



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**

A⁴ 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**