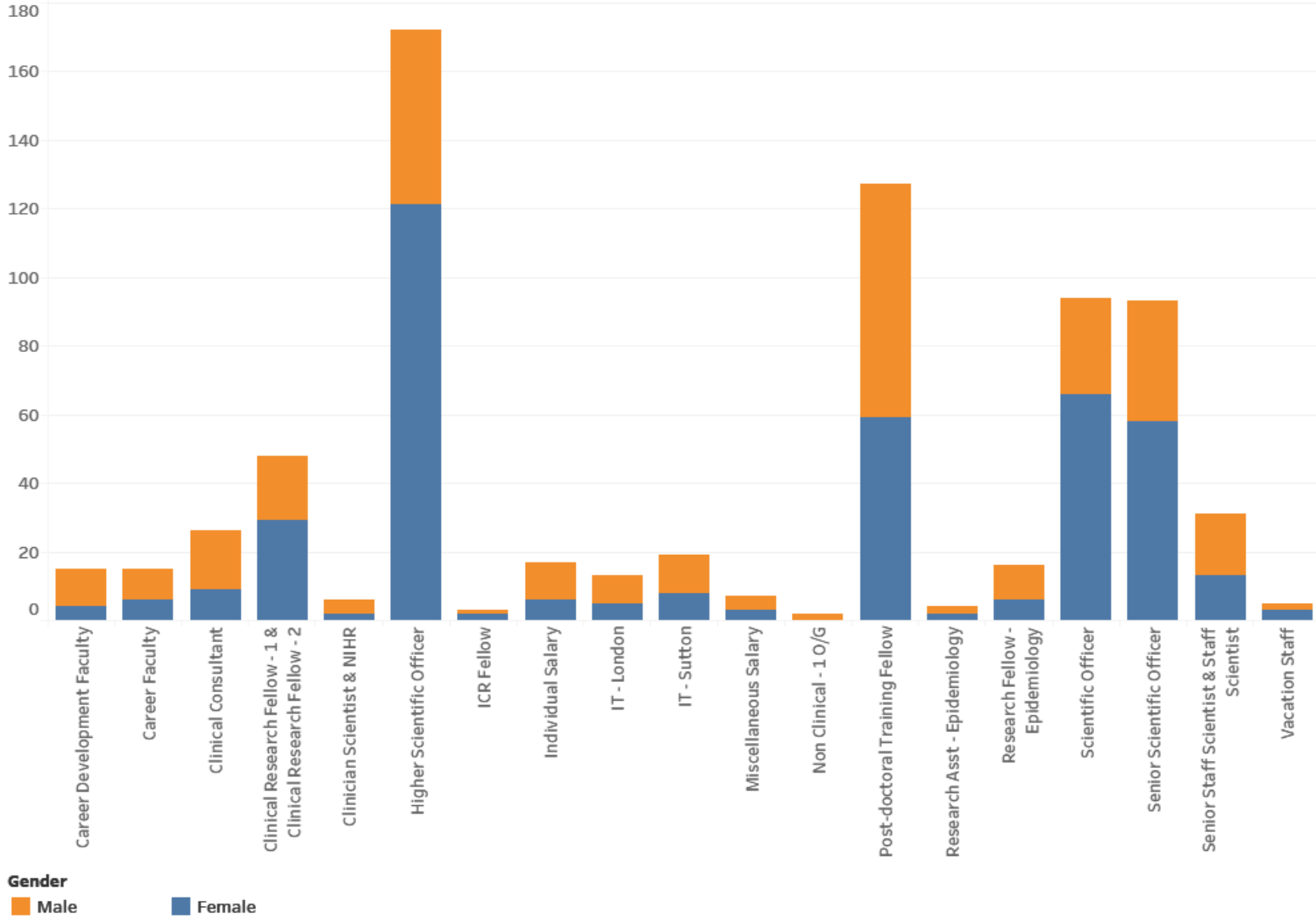


*The ROYAL MARSDEN*  
NHS Foundation Trust

- Research partner: the Royal Marsden Hospital
- A college of the University of London (PhD students)
- Team science: many career paths
- 57% of staff are female. 77% are white.

