

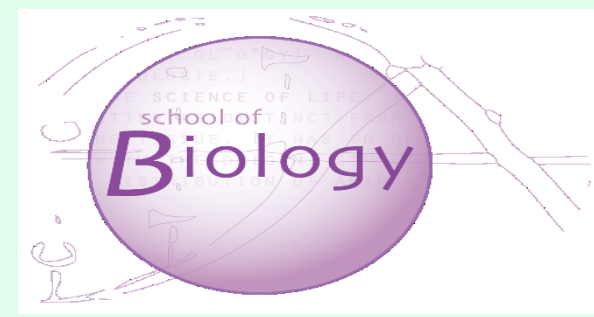
# Embedding Equality and Diversity into Biology Tutorials

Dr Jacqueline Nairn

School of Biology

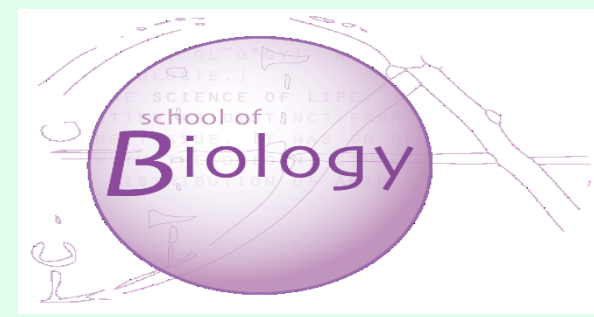
(& Equality and Diversity Committee)

# Format of Tutorials



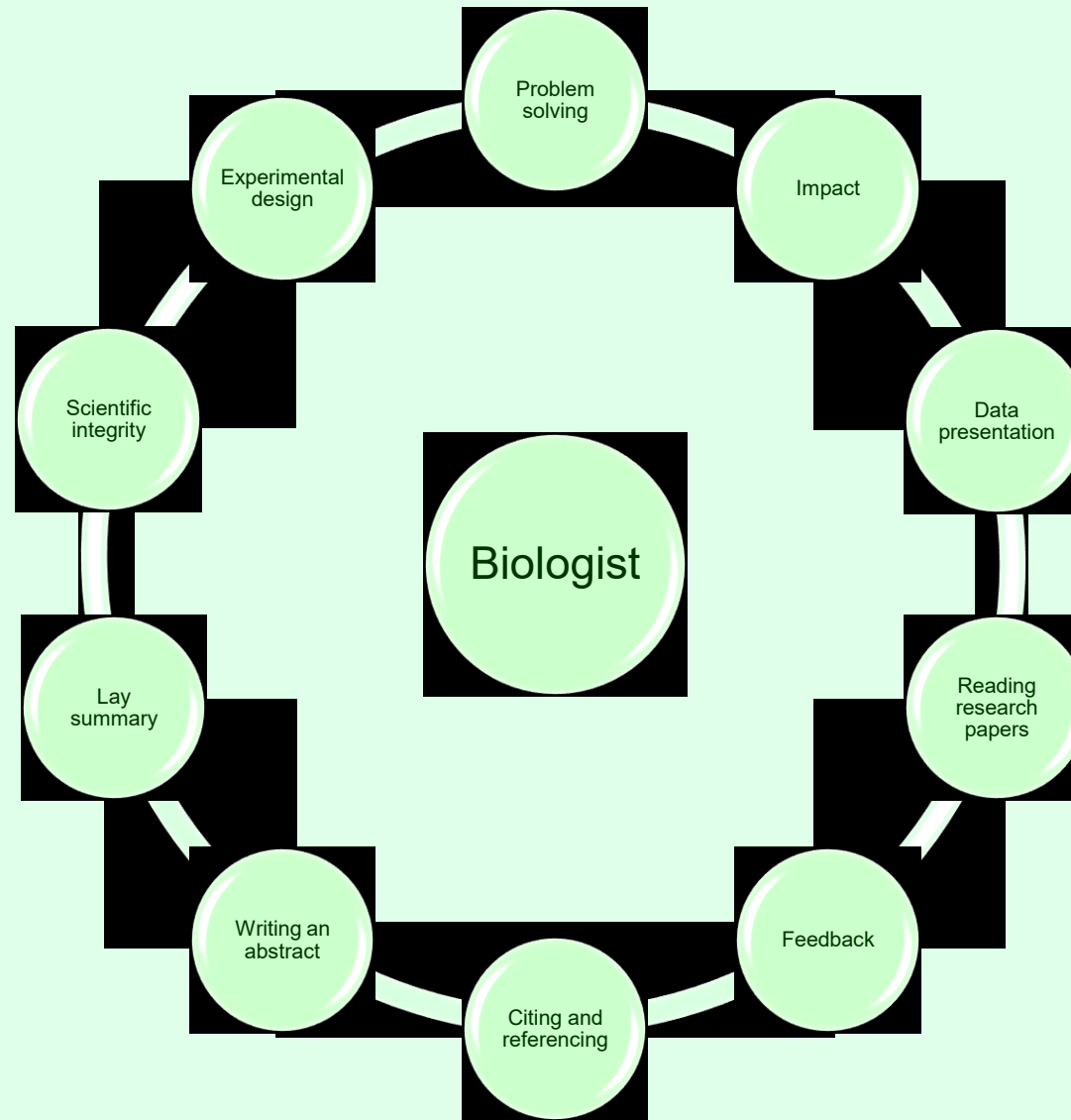
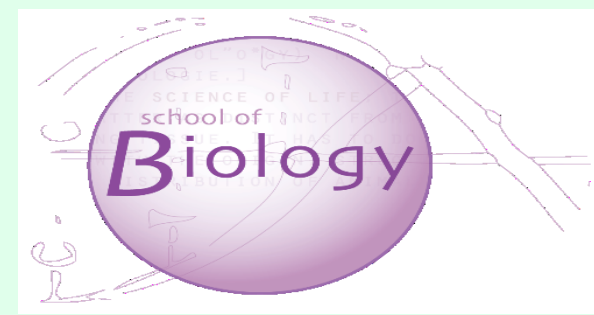
- Biology tutorials for all students reading for a School of Biology degree
- Compulsory for all 2<sup>nd</sup> year and 3<sup>rd</sup> year students
- 6-8 students per tutorial group with 2<sup>nd</sup> and 3<sup>rd</sup> year students in each group
- 4 tutorials per semester (1 hour each)

