

School of Computer Science Athena SWAN Meeting Notes

22nd of July 2016, 1pm Room C1

Computer Science Building, Jubilee Campus.

Attendees
Milena Radenkovic (Chair)
Holger Schnädelbach
Rong Qu
Bismillah Kosser (Notes)

Milena presented the application she prepared and circulated before the meeting via email; key points included in the meeting were:

- What will further ongoing work as part of action plan to improve inclusion of more female staff/speakers but also how we can increase our number of female applicants on joining our organisation after the offer is sent to them – also after females accepting our offers, what is being done to retain the females member after they graduate i.e. maternity/childcare/working hours so that we still have an ongoing female presence at any level in the school
- What is further to be done to increase the focus groups, and the positive interaction within these groups to continue improving the school – we should positively aim to make an improvement and a continuation of the improvements
- Self-assessments had resulted in 2 surveys previously – would need more to be done in the future to ensure the wellbeing of staff but also to show a supportive culture and an all-inclusive culture

The group discussed that the school has had 1 female speaker in 6 years only and this showed underrepresentation of women. It had been raised that the school has had external female speakers such as part of the research group talks and in Horizon (such as MRL and ASAP) .

- **Holger and Rong to confirm the name of the female speakers the speech title and the date of the speech from 2011 onwards (to have a table of some form to show female speakers)**
- **Other research groups to be contacted for this information.**

The group reviewed the graphs which showed that the school has not discriminated by offering less female students a place with us. Our undergraduate female applicants have in the past couple of years seemed to show a slight rise in the offers that they now accept. Further information is also required with regards to fellowships as the last known one was 2013.

- **Rong mentioned she knew 2 students had applied for fellowship**
- **Holger had also mentioned he knew of 1 student**
- **- Milena will be asking John and Julia for the information regarding the 3 applicants mentioned by the group**
- **Milena will also contact Bob and Graham to discuss gender balance on students and scholarships and any other achievements**

It was also identified that as part of continued support, the school may benefit from relaunching peer

Review. However it was mentioned that unofficial observations and mentoring is carried out, and the feedback provided is supportive from the mentors. The question was then raised: 'What are mentors mentoring?' Who provides them with the training and how are they assigned?'

- **The school management and the group have them assigned however more details will need to be provided**

Previously PDPRs are conducted by Bob, Tony and Jon.

The recent application being discussed, reported that now the school has more female Professional members of staff than male. To further show that female staff are being supported and included in the culture of the school (after returning to work from maternity). It was recommended that women shown doing research or female staff being shown would potentially promote the females in the school.

- **Milena to speak to Boriana of her video previously which was shot**
- **Rong will also be forwarding a video to Milena**
- **Holger will look into a potential 30 second video of all our female staff**

The groups noted that if PGR students are part way through studies and then go on maternity leave there money for the research is stopped. It was also mentioned in the meeting that the school has an allowance pot, but not specifically for women to attend conferences or to further develop or learn. Other schools have up to £1000.00 for women to attend conferences. The groups wished to know if any feedback had been provided by our female associates expressing that they are supported or not or that there is a shortage of funding for them to attend conferences.

- **Also, in order to achieve a 100% return rate after maternity, would it be beneficial to help with childcare costs or for childcare facilities in the university for staff and students or to set up a breastfeeding room**
- **To aid females wishing to attend conferences, but are mothers, would it be beneficial if help towards costs are provided if mothers have trips away**

This was discussed in detail due to 2 members of staff not returning in 2015 after maternity leave who were academic staff.

- **Holger will email Sue to confirm more information regarding the 2 women not returning**

Regarding female and male recruitment 5, 5.1 (i), previous data regarding applications was unavailable due to a change in the university computer systems apart from only the two graphs in the mentioned section which had limited information.

- **Milena has complete recruitment data until 2015-2016 and will merge data from 2015/2016 to the rest of the data when the new data is ready.**

The group raised questions regarding the promotions applied for in the graphs displayed in the section 5, 5.1 (iii) Promotion. And graphs were discussed in detail

- **Milena will add new data from 2015-2016 when the data is ready.**

Finally, the groups discussed, in order to achieve a wider perspective, and to promote a more inclusive, diverse and equal representation by inviting discussions with all levels of students and staff, more focus groups were being looked at being set up.

- **A PhD focus group will be invited to hold a meeting towards the end of August**

- **An APM focus group is also being introduced**

The group will meet again before the end of August 2016