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Women In
Robotics

UK

IMPACT REPORT

2023 - 2025

Headshots and Bots

About

Our first event in Scotland, bringing the sellout Headshots & Bots event we ran in Bristol to Edinburgh! Attendees received free, creative headshots for use across their professional platforms as well as the opportunity to network and have a tour of the National Robotarium.



Event Impact



24 attendees

Appetite for leadership for a Women in Robotics hub in Scotland



Community building and networking in Edinburgh

Showcasing the facilities and work of the National Robotarium



UK-RAS
NETWORK
ROBOTICS & AUTONOMOUS SYSTEMS



THE NATIONAL
ROBOTARIUM
PEOPLE CENTRED :: INTELLIGENCE DRIVEN

With gratitude to our sponsors for enabling this event



UNIVERSITY OF LEEDS

TAROS 2023 conference Roundtable

About

Small roundtable facilitated discussions exploring the topics of how to mitigate marginalised groups being over-stretched to represent EDI in the robotics space, whether hiring quotas are a necessary or just tool to promote EDI in robotics and what community looks like to each member sitting around the table.



Event Impact



Creating a respectful space for dialogue around important topics facing the industry

Engaging roboticists of different expertise and seniority to share ideas and experiences that action change



20 attendees

Fantastic Careers and how to find them

About

An evening at Bristol's innovation hub, The Engine Shed to launch the **Career Atlas** project, a collaborative and interactive career journey mapping initiative. This event also promoted women at different stages in their robotics careers in industry and academia in insightful **panel discussion** on diverse career journeys and the key decision points and influences that shape them.



Event Impact



Inspiring women in early careers to pursue robotics and supporting those currently working in the field with the trajectory for retention and future success.



27 attendees

Networking and community building



5th Manipulation Workshop Inclusivity Forum

About

A roundtable discussion session where we facilitated open, respectful dialogue around questions on hiring quotas, reducing the burden on under-recognised groups in Robotics while centering their voices in advocating for EDI, how to empower all individuals to take action to improve EDI in Robotics and Engineering as well as how roboticists can proactively develop technology with inclusivity in mind to benefit a diverse range of individuals.



Event Impact



30 attendees



Creating a respectful space for dialogue around important topics facing the industry

Engaging roboticists of different expertise and seniority to share ideas and experiences that action change



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CHARTERSHIP FOR PHD RESEARCHERS

About

A half-day workshop, free to PhD students, which provided guidance on achieving Chartership. This event gave attendees a comprehensive understanding the UK Standard for Professional Engineering Competence (UK-SPEC) and free IET Membership for the duration of the student's course. Attendees left with a shared board of examples from their experiences as PhD students that demonstrated each competency.



Event Impact



27 attendees and
35 registered for
IET membership



Networking across research
groups and departments



Building confidence in PhD skills and
their relevance to the industry

UK-RAS showcase Early Career Workshop

About

An interactive workshop, run by Women in Robotics UK and Robotics Inclusive, to co-develop our next steps as inclusive robotics communities.

The session served as both a listening exercise and a data-gathering opportunity, allowing participants to reflect on their experiences and share feedback on our draft mission statements.



What systems and structures support professional development?

Visible and approachable role models

Quality mentoring who have a understanding of mental health and caring mindset

Attend International Conferences on your field

4 day working week

Brainstorming, without paper conferences (similar areas) :- Networking

Training for students and academics on community building.

(If possible) Share your work freely on LinkedIn, YouTube, GitHub, Twitter...

Teaching training / advance HE fellowships

Reverse mentoring

What factors cause people to leave careers in technology and engineering?

Poor,

Lack of any emotional intelligence

Precarious contracts in academia

No job security, low wages

Supervisors

Limiting factors/requirements (eg. you usually need to get a PhD to promote to Research Fellow)

(Unhealthily) competitive

Concerns about mvt between sectors

Contracts

Hierarchical system

Pressure / high expectations

Finding the right fulfilment in jobs

Mental health issues

Going back to my country

The pay and the right job

Too many men/boys club environments

Publish or perish. Conforming nature of the peer review process

Not enough understanding of how neurodiverse people work, and the kind of support they need

Hands-on

Robots



40 roboticists

Rich qualitative and quantitative input that directly informs how we evolve our strategic goals, shape upcoming initiatives, and design more inclusive, supportive robotics ecosystems.



Do you feel that robotics is for you?

I identify as a minority in robotics

2.9

I have considered leaving the robotics field

2.2

I am confident I will be working in robotics in 5 years' time

4.1

Strongly disagree

Strongly agree

Virtual Networking + Guest Speaker: Deanna Hood

About

This event brought together people across the globe who have an interest in Inclusion, Diversity, Equity and Accessibility (IDEA). Through the fun interface of Gather Town, participants were given the opportunity to interact, learn, and connect with a supportive community with a featured speaker from the robotics industry.



Event Impact



114 sign ups

Insights from an accomplished roboticist working in industry



International interactive virtual networking

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enabling this event



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6th Manipulation Workshop Panel and Inclusive Futures Forum

About

A panel discussion on advancing and translating innovation across robotics sectors and the leaky talent pipeline. We covered what advice they would give to future leaders aiming to drive IDEA in tech, where they see leaks in the talent pipeline, retention and recruitment as challenges to access funding and how roboticists can ensure their work aligns with IDEA principles.



Event Impact



A main-track event for all conference attendees

Platforming 4 fantastic roboticists from across the field



Featuring IDEA principles a key part of the conference

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In other news...

We are overexcited to promote *Sockidarity*

**STOMPING ON SEXISM,
KICKING OUT BIAS
AND PUTTING OUR
BEST FOOT FORWARD.**



In partnership with Rosi Tooth Designs...



**WOMEN IN ROBOTICS
X ROSI TOOTH**

Stand for Equality, Diversity and
Inclusion in the Robotics field,
wherever you go.

... championing female-led artistry and robotics expertise alike.



FARSCOPE CDT

ENGINE SHED

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