# Tutorial content

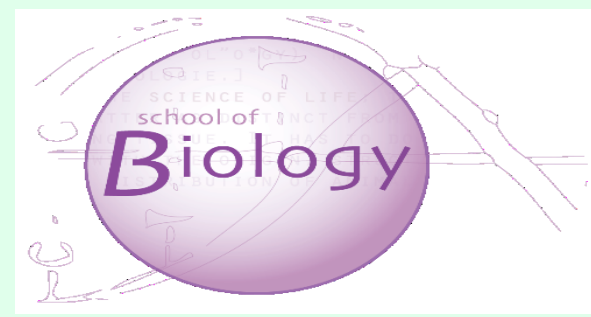


- Developed ~7 years ago
- Topics and content shaped by student interns, staff and employers
- Tutorials combine academic tasks with core skills development

# Typical tutorial topics



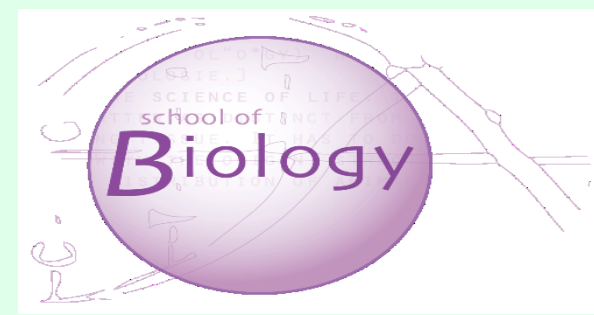
# Tutorial materials prepared for staff



Each tutorial contains:

