



WELCOME

As we step into 2020 we thought we'd pause and capture some of our 2019 moments to share with you. And look forward to how we can add some Katalytik Magic to people's lives.

I'm sure you'll find something of relevance, whether it's a snapshot from Gender Summit 18, or the highlights of some of our workshops and coaching.

Why not book a free discovery call to start the new Year?



MANIFESTO LAUNCH

We were delighted to launch our Manifesto on 6th November for our 15th anniversary. Our mission is to transform our technical world by shifting the conversations on inclusion.

[READ MORE ON PAGE 3](#)



Making the Most of You – preparation for interviews

EXCELLENCE IN ENGINEERING

Do we really understand what we mean by excellence in engineering? And how is this relevant to diversity and inclusion?

[FINISH READING ON PAGE 3](#)



Managing your PhD supervisor delivered in London and Boston

IMPACT vs TARGETS

At Gender Summit 18 a panel of Directors and CTOs contemplated why science has been slow to address inclusion. Part of the problem might be a focus on targets not impact.

[READ MORE ON PAGE 2](#)



IMPACT NOT TARGETS

From the Gender Summit 18

It seems to matter who tells you to change, said one industry leader, **ESPECIALLY TO SCIENTISTS.**

"As a leader you need to become familiar with the evidence and facts and commit to structural, permanent shifts that build inclusive workspaces," said CTO and R&D Director, Marcel Wubbolts of Corbion.

It's simply a matter of putting people first and maximising their potential – because simply they are the future.

This means your focus moves to impact and results, rather than targets.

Don't stop at Implicit bias:

"Implicit bias is a seven-headed dragon. You cut off one head and another grows. People just don't believe the research",

Naomi Ellemers

Ask Katalytik about a coaching and conversation approach to inclusion, delivered by engineers. We help you look beyond targets and at people.



Team strengths coaching

What practical ways do you help your staff or students work effectively with others?

Positive psychology shifts thinking and interactions with colleagues and helps create an inclusive workplace. This approach means:

- Members are more self-aware
- Colleagues give each other 'space' to be themselves
- Colleagues and managers value contributions not stereotypes
- Teams become empowered and engaged, improving outcomes.

Research shows lower career confidence in women (compared to male) engineering students and issues in team dynamics.

Providing undergrads with coaching skills can be life changing for students and their team mates and it maps directly onto AHEP and UKSPEC. We've been working with UCL Engineering helping PGAs and students give teammates and colleagues more space to be themselves.

I was very happy to learn that the workshop leader also had a technical PhD, it felt more genuine and relatable having someone who knows what it's like

We've extended this beyond undergrads to doctoral training colleges so students can manage their supervisor relationship better..

Full stop to sexual harassment

If you haven't seen a performance of THE LEARNING CURVE by the international science theatre group 'Het Acteursgenootschap', then you need to. Eye-opening and emotional. You really should make sure you get to see it and if you book them for your institution, make sure there's a discussion afterwards.

We caught up with Rhonda Davis of the National Science Foundation who offers a no-nonsense view of the approach being taken stateside, supported by Title IX systems and processes. NSF were concerned they might be funding sexual predators who wield power over early career researchers, preventing them from reporting poor practice at the threat of having their career derailed, NSF took a tough new stance. Find out more <http://bit.ly/2Yyccfn>

If you're looking for more information or ideas of things to introduce you could do worse than implement active bystander training. And why not collect your own small scripts that can help you be ready in a meeting, corridor or at an event to intervene, deflect or defer and provide feedback to a colleague who hasn't quite got the message. **You have the power within you.** <http://bit.ly/2prBCOr>



Excellence in Engineering

Understanding what the inclusive curriculum really means

When I heard Simone de Buitendijk (co-author of the LERU position paper on inclusion in the academy) say "We really don't know how to measure excellence" at the Gender Summit in Amsterdam I wasn't surprised, writes Jan Peters. There are many facets to excellence. And many ways in which we tacitly assume that excellence is indeed our benchmark and set in stone.

Excellence in research

The problem is that academic careers can be made or lost based on the opportunities to publish, being in the right lab and now, it's proven, being born the right sex.

So publisher Elsevier set about analysing 25,000 abstracts by the sex and gender of authors. Their research shows when the lead author is female the paper is more likely to report on sex differences within the work. Watch out for their new report in 2020.

And, next time you're scoping a piece of research, ask the question and plan some studies to explore if your project theme has a "gendered literature".

Excellence in teaching

Even when it comes to teaching, how can you be sure that you are at the peak of your performance for each student?

We've developed a series of conversations around engineering excellence and innovation so you have a more granular way to build an inclusive culture.

Creating conversations and changing the chat

Too often people have diversity 'done' to them. Training can feel more like an hour of criticism rather than setting the foundations for positive dialogue and discussion.

Our mission is helping people in engineering and science take a different view of equality, diversity and inclusion.

"Wow. This really made me think. I need to go back and review my approach."

We've created and curated a set of tools to do this and share them at public workshops or internal workshops for staff and students.

Creating conversations

Our workshops are interactive and provide experience using a range of tools and frameworks to begin conversations that put people at the heart of engineering. Book online at Katalytik.co.uk

Creating Conversations Introduction

- February 25 Birmingham
- May 19 London

Creating Conversations Masterclass

- February 26 Birmingham
- May 20 London

Inclusive Teams

- March 20 London

These are full day workshops – Katalytik.co.uk

100 MOST INFLUENTIAL WOMEN ENGINEERS

58% of the top 500 firms have at least one woman in a Board or executive role compared with the FTSE 100

90% of engineering firms have no women from Black, Asian or Minority Ethnic (BAME) backgrounds either on their Board or in their executive team.

Less than 1% (0.8%) of all executive and Board positions in the top 500 engineering firms are held by BAME women

Get in touch

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Jane Atkinson, Executive Director of Engineering and Automation for Bilfinger UK, has been named number one in a list of 100 Influential Women in the UK Engineering Sector. The list by Inclusive Boards was launched in October and the panels were hosted by diversity in STEM expert, Jan Peters who said:

I really love the vibe and thrill of helping share these amazing stories and advice

It's diversity of life experience

Why is engineering struggling with diversity? Maybe engineers are not finding the point of failure to fix. Some of the explanations offered were:

It's just another wicked problem. Engineers can do this.

We often talk about the diversity of thought as a benefit of having a mix of people on a team or board. Think of it as the diversity of life experience.

We need to be braver, be a disrupter, work it and hustle.

Counting and culture are core to including minority groups. Be relentless across the pipeline.

It's not about fixing women, it's about fixing the ladder.

Report <http://bit.ly/2PrEOE>



Actions to take

One of the biggest challenges women face in their engineering careers is when they don't fit into the gender role that people expect. It causes confusion.

People (men and women) don't know how to respond and immediately awkward situations arise and people trip over their words. If we want to reap the benefit of a more diverse boardroom then employers and managers must work on a collective agenda to:

- Change the language to be inclusive and value and respect each person we work with;
- Set targets, because what gets measured gets one;
- Focus on your interpersonal interactions so you maximise each person;
- Revamp, revise and reconsider your whole recruitment and promotion pipeline;
- Each piece of outreach, each celebration or shortlist each plays a vital role in shifting the profile and expectation of finding a woman on your board.

If you are looking for a keynote speaker or facilitator get in touch. Or if you are ready to change the conversation book a discovery call.



SCAN ME