# What really happens in this institution?

Scientific Staff by Pay Scale



**Gender**  
Male Female



# What is the received wisdom in your institution?



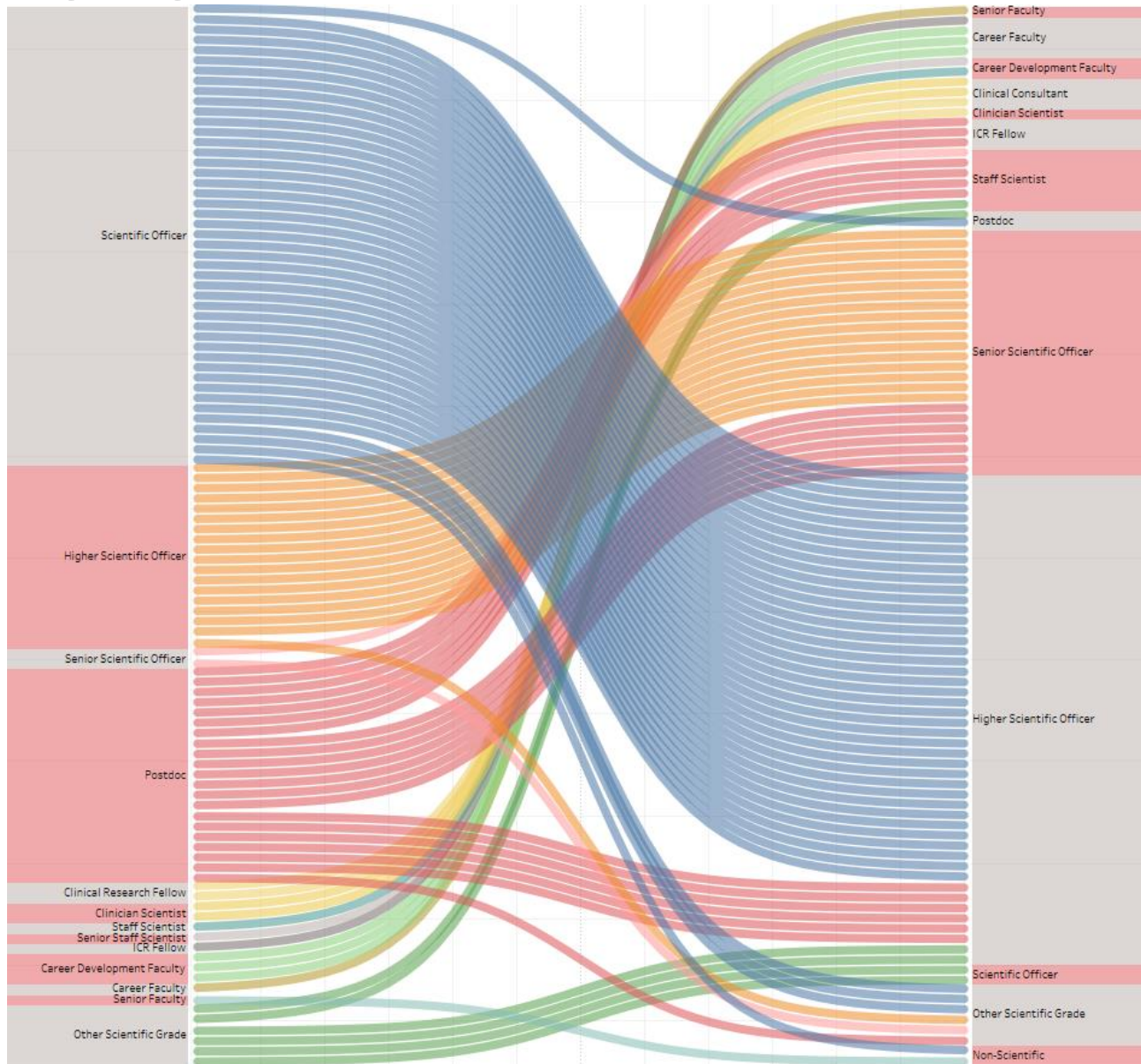
.... No ICR postdoc ever becomes an ICR team leader.

