UCL Computer Science Strategy for Encouraging diversity

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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^4 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 1st 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