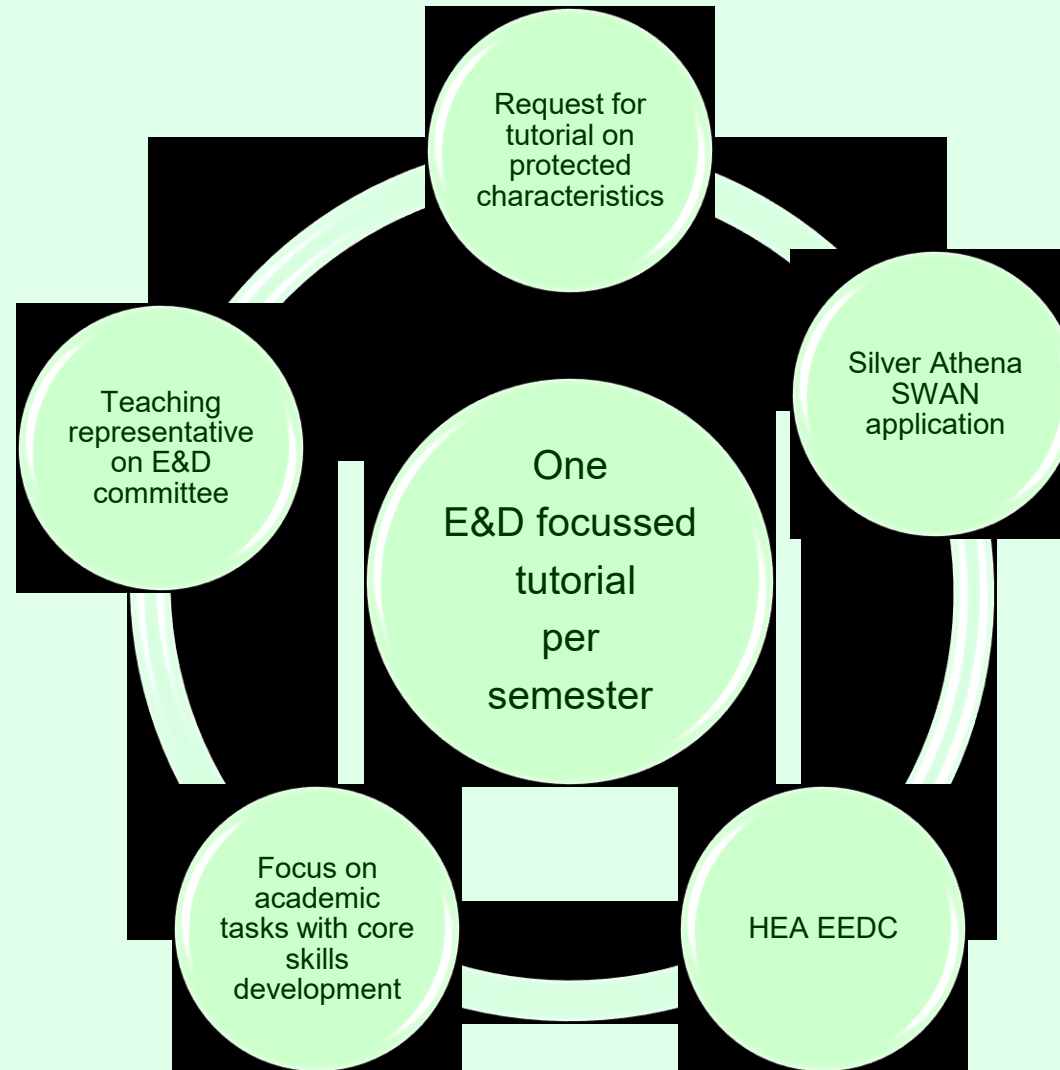
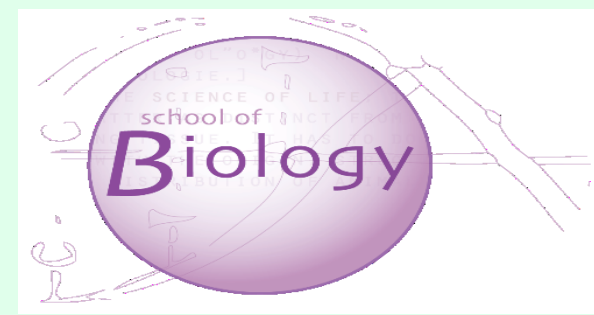
- Aims
- Learning outcomes
- Student preparation
- Tutor preparation
- Suggested tutorial format
- Highlight areas where there are options to adapt/personalise for tutor/tutees

# Tutorials offer

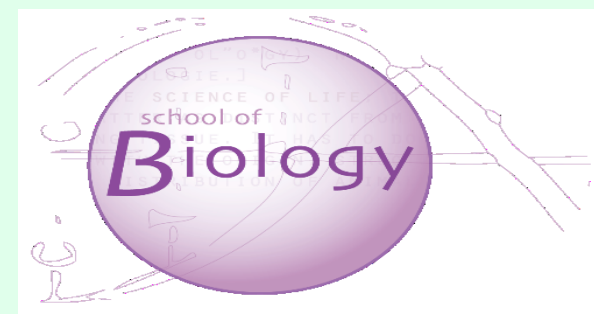


- supportive learning environment in which students explore Biology with students studying similar degrees, while developing their skills
- not credit bearing
- an opportunity to build a productive tutor-tutee relationship

