

Athena SWAN Computer Science

25th of February 2015

Athena SWAN Team members

- Uwe Aickelin
- Hannah Robinson
- Boriana Koleva
- Fiona Cottelill
- Sarah Martindale
- Milena Radenkovic
- Holger Schnadelbach
- Daniel Serotsky
- Samantha Stapleford-Allen
- Colin Higgins (sabbatical)
- PhD student representative ?

Athena SWAN Award is Competitive and Challenging

- The total number of Athena SWAN Award holders in the UK is now 382.
 - 121 submissions were received in April 2014 and 83 Awards made, making for a 68.6% success rate.
- 151 submissions were made for the November 2014 round.
 - These are currently being assessed by 27 separate panels, a process that will continue until April 2015.

The Athena SWAN charter is expanding

(Guidelines will be provided in April 2015)

- To include arts, humanities, social science, business and law departments alongside the current science, technology, engineering, mathematics and medicine disciplines.
- the gender equality charter will also explore equality for men and trans staff as well as women, professional and support staff, honorary staff and atypical staff.
- ECU is currently developing a further national equality charter mark to tackle race and ethnical minority inequality in employment in higher education

The Athena SWAN charter is expanding

(cont)

- Equality, Diversity and Inclusion
- Effective good practice action plans
- Benchmarking – student data and staff data
 - An updated set of benchmarking data (2012/13) is now available on the website at <http://www.ecu.ac.uk/equality-charter-marks/athena-swan/athena-swan-resources/data>
- Athena like schools to do surveys of their staff and students regularly
 - they are good ways of showing impact of any initiatives and also getting staff/student their views on what needs to be looked at

Sharing Good Practices examples

- **UoN School of Mathematical Sciences**
 - Have set up a UoN Women in Maths Facebook page and group and the page currently has over 500 “likes”.
 - Their plan is to profile female mathematicians on the timeline with short CVs and photos
- **UoN The School of Life Sciences** have published a Newsletter (<http://www.nottingham.ac.uk/life-sciences/documents/sols-newsletter-october-2014.pdf>)
 - which spotlights certain items of news within the School, including **mentoring, outreach, events** and **committees**..
- **UoN School of Electronic Engineering**
 - IET (The Institution of Engineering and Technology) crowns young female engineers of the year
- **European Commission: Women in Research and Innovation**
 - As part of the ‘Science: It’s a girl thing’ Facebook page, there will be a photo album to promote women scientists.
 - More information at:
 - <http://science-girl-thing.eu/en/node/add/scientistprofile>

Recent Activities

(since I took over the role of Athena Champion)

- Involvement with WinSET
- Involvement with Parental Leave Working Group
- Created athena-swan-cs mailing list for the Athena SWAN Team members to coordinate
- We drafted the School Athena SWAN Web site and proposed that it:
 - provides better transparency of our goals and activities, contact details and roles, celebrate our achievements etc
- Organised Women in Computer Science meeting (for UG students) on 17th of February at 1pm in C1
 - We plan to have regular meetings and conduct more questionnaires and focus group for the next meeting
- Regularly liaise with the Research Policy Officer - Athena Swan (Elizabeth Davey)

Recent Activities

(since I took over the role of Athena Champion)

- It would be beneficial to expand the working group
- We need to find replacement for the previous PhD students representative
- Monitor and prepare more complete stats on students
 - Ratios on female students vs total number of students, stats on undergraduate and postgraduate applications, stats on progress rates, committee memberships etc
- Monitor and prepare more complete stats on staff (academic, research, admin staff etc)
 - this can include female/male ratios of academic staff, research staff by grade, turnover by grade and gender, job applications and success rates by gender and grade, number of female and male staff promoted each year, male and female representation on committees etc
- Benchmark data

Athena SWAN draft WEB page for Computer Science

(for discussion of the content)

- Contents to be revised and extended to include:
 - bios of everyone in the Team as well as their roles within Athena SWAN?
 - Links to interviews with Women Researchers/Professors in CS, youtube videos, computerphile videos?
 - List of dates of our meetings in advance to show our commitment?
 - Links to our outreach activities relate dot Athena SWAN?
 - Links to Facebook /Twitter (Women in CS or Women in Tech)?
 - Make our stats and groups/committees more visible ?
- <http://cmswip01.nottingham.ac.uk/computerscience/athenaswan.aspx?securitytoken=BvPODvD2CC1mVP3z5R0Z8Tc9o%2fv5MgDPTWk3WBDG2Jbxxfvg8nGuC%2bstcY2vRQVOthNQecKjp3Ocyh3FKT5maA%3d%3d>