

School of Physics and Astronomy Diversity Committee Newsletter Feb 2016

Committee activities:

The Diversity Committee considers any matters that may directly or indirectly prevent some groups of people from fulfilling their potential or from participating fully in the life of the School. If you have any questions or ideas for this committee please use our confidential suggestions box on the website or contact penny.gowland@nottingham.ac.uk (Committee Chair) or michael.merrifield@nottingham.ac.uk (Head of School). Either way we will respond directly to you or we will leave a response on the [School Diversity Committee Workspace](#) within 24 hours of the message reaching one of us.

Presentations with Style!

It is school policy to remind all visitors that they should ensure that any presentation they make must be respectful of a diverse audience.

This policy also applies to all staff and student presentations.

L'Oréal UK & Ireland Fellowships

The L'Oréal-UNESCO For Women in Science UK & Ireland Fellowships Programme for 2016 is now open for applications. We will be awarding five outstanding female post-doctoral scientists a fellowship of £15,000.

The fellowships are open to female postdoctoral researchers working in the field of life and physical sciences, engineering, mathematics and computer sciences. We are requesting your help to encourage as many applicants as possible to apply online at www.womeninscience.co.uk by the deadline 11th March 2016.

Over 17 years ago, L'Oréal and UNESCO founded the For Women in Science programme to promote and highlight the importance of ensuring greater participation of women in science.

Each year, the International Programme recognises the achievements of exceptional female scientists and awards them with fellowships to help further their research.

In 2016, five awards of £15,000 each, will be offered to outstanding female post-doctoral researchers in the UK & Ireland**.

Adjudicated by a panel of eminent scientists, the fellowships can be used in any number of ways - from purchasing new equipment to paying for childcare costs - to enable women scientists to further their careers and facilitate world class research.

In total, more than 2,000 women in over 100 countries have been recognised for their research and received funding to further their studies.

* Equivalent in Euros for candidates in Ireland. To be calculated based on the exchange rate available on 10th June 2016.
** Financial thresholds for all terms and conditions.



February is LGBT History Month, and we're taking the opportunity to celebrate and explore LGBT culture with academic lectures, discussion, film screenings and more. Check out the University website for all activities.

Widening young men's participation

UCAS, the universities admissions body, reports that women are now 35% more likely to enter higher education than men, the largest difference recorded to date.

Looking at the figures for the 2015 intake, UCAS comments that 'compared to the entry rates for women, a record 36,000 18 year old men are "missing" from universities this year'

What do you think?

We would like to hear your views. Drop us a line on the website or start a discussion with someone.

Jemma Needham a 4th year MSci Hons student has her name on a paper to be published.

Needham, J. A. and Sharp, J. S. Watch your step! A frustrated total internal reflection approach to forensic footwear imaging. *Sci. Rep.* 6, 21290; doi: 10.1038/srep21290 (2016).

AURORA
FUTURE - CHANGE - GROWTH
WOMEN ONLY PROGRAMME
www.lfe.ac.uk/aurora @LFEMarketing @LFEAurora

WHO SHOULD ATTEND AURORA?
Aurora is for women up to senior lecturer level or professional services equivalent at a university or higher education college, who would like to explore the avenues to leadership and develop their career.

BENEFITS OF AURORA TO INSTITUTIONS:
1. More women putting themselves forward for senior roles.
2. Better motivated workforce.
3. More ambitious staff for the development of the university or higher education college.
4. Better understanding of the challenges faced by the key group of staff.
5. More diverse pool of talented applicants to choose from.

WHAT INSTITUTIONS NEED TO DO NOW:
1. Commit to identifying a minimum of 5 senior up to senior lecturer level or professional services equivalent (minimum 15 women per cohort).
2. Identify an Aurora Champion from within the institution.
3. Seek mentors for each participant.
4. Identify a pool of high achieving women willing to attend the development days and act as role models.
5. Support participants in their 5 days of learning away from the workplace.

Location	Application Period	Preparatory Period	Aurora Learning Week	Development Days	Return to Workplace
London 1	Wednesday 6 - Thursday 8 December 2015	Thursday 11 - Friday 12 January 2016	Wednesday 20 - Thursday 24 February 2016	Wednesday 24 - Thursday 25 March 2016	Wednesday 23 - Thursday 24 March 2016
London 2	Thursday 17 - Friday 18 December 2015	Thursday 18 - Friday 19 January 2016	Thursday 18 - Friday 19 February 2016	Thursday 18 - Friday 19 March 2016	Thursday 18 - Friday 19 April 2016
London 3	Thursday 23 - Friday 24 February 2016	Thursday 23 - Friday 24 March 2016	Thursday 23 - Friday 24 April 2016	Thursday 23 - Friday 24 May 2016	Thursday 23 - Friday 24 June 2016

FOR MORE INFORMATION: www.lfe.ac.uk/aurora

University of Nottingham / Whitehall & Industry Group Future Impact Leaders Placement Programme Call for Applications

The University of Nottingham is launching a pilot scheme in partnership with The Whitehall & Industry Group (www.wig.co.uk) - a charity with a 30 year track record connecting government with business - to enable a small number of early career academic staff to share expertise and gain experience of working in Whitehall.