# Equality and Diversity Committee



# E & D focussed tutorials



Date	Title	Topic
January 2017	Bias and the job application processes	Bias in language used in adverts, interviews, cover letters, CVs
March 2018	Public Engagement	Appreciation of the role of Public Engagement in Biology, and disability considerations
November 2018	Teamwork	Importance and benefits of teamwork, and recognising and valuing diversity
February 2019	Sample Selection and Bias	To consider good experimental design, and explore poor sample selection and bias

# THE



# TIMES

Daily newspaper  
of the year

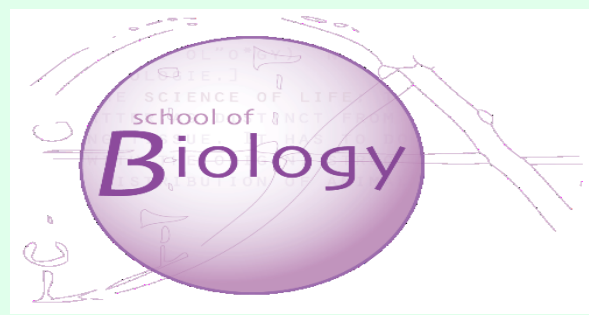
Printed in Scotland

SCOTLAND

SATURDAY AUGUST 24 2019 | THETIMES.CO.UK | NO 72934

Only £1.50 to subscribers

£2



## 'Ninja' jargon baffles job applicants

**Nicola Woolcock**  
Education Correspondent

Do you pounce like a ninja? Are you a laser-focused self-starter who can hit the ground running?

If this jargon leaves you confused and bewildered you may be one of the young graduates put off by meaningless language in job descriptions.

A survey has found that university leavers, particularly women, are being deterred from jobs advertised with impenetrable phrases. Three fifths of graduates were put off applying for a job by the description. Almost half went to an interview without understanding what the post entailed.

The worst culprits were public relations, IT, sales, marketing and engineering. The terms used included on-

boarding (being enrolled in a business), C-suite (most senior executive), ninja (desirable employee) and open the kimono (reveal a project's inner workings).

The legal industry, property, administration, insurance and banking were also accused of using too much jargon.

Milkround, the graduate recruiter that commissioned the report, said that some job-seekers responded by filling their applications with jargon, "creating a vicious circle of mutual bafflement".

It said that jargon in job adverts was discouraging, confusing, annoying and intimidating candidates.

The most off-putting descriptions included ninja, laser-focused, action-orientated and proven track record. The most misunderstood phrases included growth-hacking (acquire cus-

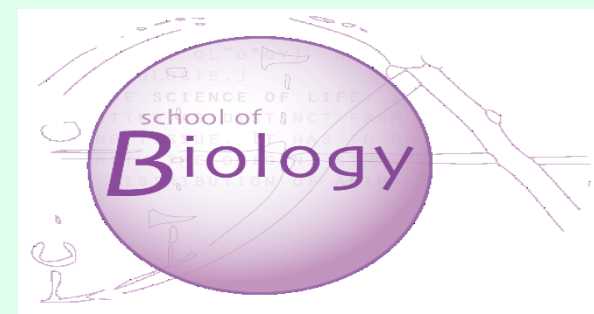
tomers while spending as little as possible), thought shower (brain-storming session) and low-hanging fruit (easily-achieved goals).

Nearly one in 12 people said that they had used jargon to appear in the know, even though they had no idea what the term meant. The most common phrases bandied about were second-line and front-to-back.