... There is no crossover between research and technical career paths.

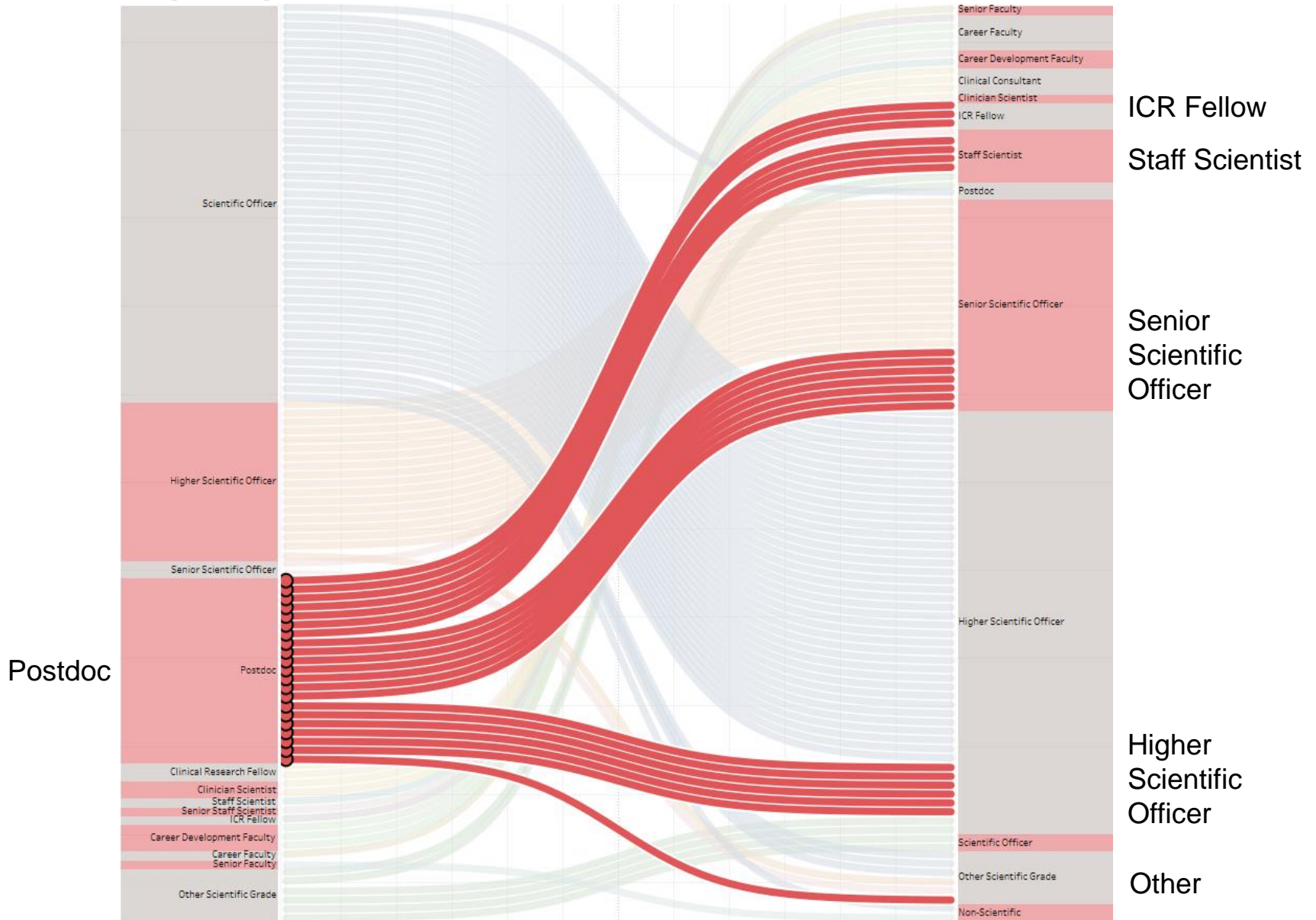
.... The best researchers are successful. We don't have a gender problem.

