



# **UCL Computer Science Strategy for Encouraging diversity**

**John Shawe-Taylor**

## UCL Computer Science

- Around 100 academics – significant growth over last 15 years
- Top ranked in UK at last research evaluation
- One of only two CS departments with silver Athena Swan award
- First winner of the Informatics Europe Minerva prize, 2016

## A<sup>4</sup> Strategy

- **Arrive:** encouraging young girls to study CS
- **Aspire:** creating the right environment for those who choose to study CS
- **Achieve:** ensuring those who study CS perform well
- **Advance:** create an environment in which women have equal opportunities to advance

## Arrive: action goals

- 1. Change the attitude to Computer Science amongst girls aged 12-18.**
- 2. Provide thought leadership and education to educators.**
- 3. Ensure that all outreach events become, on average, 50% female.**

## Arrive: AI solutions

- Develop platforms that can help teachers put together courses on AI
- Develop platforms that attract girls to topics in AI
- Develop platforms that inform parents of the excellent career prospects in AI

## Aspire: action goals

- 1. Develop a meaningful community of female CS students at all levels.**
- 2. Provide CS female students opportunities for networking, professional development, mentoring, and outreach activities.**

## Aspire: AI solutions

- Build apps that encourage sharing experiences with AI in social and 4 good applications
- Build apps that help students overcome difficulties often experienced by women: eg confidence building, contextualising different aspects of AI

## Achieve: action goals

1. Design interventions to produce more undergraduate women gaining 1<sup>st</sup> and 2:1 degrees
2. Set up an undergraduate mentoring scheme
3. Imbed real-world use and interaction into the undergraduate programme
4. Run undergraduate Bias Training

## Achieve: AI solutions

- Bring forward education about bias and fairness in AI
- Model interaction in groups to understand how women can be encouraged to take leading roles

## Advance: action goals

- 1. Help women get a fellowship**
- 2. Help women get a lectureship**
- 3. Help women get promoted**

## Advance: AI solutions

- AI solutions that can give feedback about readiness for fellowships
- AI training for interviews that encourage women to gain confidence