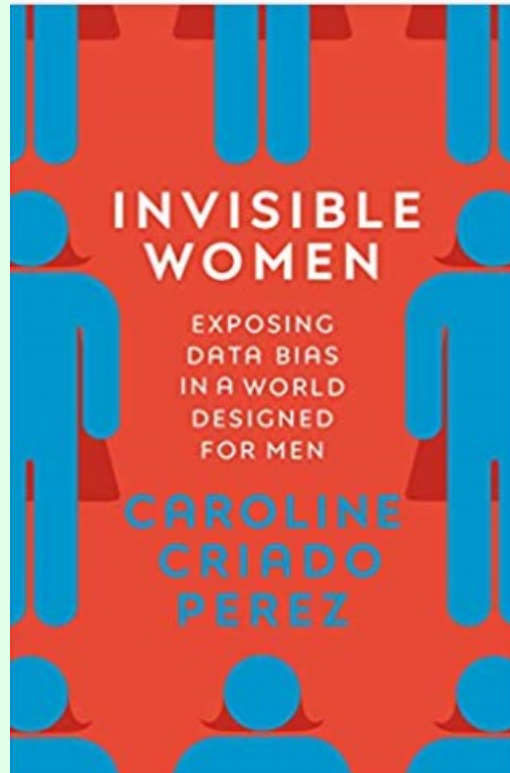
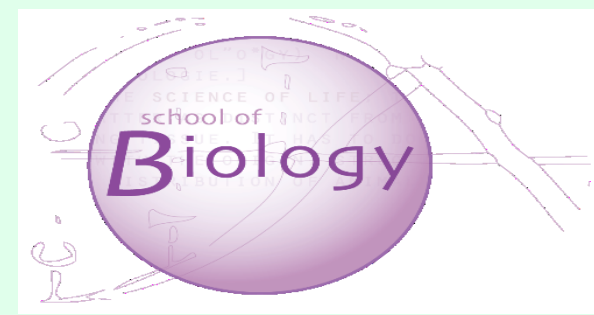
The survey also found that graduates were confused by abbreviations such as OTE (on target earnings) and job titles such as co-ordinator of interpretive teaching and conversation architect.

A Milkround spokeswoman said: "Businesses need to offer concise information and clarity so top talent isn't put off by jargon, abbreviations and buzz-phrases. Males and females are calling for clarity."

# E & D focussed tutorials



Date	Title	Topic
January 2017	Bias and the job application processes	Bias in language used in adverts, interviews, cover letters, CVs
March 2018	Public Engagement	Appreciation of the role of Public Engagement in Biology, and disability considerations
November 2018	Teamwork I & II	Importance and benefits of teamwork, and recognising and valuing diversity
February 2019	Sample Selection and Bias	To consider good experimental design, and explore poor sample selection and bias



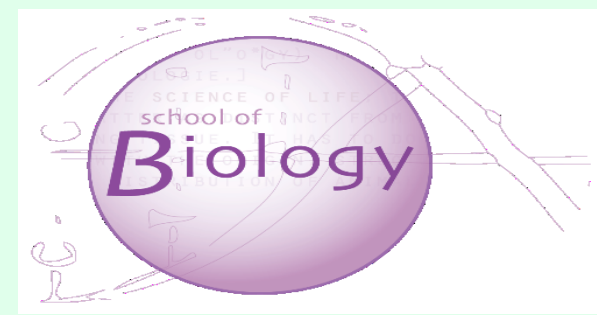
71% OF WOMEN WEAR **PROTECTIVE WORK CLOTHING** THAT ISN'T DESIGNED FOR WOMEN'S BODIES

BRITISH MEN ENJOY FIVE HOURS MORE LEISURE TIME PER WEEK THAN WOMEN

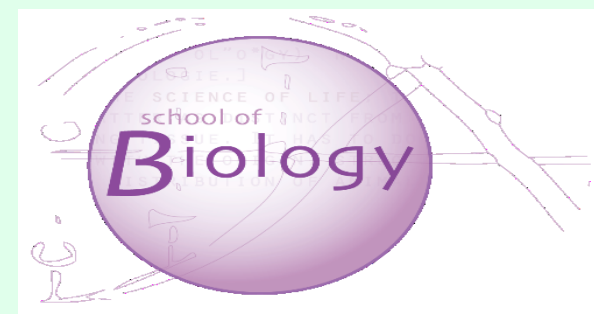
HUSBANDS CREATE AN EXTRA SEVEN HOURS OF HOUSEWORK A WEEK FOR WOMEN

THE AVERAGE SMARTPHONE IS 5.5 INCHES: TOO BIG FOR THE AVERAGE WOMAN'S HAND

CURRENT OFFICES ARE ON AVERAGE 5 DEGREES TOO COLD FOR WOMEN



# E & D focussed tutorials



Date	Title	Topic
January 2017	Bias and the job application processes	Bias in language used in adverts, interviews, cover letters, CVs
March 2018	Public Engagement	Appreciation of the role of Public Engagement in Biology, and disability considerations
November 2018	Teamwork I & II	Importance and benefits of teamwork, and recognising and valuing diversity
February 2019	Sample Selection and Bias	To consider good experimental design, and explore poor sample selection and bias

