

# Athena SWAN: Promoting Equality and Diversity

The case of the School of Engineering  
at University of Warwick

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# Athena SWAN



- What Athena SWAN is and it does:
  - The Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.
- The School of Engineering holds a departmental Bronze Athena SWAN Award and is now applying for the Silver Athena SWAN Award.

# Athena SWAN charter mark requirements from the UK Equality Challenge Unit (ECU)

- Athena SWAN requirements:
  - monitor staff and student numbers by gender over a period of 3+ years.
  - review current practice (e.g., recruitment, appointments, career progression, retention)
  - plan interventions to improve gender equality in STEMM (Science, Technology, Engineering, Mathematics, and Medicine)
- Three award levels:
  - **Bronze:** awareness and basic actions
  - **Silver:** delivery of actions and evidence of change
  - **Gold:** delivery of actions at silver level, and impact at national/international level
- **Departmental and Institutional Awards**
- It is not trivial to retain the charter mark. Progress has to be proven. Athena SWAN is now high-profile, a priority, and very competitive!

# Promote uptake of opportunities, and recognition, for outreach training & delivery

The School of Engineering (SoE) at the Warwick University is committed to the principles of Athena SWAN and has practices and guidelines in place to support and nurture female academics and students across all of our disciplines, aiming to encourage the growth and progression of women in engineering.



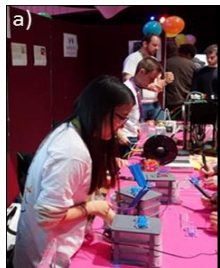
**Warwick Engineering** @WarwickEngineer · Mar 21  
Our staff and students had a fantastic time inspiring young people @BigBangFair last week! Don't forget to enter our competition for the chance to win a prize [bit.ly/2tOtppe](https://bit.ly/2tOtppe) #YoE #InspireAnEngineer @warwickuni



Left: SoE exhibiting at the Big Bang Fair 2018;

Above: SoE outreach open day;

Below: SoE exhibiting at Warwick 2015 'Festival of the Imagination', and Outreach event in Lucknow, India.



# What we actually do:

## ➤ Career support initiatives

- We run a range of outreach activities, working with schools and colleges on a local and national level, and even internationally on occasion.
- Educational Partnership with the Women's Engineering Society.
- Women in Engineering scholarship programme for undergraduate students.

## ➤ Networking and events

- **Warwick Women in Science:** offering direct and practical help to the daily lives of women in science.
- **Inspiring Women:** a series of talks/panels for staff and students by successful female professionals, to inspire and encourage other women.
- **Conference Care Fund:** small awards are available to help with extra childcare costs associated with attending conferences.
- **Early career support:** a series of events to support the early career researchers.





# What we actually do:

## ➤ Improving processes and communication – examples:

- Wording in job advertisements making commitment to the Athena SWAN principles transparent, e.g.

*The University aims to promote work life balance for all employees and the School of Engineering will consider a range of possible flexible working arrangements in order to recruit the best candidate.*

- Improved induction process to support staff joining the SoE.
- Surveying all teaching staff about flexible working requirements in the New Year, so that this can be factored into the timetable for the following academic year.
- Empower many staff as leaders in the Athena SWAN process, e.g. those with responsibility for our website and communications.

### Semiconductor Epitaxy and Power Device Technician (100069-058)

University of Warwick - School of Engineering

<b>Location:</b>	Coventry	<b>Placed on:</b>	24th May 2018
<b>Salary:</b>	£25,728 to £28,936 per annum.	<b>Closes:</b>	21st June 2018
<b>Hours:</b>	Full Time	<b>Job Ref:</b>	1729677
<b>Contract Type:</b>	Fixed-Term/Contract		

[★ View Employer Profile](#)

This is a fixed term contract for 45 months.

The School of Engineering is seeking to appoint a Senior Research Technician to support research as part of the Power Electronics Applications and Technology in Energy Research (PEATER) group. This will include work undertaken individually and as part of the wider group team.