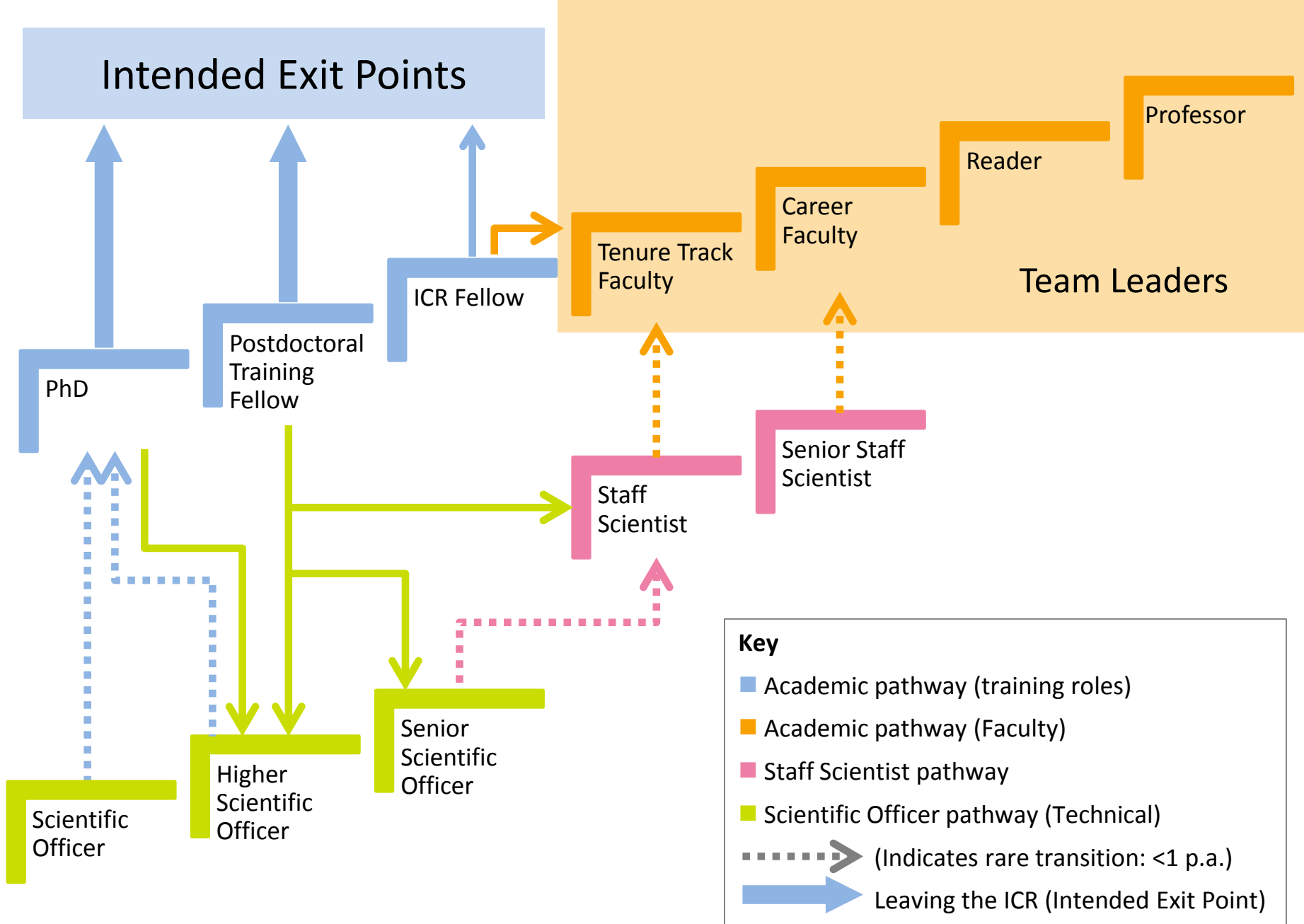
... There is no viable career path for bioinformaticians and statisticians and no way to measure their success – the group is too small

