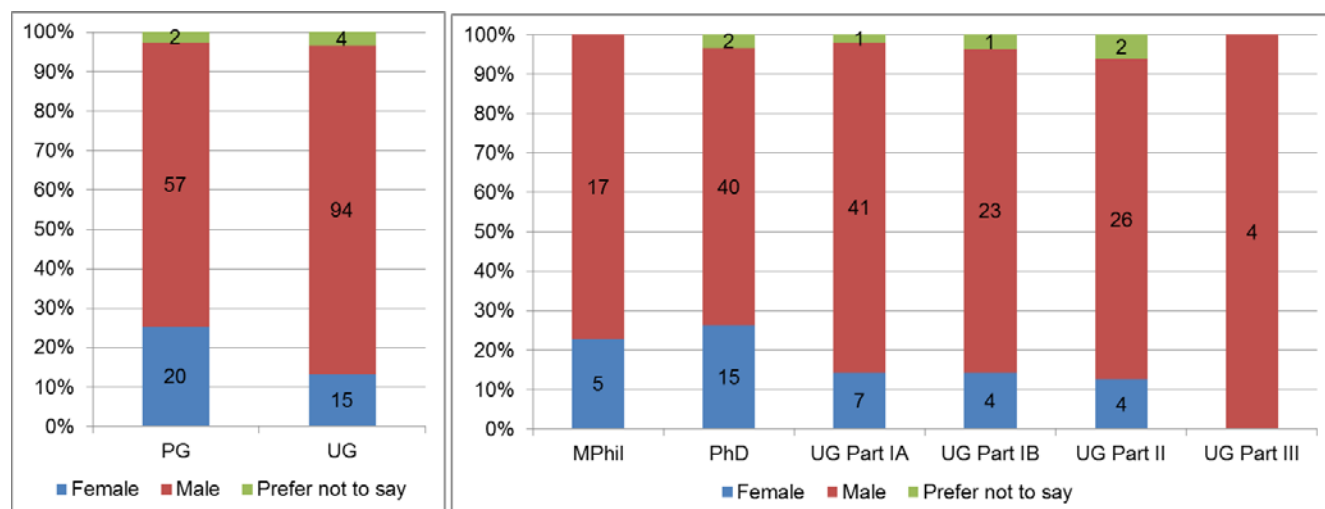


Analysis of Computer Laboratory Athena SWAN student survey by gender and student group (January/February 2015)

Q 2 & 3: Demographics

- Response rate 43% (192/442 Undergraduate & Postgraduate students)
- Female 18.2% (number=35), Male 78.7% (number=151), Prefer not to say (number=6)



Undergraduate vs Postgraduate by gender

Q4-8: About your confidence to speak up in class, groups, or public talks presenting work. (with Not Applicable removed and % recalculated)

I am comfortable asking questions or sharing my opinions in lectures

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	8 (50%)	32 (78%)	4 (25%)	5 (12%)
Undergraduate	1 (7%)	25 (28%)	11 (73%)	47 (52%)

I am comfortable asking questions or sharing my opinions in supervisions.

	Strongly agree/agree	
	Female	Male
Postgraduate	10 (91%)	26 (87%)
Undergraduate	14 (93%)	89 (95%)

I am comfortable asking question or sharing my opinions with my research group.

	Strongly agree/agree	
	Female	Male
Postgraduate	18 (94%)	46 (92%)
Undergraduate	2 (100%)*	13 (77%)**

* Remainder not applicable

** Remainder not applicable/uncertain

I am comfortable giving a talk about my work in my Department.

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	14 (74%)	37 (69%)	3 (16%)	5 (9%)
Undergraduate	0 (0%)	10 (31%)	2 (67%)*	6 19%*

* Remainder uncertain

I am comfortable giving a talk about my work outside of my Department.

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	15 (79%)	37 (71%)	2 (11%)	6 (12%)
Undergraduate	1 (25%)	17 (48%)	1 (25%)*	5 (15%)*

* Remainder uncertain

Q9-14: Please indicate on a scale of 1 to 5 how helpful you would find the following for boosting your confidence to raise questions or share your opinions in class/supervisions/research group, or to give talks about your work.