**Advance HE Equality Charter**

*Awards Ceremony*

Swansea University

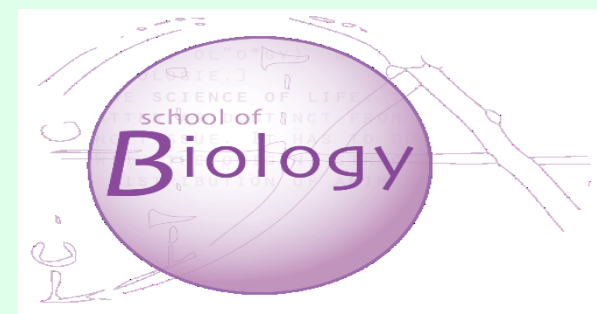
16 July 2018

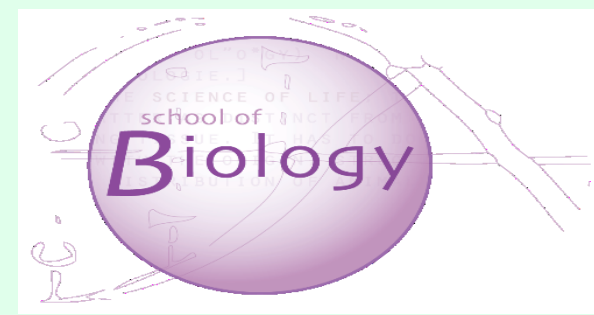
**Athena SWAN Charter**

*November 2017 assessment round*

**Race Equality Charter**

*February 2018 assessment round*

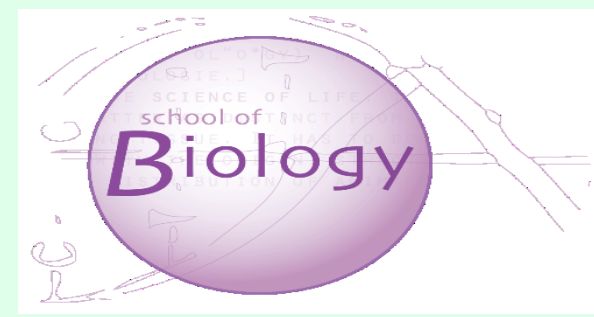




University of St Andrews  
Biology

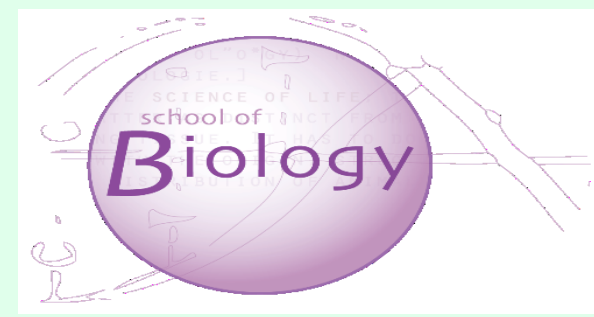
**Good practice:** Undergraduate tutorials on unconscious bias and disability issues.

# E & D Tutorial Outcomes



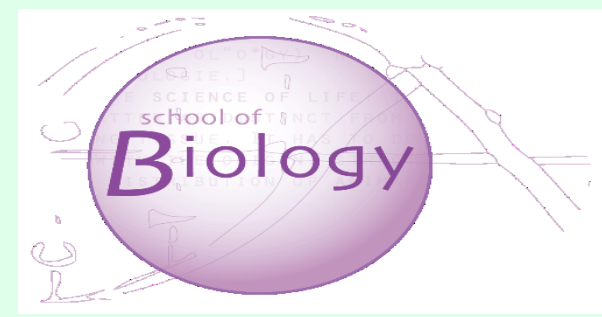
- Mixed feedback from students and staff (across all tutorial types)
- Students develop an awareness of E & D issues
- Students benefit from tutors' E & D experience in the workplace and in Biology
- Students gain advice/support/guidance from tutors

# Other Employability Activities



- Careers Week, including Careers Day, for all Year 3 Biology students
- 2<sup>nd</sup> year Research Methods
- 3<sup>rd</sup> year Practical Statistics
- Practical skills reviews and updates
- School President internship event

# Acknowledgements



- Sumit Bains and Andy Cole
- Verena Dietrich-Bischoff & Bill Heitler
- Sascha Hooker  
(School of Biology E&D Committee Chair)
- Catriona Wilson (CAPOD)

