

Data Fellowship Project 2022

The Fawcett Society – Pay and Progression of Women of Colour

Organisation and Team

The Fawcett Society - Policy and Research

Selection Method

Remote interview

Application Criteria

Essential:

- Experience of working with quantitative data
- Knowledge of basic statistical concepts
- The ability to analyse complex information and present it in a clear, engaging way
- Excellent IT skills and confidence in using and analysing data
- A strong commitment to gender equality, anti-racism, and intersectionality
- A creative thinker who likes to problem solve and is prepared to think differently
- A good communicator with strong written communication skills
- A strong team player with a 'can do' attitude and a collaborative approach.

Desirable:

- Experience of delivering a project on time
- Experience working with R, or other statistical software
- An understanding of the charity sector and/or the women's sector

Project Outline

A recent research project at Fawcett has been investigating how to unlock the potential of women of colour at work, exploring the key intersectional barriers to pay and progression faced in the workplace.

So far this has included a literature review, depth interviews and a large online survey, regarding key experiences of women of colour throughout the career pipeline.

This project will sit as an extension of the quantitative strand of this work. Using existing survey data and an intersectional approach, the postholder will analyse the factors that influence the experience and outcomes of women of colour at work, with a particular focus on those in lower paid or insecure work.

We seek to understand the prevalence of key barriers to progression and fair pay at work for women of colour in this type of work, and the solutions most supported by them. The post holder will conduct background reading, plan and conduct secondary data analysis, and write up the findings, highlighting their importance in the context of existing research.

This is an exciting opportunity to build quantitative research skills, including use of the statistical programming language R, and develop written communication abilities, whilst investigating a topic of vital importance in the real world.

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Practical Considerations

Address: Studio 222, China Works, 100 Black Prince Road, London, SE1 7SJ

Remote internship

Financial assistance offered by the organisation:
None (no in work travel expected)

The post holder will be analysing confidential and highly sensitive data. The post holder will need to sign a confidentiality agreement before they access the data and understand their responsibilities under GDPR.

Support and Training

- The postholder will be supervised by Fawcett's Senior Policy and Research Officer who will offer regular training and guidance.
- The postholder and supervisor will identify the postholder's key aims at the beginning of the placement which will be reviewed on a routine basis.
- The postholder will receive training in quantitative data analysis (if needed)
- The postholder will take part in the Policy and Campaigns Team's regular meetings to understand how the team works and what it does.
- The postholder will have the opportunity to attend internal and external events on gender equality.

Supporting Information

The Fawcett Society is the UK's leading membership charity campaigning for gender equality and women's rights at work, at home and in public life. Our vision is a society in which women and girls in all their diversity are equal and truly free to fulfil their potential creating a stronger, happier, better future for us all.

We've been advancing women's equality since 1866 when at just 19, Millicent Fawcett collected signatures on a petition for women's votes. She went on to lead the constitutional suffrage campaign and made this cause her lifetime's work, securing equal voting rights 62 years later.

This is an opportunity to continue her legacy of fighting sexism and gender inequality through hard-hitting research.

This placement may suit a student interested in working in the women's sector, or the voluntary sector more widely, with a strong interest in social research.