Regular feedback from your supervisor

	Very helpful/helpful	
	Female	Male
Postgraduate	19 (95%)	45 (80%)
Undergraduate	14 (93%)	74 (78%)

A speech and presentation skills workshop with public speaking experts to improve your speaking and presentation skills.

	Very helpful/helpful	
	Female	Male
Postgraduate	14 (70%)	33 (61%)*
Undergraduate	9 (64%)	41 (46%)*

* Men more likely to be ambivalent (neither helpful or unhelpful)

Academic support and advice from a second supervisor or senior tutor.

	Very helpful/helpful	
	Female	Male
Postgraduate	15 (83%)	31 (57%)
Undergraduate	6 (36%)	48 (53%)

Peer to peer mentoring (for example, every student is assigned a peer student mentor).

	Very helpful/helpful	
	Female	Male
Postgraduate	9 (47%)	25 (49%)
Undergraduate	7 (50%)	37 (41%)

More informal opportunities to present my work to academic staff. (N/As removed)

	Very helpful/helpful	
	Female	Male
Postgraduate	13 (68%)	35 (65%)
Undergraduate	3 (33%)**	35 (47%)

** 17% of female undergraduates would find this unhelpful/very unhelpful

Option to have a supervisor of the same gender. (N/As removed)

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	3 (16%)	3 (6%)	1 (5%)	14 (28%)
Undergraduate	2 (14%)	3 (4%)	4 (29%)	18 (21%)

Q16-21: About the Computer Lab celebrating/recognising your work. Please indicate your agreement with the following statement on a scale of 1 to 5.

My work is recognised and appreciated in the Computer Lab.

	Strongly agree/agree	
	Female	Male
Postgraduate	12 (60%)	27 (47%)
Undergraduate	5 (33%)*	27 (29%)*

* Remainder mostly uncertain

I have opportunities in the Computer Lab to showcase my work / research.

	Strongly agree/agree	
	Female	Male
Postgraduate	18 (90%)	38 (67%)
Undergraduate	6 (40%)	25 (27%)

Organise poster/talk/coding competitions with prizes to celebrate winners.

	Strongly agree/agree	
	Female	Male
Postgraduate	13 (68%)	31 (60%)
Undergraduate	7 (58%)	58 (73%)

Achievement highlights on the Departmental website, display boards and elsewhere.

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	19 (95%)	37 (70%)	0 (0%)	4 (8%)
Undergraduate	4 (40%)	53 (67%)	2 (20%)	6 (8%)

An opportunity to give a talk to the entire Computer Lab. (N/As removed)

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	19 (95%)	26 (49%)	0 (0%)	4 (8%)
Undergraduate	2 (30%)	23 (31%)	3 (43%)	19 (25%)

Organise public engagement/outreach talks that you would be able to take part in.

	Strongly agree/agree	
	Female	Male
Postgraduate	18 (90%)	29 (54%)*
Undergraduate	5 (63%)*	29 (37%)*

* Remainder mostly ambivalent

About the Computer Lab showcasing role models:

Q24-26: Please indicate your agreement with the following statements on a scale of 1-5

I have sufficient opportunities to engage with role models from the Computer Lab that I can identify with

	Strongly agree/agree	
	Female	Male
Postgraduate	11 (55%)	34 (59%)
Undergraduate	9 (60%)*	36 (38%)*

* Remainder mostly uncertain

I have sufficient opportunities to engage with role models from academia outside my Department that I can identify with.

	Strongly agree/agree		Strongly disagree/disagree		Uncertain	
	Female	Male	Female	Male	Female	Male
Postgraduate	10 (50%)	22 (39%)	6 (30%)	11 (18%)	4 (20%)	24 (42%)
Undergraduate	4 (27%)	20 (20%)	3 (20%)	38 (41%)	8 (53%)	36 (38%)

I have sufficient opportunities to engage with role models from industry that I can identify with.