The successful candidate will have a degree in a related field or relevant experience in either/or semiconductor epitaxy, device processing or power device research. You will carry out operation and maintenance of the laboratory facilities to support the research projects of the group. You will have flexibility to deal with projects and issues between the epitaxy, processing, packaging and characterisation facilities. Note, additional technical help between the facilities supports this role. You will aid in management of the laboratory facilities, monitor and control their use, maintain the equipment and run specific suites of research equipment to support the group academics in the successful execution of their projects.

The University aims to promote work life balance for all employees and the School of Engineering will consider a range of possible flexible working arrangements in order to recruit the best candidate.

The School of Engineering is committed to the principles of the Athena SWAN Charter which recognises work undertaken to address gender equality, representation and progression for all staff working in an academic environment. The School currently holds the Athena SWAN Bronze award and the University holds an Institutional Silver award. Further information about the work of the School in relation to Athena SWAN can be found [here](#).

Full details of the duties and selection criteria for this role are found in the vacancy advert on the University of Warwick jobs page. You will be routed to this when you click on the Apply button below.

[Apply](#)

# Visibility of Role Models

## From Undergraduates...

Warwick Submarine 2017 team won awards for:

- Best Design Outline – the best report submitted on the submarine design
- Best Use of Composites – for use of recycled carbon fibre in the hull
- Third place in their category for speed – reaching 2.52 knots

Verena Oetzmann  
2016/2017 team leader



“In addition to all the challenges that we women in engineering face, being the female leader of an otherwise all male team was a demanding but very rewarding role. The lessons I have learnt throughout my time, coupled with the many skills procured along the way, have been invaluable as preparation for working life after university.

“Despite being the most difficult venture that I have undertaken at university, it is certainly among the most enjoyable, rewarding and memorable experiences I have ever had.”

## ...to senior Professors



Prof W Lewis, Keynote at ICAT2018

# Action plan for Silver Athena SWAN Award

## Aims summary:

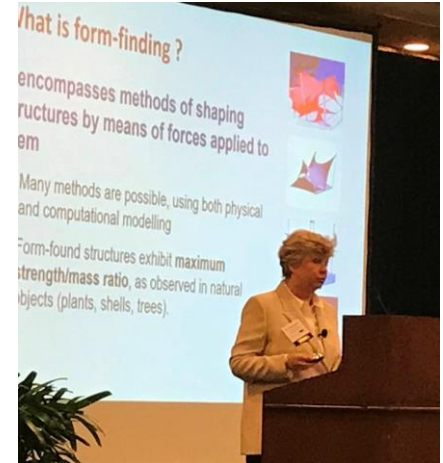
- **Career Progression and Performance:** ensure the School does not present barriers to progression and all staff are supported to progress and reach their potential
- **Workload and Role Delivery:** workload allocated to staff is fair and equitable
- **Recruitment of Staff and Students:** *GENDER IS NOT A BARRIER!*
- **Governance:** all staff feel they are represented and have voice
- **Culture and Engagement:** staff are kept informed about key messages and have an opportunity to share information with the whole School
- **Further Training and Development**



# Photographs to showcase our community and its activities.



Prof Wanda Lewis, 'Women in Business' Summit, Peoria, 8th April 2018



## Case studies....

For Silver Award, two case studies demonstrating precisely how Athena SWAN actions in the School of Engineering are supporting academic staff are required.

We have to give explicit examples and show exactly how actions impact them. Simple things can make a big difference: e.g., holding decision-making meetings and social events within core hours (10am – 4pm) enables everyone to be involved.

For the 2018 application, we are featuring one female and one male academic, both mid-career with childcare responsibilities and flexible working requirements.

It is a chance to reflect on successes, and to identify specific opportunities for improvement for the future.



Thanks to all the SAT committee of the SoE  
and our chair, Dr Joanna Collingwood, for  
her incredible work.

Thank you for your attention!

