

## School of Computer Science Athena SWAN Meeting Notes

10<sup>th</sup> March 2015, 2pm Room C1

Attendees
Uwe Aickelin
Fiona Cotterill
Boriana Koleva
Sarah Martindale
Milena Radenkovic (Chair)
Hannah Robinson
Holger Schnädelbach
Daniel Serotsky
Samantha Stapleford-Allen (Notes)

Milena presented the slides she prepared and circulated before the meeting; key points included:

- From May onwards we need to reflect on how we are supporting inclusion in line with the expanded remit of Athena SWAN
- We need to provide detailed staff/student statistics 9-12months before the submission date (April 2016)
- In terms of good practice, feedback suggests that celebrating student achievement is positive, but women do not like to feel “segregated” from men in this regard – celebration should be inclusive
- If we were to aim for a higher level award, then we must provide data more than 4 years old to show the level of improvement

The group discussed plans to produce videos featuring female Undergraduates, PhD students and senior female academics within the School. Although there are courses ran through the Graduate Centre covering digital storytelling, it was decided that the best course of action was to approach Melanie Brown who is working on Marketing within CS to see how she can help us produce the videos.

- **Boriana has agreed to feature in a video.**
- **Hannah to liaise with Melanie, Daniel and Boriana as to how to produce a video and integrate it in to the CS Athena Swan webpage.**
- **Hannah will check with Dario and Christine as to any suggestions for someone to take part in the videos if no other PhD student comes forward to Milena.**

HR can provide us with the statistics needed on both staff and students – but we will need to work on how to present them in our report.

- **Hannah to check who in HR can provide us with the relevant statistics**

The group decided that it would be best to concentrate on putting together a strong bronze award application rather than silver, that way we will be able to show commitment to the previous action plan presented during the last Athena SWAN application as well as explaining any particular challenges faced.

Timetable: Submission deadline is April 2016. The central UoN Athena SWAN team require our statistics 9-12 months before this, followed by a draft application 3 months before the deadline.

A student took photos at the last Women in CS meeting – **Milena to forward details on to Daniel in order for these to be put on the Athena SWAN webpage.**

**Holger and Borianna to put a student focus group together with the first one taking place at the start of May/June once the new guidelines have been released.** Milena suggests that the meeting should involve both males and females in line with feedback received from students previously.

More members of the Athena SWAN team are needed – in particular student representatives as well as members of other research groups within the School. It was noted that Colin Higgins is currently away on sabbatical.

- **Hannah will approach alternative academic CS members of staff to take part in future meetings.** Sarah and Fiona suggested that there were female PhD students from Horizon that are actively interested in gender equality issues.

- **Sarah/Fiona to approach Horizon students to see if they could participate in the Athena SWAN team and/or focus group.**

**The group will meet again in May before the exam period starts.**

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