

Athena SWAN & WiSETI Bulletin

August 2013



Athena SWAN support for Departments

Assigned Contacts

Each Department has an E&D Assigned Contact to:

- ⚙ Sit on the self-assessment panel
- ⚙ Provide ongoing E&D support and guidance
- ⚙ Collect examples of good practice
- ⚙ Assist with action planning
- ⚙ Provide expert feedback on draft submissions

Launching on 1st Oct: Athena SWAN web pages

For information on successful awards and resources for submissions:

www.admin.cam.ac.uk/offices/hr/equality/athena/

Athena SWAN Network

A new network for sharing and promoting good Athena SWAN practices

Good practice workshops (Dec. 2013 and June 2014)

- ⚙ Highlight common challenges and issues
- ⚙ Provide practical examples of initiatives/activities
- ⚙ Share best practice from within Cambridge and other UK institutions
- ⚙ Advise on how to develop SMART action plans

Data workshops (Feb. and July 2014)

- ⚙ Central provision of data
- ⚙ Local data acquisition
- ⚙ Benchmarking guidance
- ⚙ Effective data presentation
- ⚙ Interpretation of data and examples of actions

Athena SWAN success

- ⚙ Congratulations to the Departments of Chemistry and Materials Science and Metallurgy on gaining their first Bronze Departmental Awards
- ⚙ The University also successfully renewed its institutional Bronze Award
- ⚙ For more information go to: www.cam.ac.uk/for-staff/features/spotlight-on-athena-swan-awards



Professor Jane Clarke (Department of Chemistry) receiving the University's Award from Dame Julia Higgins

⚙ **Practical data surgery**
19th August 2013 10am–12pm Bridget's Meeting Room, Disability Resource Centre
Learn how to create the perfect chart and have your data queries answered – just bring a laptop and your data!

⚙ **Inaugural Athena SWAN Network event**
3rd October 2013 2–4pm, Bentley Room, Pitt Building
Dr Jennifer de Vries: 'Creating and building the impetus for change'

Key University initiatives supporting gender equality

Senior Gender Equality Network

The Vice-Chancellor launched SGEN in 2012 to support the advancement of gender equality, increase senior engagement and develop local gender equality champions. In 2013, SGEN members identified priority areas for further action to progress gender equality, which will be announced in Michalemas term.

www.cam.ac.uk/for-staff/news/progressing-gender-equality

Returning Carers' Fund Launched 15th July

The University has introduced a new scheme to support research and academic staff rebuilding their research activity and profile after a break for caring responsibilities. Examples include 'buying out' teaching and administrative duties for a period of time, funding conference attendance, research/technical support or assistance in grant writing.

www.cam.ac.uk/for-staff/news/support-for-returning-carers

Women of Cambridge book

What makes a successful woman at Cambridge? How should we judge success? And who would you nominate as a role model? A publication and website will be launched in March 2014 to highlight and explore different meanings of success and excellence and celebrate women achievers



The Vice-Chancellor discussing the challenges of progressing gender equality at an SGEN event (June 2013), with Professor Jane Clarke (Athena SWAN Academic lead), Professor Dame Athene Donald (Gender Equality Champion) and Jo Bostock (Pause Consultancy)

from across the University.

www.cam.ac.uk/for-staff/news/women-at-cambridge-a-question-of-success

Senior Academic Promotions CV Scheme & Open Fora

The SAP CV Scheme is a positive action initiative that aims to encourage more women to apply for senior roles. It brings together Lecturers, Senior Lecturers and Readers who are thinking of applying for promotion, with senior academics who have extensive experience of the University's SAP procedures. The Scheme was highlighted in a series of Open Fora hosted by the Pro-Vice Chancellor for Institutional Affairs, Professor Jeremy Sanders, in May and July, attended by over 120 academics. One participant commented:

"There are some rumours and misconceptions about promotion and it was great to hear first hand what is ahead of me. It made me feel that the process will be less daunting than I feared"

Register your interest in the SAP CV Scheme. Email: manaz.javaid@admin.cam.ac.uk by mid-Sept.

www.admin.cam.ac.uk/offices/hr/equality/wiseti/cv/

NEW! E&D training module

A fully revised, Cambridge-specific E&D Essentials module will be launched on 1st October. www.admin.cam.ac.uk/offices/hr/equality/training/online/

2013/14 WiSETI presents:

CAKE AND CAREERS: 12 DECEMBER 2013

Short talks from women in biological sciences working in different sectors, including academia and industry. Network with PhD students and postdocs from different labs over a slice of cake!

ANNUAL WISETI LECTURE: 12 MARCH 2014

Speaker: Molly Stevens, Professor of Biomedical Materials and Regenerative Medicine, Institute of Biomedical Engineering at Imperial College London. Sponsored by Schlumberger

For more information contact the WiSETI Project Officer: vivien.hodges@admin.cam.ac.uk