Funded by the Government and Public Policy (GaPP) research priority area, we are looking for applications from early career academic staff (within 5 years of completing your PhD) from any discipline, to design and undertake a short research/ knowledge exchange placement within a relevant Government Department. Placements will typically last 2-4 weeks, and may be undertaken in one block or spread over several weeks.

You will need to demonstrate how your research, skills and ambition could add value to your chosen Government Department. We cannot guarantee a Department will choose to accept the proposal and offer a placement, so applicants should think carefully about how their proposal aligns with the strategic aims of the Department and demonstrate practically what they will do and what they will achieve.

How to Apply or find out more
To register your interest, send a brief paragraph describing your interest and target Government Department(s) to leonie.mathers@nottingham.ac.uk by Friday 12th February. We will then work with the Whitehall & Industry Group to explore the potential for your proposed placement.

During the placements, staff will continue to be salaried by the University. The funding we have secured will support accommodation and subsistence costs only during the placement period. Applicants will therefore need to obtain support and permission from their School to undertake the placement before application.

If your idea is taken forward, you will be asked to submit a short (2 page) proposal outlining the following:

- Your profile - a synopsis of your current experience and achievements and your motivations for wanting to undertake the experience
- Your objectives: Explain what you are looking to gain from the experience
- Benefits to the Government Department - why should they be interested in you and your work?
- The amount of time you are looking to spend (part time / full time), and the window of time / dates that would be practical for you to undertake the experience
- Accompanying CV

For more information about the scheme contact Leonie Mathers, Political and Public Affairs Officer, University of Nottingham on leonie.mathers@nottingham.ac.uk or 07973 975055. To find out more about the Whitehall and Industry Group, contact Dr Helen Emmott, Head of Talent at WIG on he@win.co.uk or 020 7222 1188

A Dementia Friendly University.

Justine Schneider is leading a project steering group on being a 'dementia-friendly-university', with an intensive programme of work leading up to Dementia Awareness Week in mid-May. 'Dementia-friendly' is an endorsement for communities of all kinds which is authorised by The Alzheimer's Society. No specific assessment criteria exist at present for universities but the steering group's position is that a self-assessed 'dementia-friendly university' will demonstrate this in four key areas: public presence, employer responsibility, educational excellence and outstanding research.

Check out the website at <https://idea.nottingham.ac.uk/> for more information on events.

Nottingham Calibre Program

This programme is for University of Nottingham staff with a declared disability*, from any grade or job family, and to staff with a declared disability* from regional partner institutions. **Participants should commit to all 3 sessions.**

It is a bespoke, accredited 3 day personal development and leadership programme for disabled staff which is tailored to address distinct and often subtle barriers in Higher Education which disabled staff must overcome. The social model of disability is at the heart of the process, recognising an individual's key strengths to build personal development.

The programme is managed by the University's Professional Development Unit in partnership with the Disabled Staff Network, and delivered by a consultant expert in the field.

See the central short courses for more info.

School of Physics and Astronomy

Focus Groups.

Keep your eyes peeled for the LGBTQ focus group being organised by Prof Alfonso Aragon-Salamanca in March and the **BLACK AND MINORITY ETHNIC** focus group being organised by Prof Mohamed Henini in May.

If you would like to take part please contact the professors directly or contact us via the website.

What do we need to look forward to in 2016?

We are hoping to get a more diverse set of presenters for the hugely successful SIXTH SYMBOLS. Anyone interested with an idea drop us a line. The Diversity Committee will continue to champion all things diverse to improve the university.

Please make suggestions and get involved.

Today is the International Day of Women and Girls in Science

My favourite female scientist is...

IOP Institute of Physics

Get Involved

11 Feb is International Day of Women and Girls in science. We're sharing our favourite female scientists using #WomeninSTEM with the adjacent poster which can be downloaded at:-
http://msgfocus.com/files/amf_iop_london/project_35/IGB_Newsletter/WIS.pdf

Tweet a picture on 11th February.