# Challenging assumptions – the career path



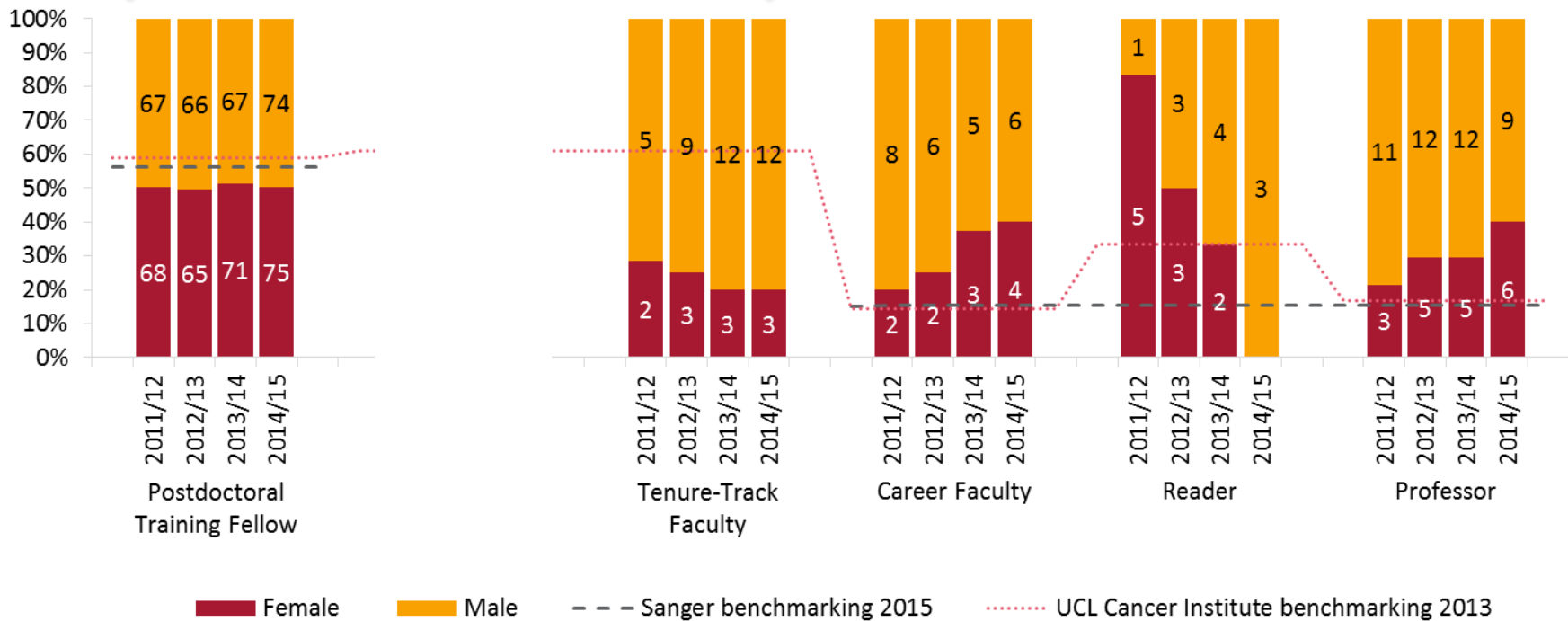
# Challenging assumptions – the career path





# Staff pipeline data by gender 2011-2015

Loss of women: postdoc to tenure track faculty





# Activity 1: what really happens here?

Discuss in twos or threes:

