

## **EDI Committee Meeting**

**7 October, 3-4 pm**

**Present:** Gilat Levy (GL, Chair), Nava Ashraf (NA), Maitreesh Ghatak (MG), Dimitra Petropoulou (DP), Lorna Severn (LS),

**In attendance:** Andy Wilson (AW)

**Apologies:** Francesco Caselli, Rachael Meager

### **EDI committee's recommendations on Junior Recruitment (JR) EDI Strategy**

GL summarized the draft first paper prepared by the working group. The paper presents an extensive review of both the theoretical and the empirical literatures on discrimination, its causes, its negative implications for efficiency and productivity, and policies to address it – with particular emphasis on quotas and targets. The paper further discusses how these theoretical and empirical findings may apply to junior recruitment in economics, in general, and to our department, in particular. Once finished, it is the intention of the Committee that the paper will be posted on the Department's EDI page.

The discussion which followed highlighted that there is evidence that the provision of targets/quotas has proved to have positive outcomes in the long- and short-term, and that this evidence supports recent practice in the department to introduce numerical targets for candidates with protected characteristics in Junior Recruitment.

The group also discussed other suggestions that could contribute to an increase in the diversity of the Department, including earmarking research funds for groups with protected characteristics; to enhance the teaching buyout scheme for new parents; and to investigate the possibility to use target philanthropic funding.

The Committee next heard a presentation by NA specifically focused on the Department's experience with female candidates. The presentation carefully traced the female share of candidates from application, through long- and short-listing, to fly-out invitations, to final offers. The analysis was repeated for multiple years. In most years, the Department had been relatively successful at keeping a fairly large share of women in the mix at all stages of recruitment (relative to their share in the applicant pool), though this had often resulted in a small share of female hires. A related set of results also showed that the department had often failed to make offers to candidates, often women, who then went on to have very successful publication records.

After a further discussion, the Committee tasked GL/NA/MG to have an additional meeting with FC to finalise the recommendation before the Department meeting.