



Achieve gender equality and empower all women and girls



TEACHING AND STUDENTS

Women in Engineering Scholars

The proportion of female engineering professionals in the UK is amongst the lowest in Europe; fewer than 30% of girls aged 11-16 are aware of a female in their network in a STEMM-related role and only 7% of parents anticipate that a career in engineering would appeal to their daughter.

For the past four years the Women in Engineering Scholars Programme has selected applicants with strong potential as ambassadors for women in engineering, providing financial assistance for each year of the scholar's course, extra support and mentoring, opportunities for career development and other special events. The programme aims to address the shortage of female role models in engineering by supporting the most talented engineering students to develop their careers. A number of our scholars have gone on to secure high-profile internships and subsequent scholarships.

Gender Equality Modules

The University offers students a variety of modules that consider gender equality including:

- Feminism, Politics and Social Change in Modern Britain (History) - provides an overview of the politics of feminism and its relationship to changing gender roles in modern Britain.
- Gender, Crime and Justice (Sociology) - provides a comprehensive understanding of the relationship between gender, crime and its social context.
- Performing Gender and Sexuality (Theatre and Performance Studies) - analyses ways in which performances engages with, reveals, challenges, deconstructs and resists dominant norms of gender and sexuality.

Her Innovation Collective

The Her Innovation Collection is delivered by Warwick Enterprise and is an exciting opportunity for students to engage with the leading women in innovation from sectors such as tech, marketing, finance, social enterprise and start ups.

Girl Boss

Girl Boss was founded in 2019 with the mission to promote wellbeing and better mental health on campus, while also supporting the career aspirations of ambitious women at Warwick. They champion gender equality through careers events: hosting talks, workshops and networking opportunities with leading female speakers from various industries.

RESEARCH

Improving Health in Ugandan Slums (GCRF)

Slum growth occurs due to rapid urbanisation in Uganda. More than half of the residents of Kampala, the capital city of Uganda, currently live in slums. These living conditions are breeding grounds for ill health, injuries, and sexual abuse. Young women inhabiting slums often face heightened risk of HIV, sexual assault, and unsafe abortions, compounded by a lack of access to social and health services.

A project involving researchers from the University, Warwick Medical School and Center for Health, Human Rights and Development (CEHURD) in Uganda was undertaken to help improve sexual and reproductive services, rights, and improved health for women living in Uganda's slums. Centred on two slums, the research focused on ways of empowering communities and individuals through a discussion of their rights and entitlements, and how sexual violence can be best addressed.



A Fair Chance for Education

A Fair Chance for Education: Gendered Pathways to Educational Success in Haryana is a five-year action research project that seeks to determine the gendered factors that contribute to educational success for young people in Haryana, India.

Haryana experiences significant gender-based practices that affect the ability of young people to access and remain within the education system, and to progress into higher education. The project focuses on gendered social relations and gender differences in choices, obstacles, and opportunities for young people as they progress through the education system, and ultimately intends to devise a programme of actions that can bring about positive social change. The project involves members of Warwick's Centre for Education Studies and Warwick Law School working with Indian partners from Ambedkar University, NIEPA and TISS Mumbai. It is funded by The Fair Chance Foundation and Warwick Collaborative Postgraduate Research Scholarships.

PLOTINA

There is strong horizontal gender inequality in most areas of STEM (science, technology, engineering, mathematics) with women being under-represented as both students and professionals. Across Europe there is also significant vertical gender inequality in all academic disciplines and especially in high-level university management. Despite efforts, particularly over the last decade at European level, the gender inequality is still very apparent.

The PLOTINA project (Promoting Gender Balance and Inclusion in Research, Innovation and Training) was led by the University of Bologna and involved the collaboration of universities across Europe including the University of Warwick. It aimed to stimulate a gender-aware culture change and produced a set of modular and adaptable resources to assist research performing organisations in the setting up of their gender equality plans.



OPERATIONS

Awards and Accreditations

The University holds an institutional Athena SWAN Silver Award. Within the university there are 5 departmental Silver Awards, 10 departmental Bronze Awards and several other departments working towards a Bronze Award.

Warwick is also ranked 123/500 in the 2020 Stonewall UK Workplace Equality Index.

Pay Gap Report

The University's strategy for Social Inclusion will ensure that, irrespective of background, disability, faith, gender, race and sexual orientation, all staff and students have access to equal opportunities to thrive and progress at Warwick.

The gender pay gap is the difference in hourly pay between the total population of men in the workforce and the total population of women in the workforce. In the University's 2019 annual report, information is provided on the gender pay gap at the University for the snapshot date of 31 March 2019, in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017). The gender pay figures improved slightly, however sustained improvement requires fundamental changes to the over-representation of the women in lower paid roles and the under-representation in higher paid roles.

PUBLIC ENGAGEMENT

Prize for Women in Translation

A report by Nielsen Book shows that translated literary fiction makes up only 3.5% of the literary fiction titles published in the UK, but accounts for 7% of the volume of sales. Women's voices in translation are even more underrepresented. The Independent Foreign Fiction Prize, for example, was awarded 21 times, but was won by a woman only twice. The Warwick Prize for Women in Translation launched in 2017 with the aim of addressing the gender imbalance in translated literature and increasing the accessibility of international women's voices.

The prize is awarded annually to the best eligible work of fiction, poetry, literary non-fiction, work of fiction for children or young adults, graphic novel, or play text, written by a woman, translated into English by a translator (or translators) of any gender, and published by a UK or Irish publisher. The £1,000 prize is divided between the writer and her translator(s). In 2020 the prize will be financially supported by the British Comparative Literature Association and the British Centre for Literary Translation.