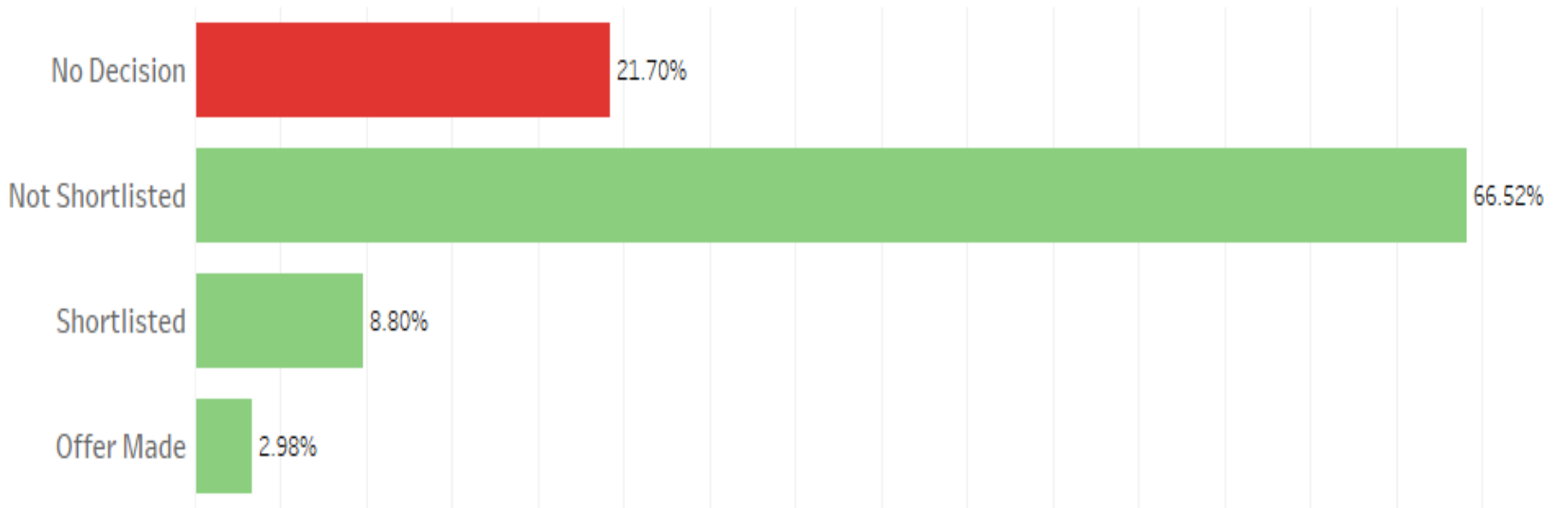
- How has your equality data challenged assumptions about your institution or department?

Or

- **If you haven't yet started working with