

The Fawcett Society Pay and Progression of Women of Colour

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Overview of the Data Fellowship

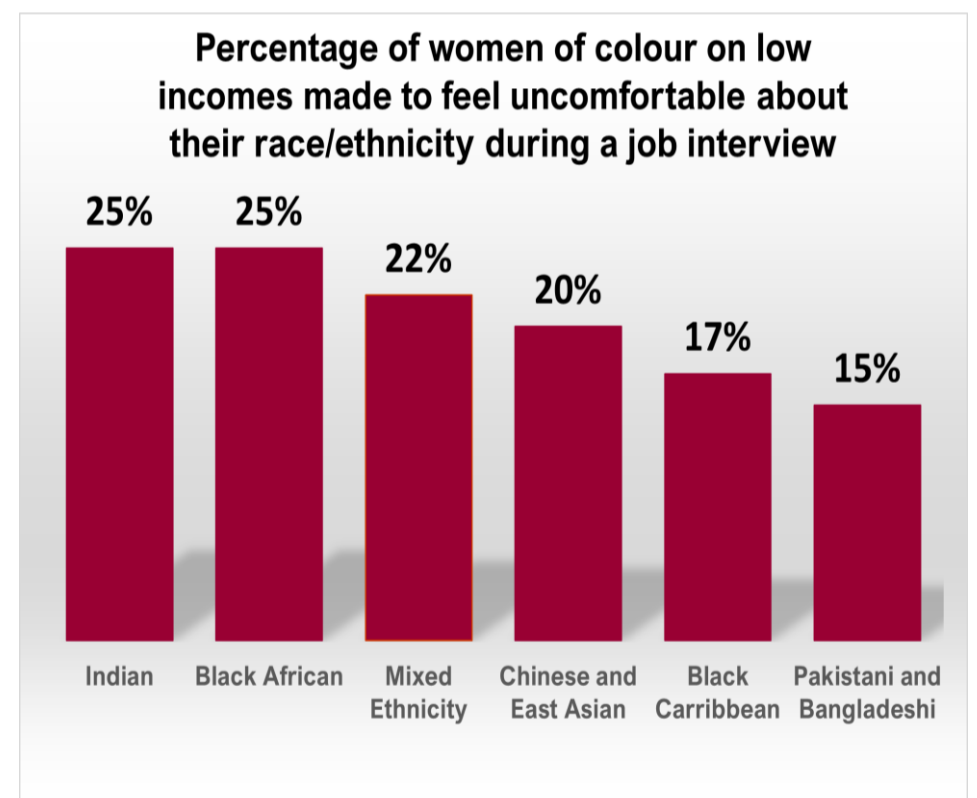
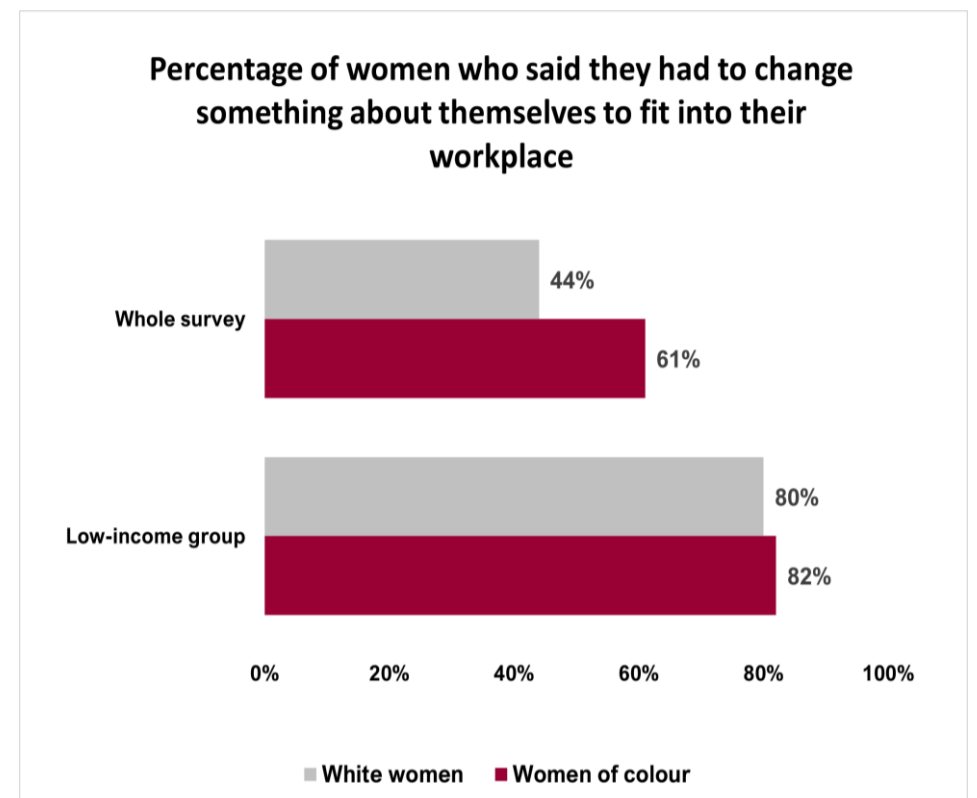
I spent 8 weeks at the Fawcett Society working on the analysis of survey data on women of colour's experiences with racism at different stages of the career pipeline. My main task was to explore the impact of racism on women of colour in low-paid work. This analysis was aimed at informing Fawcett's future project on the topic. I was able to gain valuable insights into how charity organizations operate and the types of research they do. I even had the opportunity to visit the Parliament for the launch of Fawcett's new report - A House For Everyone, on which I briefly worked.

Data Analysis

The data I worked on was collected by an external research agency for a project commissioned by the Fawcett Society. In the initial stages, I familiarized myself with the questionnaire and spent a lot of time cleaning and transforming the data in R, because the survey contained a wide range of variables and types of questions. Subsequently, I did descriptive statistics and tests of significance (chi-squares and t-tests), which were carried out in R. I then repeated the process with the weighted data in order to check for discrepancies. I observed significant differences between the unweighted and weighted data, which was also proven by the ratios of the weighting variable. This led me to make the decision to include both types of values when presenting my findings to the team and highlight this as a potential pitfall of the future project they intended to do.

Findings

- Over half of the surveyed women of colour on low incomes experienced at least one form of recruitment discrimination
- 82% of women of colour and 80% of white women in the low-income group indicated that they changed something about themselves to fit in their workplaces
- 63% of women of colour in the low-income group reported experiencing at least one form of racism at work
- Women of colour from different ethnic backgrounds had distinct experiences with racism in the workplace, which highlights the need for research focused on capturing these variations



Key Skills Learnt

Throughout the internship, I expanded my knowledge of statistical analysis using R. I was able to gain practical insight into data cleaning and transformation, weighting, performing statistical tests, and writing functions in R. I also developed valuable transferable skills through my internship, such as time management, organization, and effective communication with team members, as well as other parties. I had the chance to work independently and be proactive about my project, which has been extremely useful for my dissertation as a final-year student. At the end of my internship, I presented my research and findings in front of the whole team, which improved my public speaking and data visualization skills.