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	10 (50%)	22 (39%)	4 (20%)	15 (25%)
Undergraduate	7 (47%)	31 (33%)	5 (33%)	29 (30%)

Q28-30: Please indicate on a scale of 1 to 5 how helpful you would find the following for showcasing role models in the Computer Lab.

More speakers from under-represented groups (e.g., women, minorities) at seminar series.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	14 (70%)	24 (42%)	0 (0%)	9 (16%)
Undergraduate	9 (60%)	30 (32%)	0 (0%)	15 (16%)

More lecturers/supervisors from under-represented groups (e.g., women, minorities).

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	13 (65%)	28 (49%)	0 (0%)	8 (14%)
Undergraduate	8 (53%)	36 (38%)	0 (0%)	13 (14%)

More people from under-represented groups (e.g., women, minorities) in senior roles.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	16 (80%)	27 (48%)	0 (0%)	10 (18%)
Undergraduate	9 (60%)	32 (33%)	0 (0%)	12 (11%)

Perceptions relating to gender

Q31-36: Please indicate on a scale of 1 to 5 how helpful you would find the following for redressing unconscious bias

Unconscious bias workshop

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	15 (75%)	60%	0 (0%)	7 (12%)
Undergraduate	11 (73%)	42%	0 (0%)	21 (22%)

Visible celebrations of the achievements of women.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	15 (75%)	28 (49%)	2 (10%)	7 (12%)
Undergraduate	7 (47%)	42 (45%)	4 (27%)	12 (13%)

Make the statistics about exam results and achievements by gender more publicly visible.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	10 (50%)	19 (33%)	5 (25%)	20 (35%)
Undergraduate	7 (47%)	37 (39%)	5 (34%)	22 (23%)

More emphasis in lectures on women computer scientists who have made significant contributions to computing and who are currently leading in key areas of research and innovation.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	14 (70%)	22 (39%)	1 (5%)	14 (25%)
Undergraduate	8 (54%)	35 (38%)	4 (26%)	12 (13%)

Gender specific career development advice and support.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	12 (60%)	21 (37%)	1 (5%)	11 (20%)
Undergraduate	4 (26%)	27 (28%)	3 (20%)	20 (21%)

Nothing, because the work of women speaks for itself and any direct action only perpetuates the issue.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	7 (35%)	21 (39%)	5 (25%)	13 (23%)
Undergraduate	7 (47%)	35 (37%)	3 (20%)	25 (27%)

Please indicate on a scale of 1 to 5 if you agree that the percentage of women in the Computer Lab is too low.

	Strongly agree/agree		Strongly disagree/disagree	
	Female	Male	Female	Male
Postgraduate	15 (75%)	36 (63%)	2 (10%)	9 (16%)
Undergraduate	12 (80%)	78 (83%)	0 (0%)	3 (3%)

* Remainder mostly uncertain

Q39-42: Please indicate on a scale of 1 to 5 how helpful you think the following actions would be to increase the number of female Computer Science students in the Computer Lab?

Outreach activities at schools.

	Very helpful/helpful	
	Female	Male
Postgraduate	19 (95%)	44 (77%)
Undergraduate	15 (100%)	81 (86%)

Running computer science clubs at schools.

	Very helpful/helpful	
	Female	Male
Postgraduate	19 (95%)	44 (77%)
Undergraduate	15 (100%)	73 (78%)

Running a summer school at the Computer Lab for school children.

	Very helpful/helpful	
	Female	Male
Postgraduate	18 (90%)	45 (78%)
Undergraduate	15 (100%)	74 (79%)

Publicly promoting that the Computer Lab takes gender issues seriously and would welcome more women applicants.

	Very helpful/helpful		Very unhelpful/unhelpful	
	Female	Male	Female	Male
Postgraduate	13 (65%)	35 (61%)	4 (20%)	5 (9%)
Undergraduate	6 (40%)	62 (66%)	4 (27%)	17 (18%)

Q44: During your time in the Computer Lab, have you experienced a situation where you felt uncomfortable because of your gender (please tick the option that best reflects your experience)?