equality data:** what issues would you like to investigate? What data do you need to work on these?

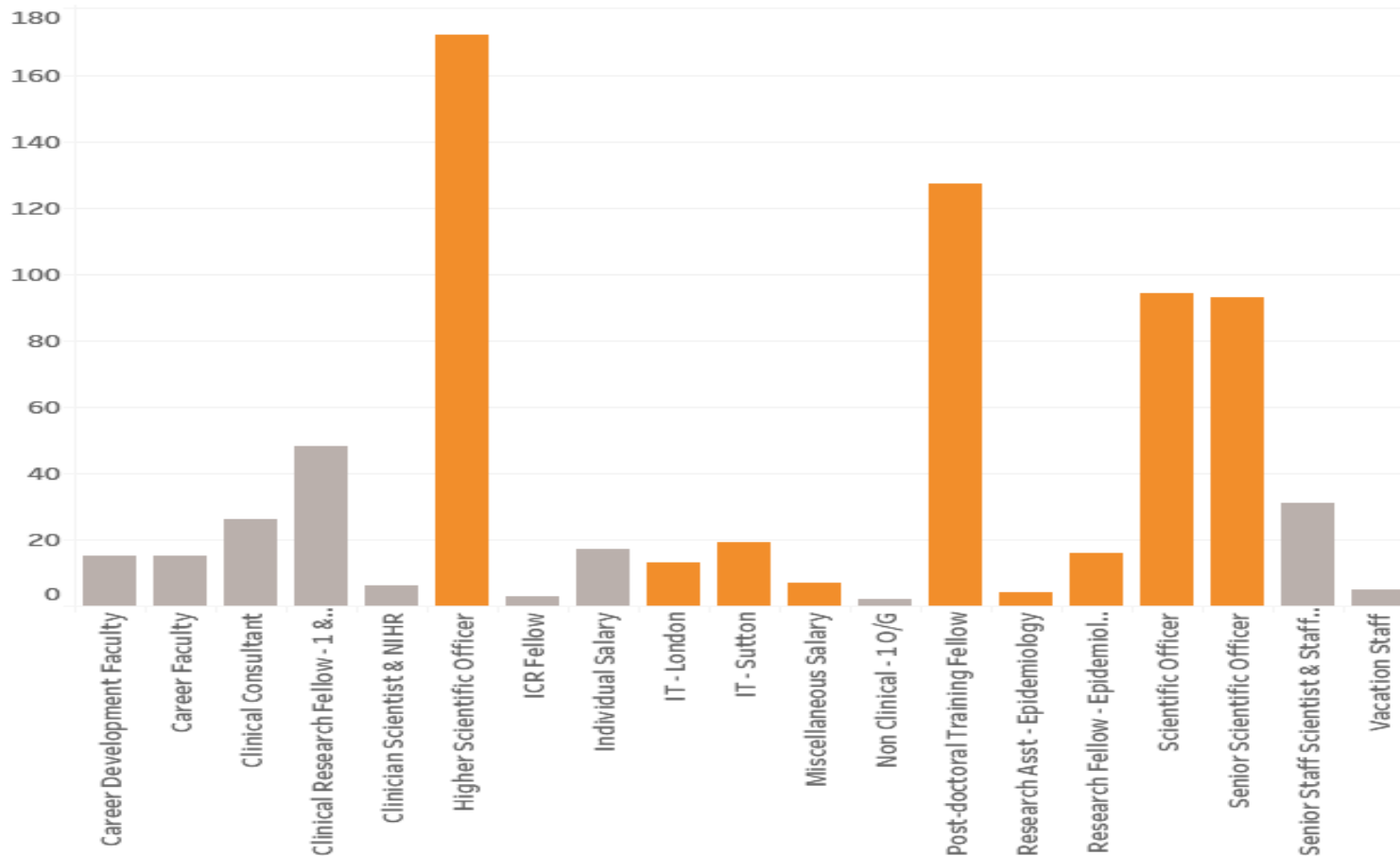
# A broom in the system – overcoming issues

- Recruitment data - incomplete, not centralised



# A broom in the system – overcoming issues

- Emerging career paths – anecdotal evidence, no clear data



# ICR's equality data elevator pitch

- We are achieving our core mission to train the next generation of scientists: 93% male and female postdocs are remaining in research and education. They are attaining team leader roles in equal proportions.
- However this is not translated into our recruitment to tenure track team leaders: only 30% of applicants and appointees are female.
- Our clinical researchers are in line with the general population (60% Clinical PhD students and 27% Professors are women). This shows the same loss of women as our scientific career path.

# Activity. An elevator pitch to your Vice Chancellor

What are the key messages (2 or 3) arising from analysis of your equality data?

How would you explain them to your Vice Chancellor or Head of Division in one minute?



# Using data to transform practice

In a rational world: evidence from data would immediately convince people to change practices and culture.

**Universities, research institutes, and people are not rational!**

Each institution and department has its own culture, politics, and relationships.

**Aim for this section: draw out common themes in our successful use of data to transform practices**

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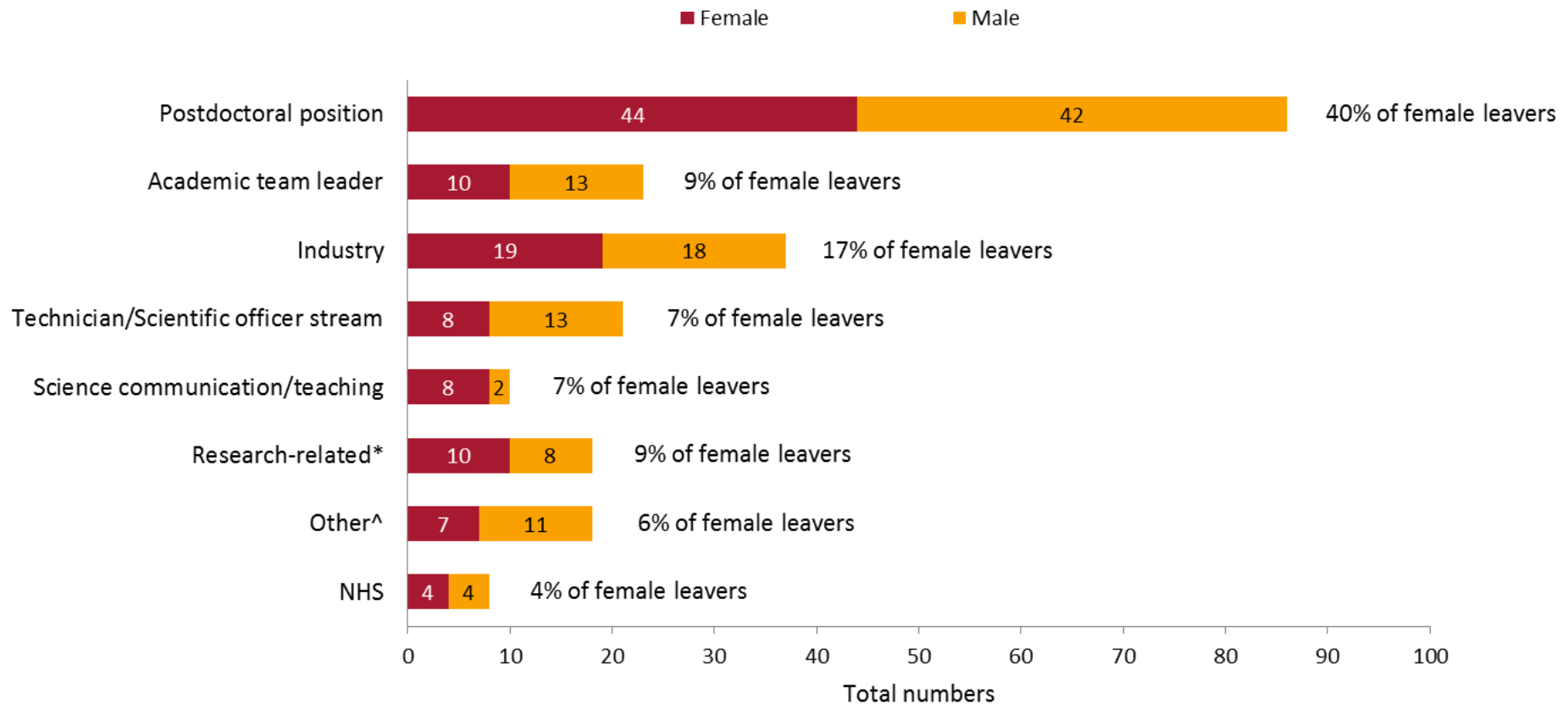
# So what?

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## Why would/ should someone act on this data?

1. Self interest.
2. Curiosity
3. Empathy

# ICR example 1. Postdoc Alumni career destinations. 2009-2015, n=232



\*Research-related encompasses Funding bodies and Scientific Consultancy

^Other encompasses further study, non-scientific employment and not in formal employment



# ICR Example 2. Recruiting Female Leaders

**The venue:** Faculty Retreat 2014

**The speakers:** two Athena SWAN lead professors

**The activity:**

- Discuss existing good practices and changes we could make to attract and retain female CDF
- Existing good practices and changes we could make to help progress female faculty to more senior roles
- Any additional/ unique issues for clinicians – good practices and improvements

**The data presented:**

- ICR has equal proportions of men and women at Postdoc.
- Percentages of female tenure track and career faculty stand at 25% and 19% of totals in that grade
- 63 of 220 applicants applying for these grades were women (a third)

# ICR Example 2. Themes emerging

- Use your allies.
  - Choose your venue wisely
  - Accuracy of data
  - Link in with other institutional priorities
  - Follow up.
- 
- Demonstrate how that you are implementing those solutions (or good reasons why not).

# Activity. Common factors in our successes

Discuss one or two examples from your organisation where you have used equality data to transform organisational practices, policies or culture.

- What were your aims and what did you do to achieve them?
- What did you ask of your audience?
- How did your audience respond?
- Did you face any challenges? How did you overcome them?
- What was the result?

# What next: Collaborations and benchmarking

- How could this group assist you in developing your evidence base?
- What benchmarking data would you like from the group?
- Would you be willing to share your own (anonymised) data?

Thank you!

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