

Athena SWAN

Charter for Women in Science
A Half Day Event

Gender Inequality in Science Challenges & Opportunities 14th January 2011

Despite attracting almost equal overall numbers of male and female undergraduates the science, engineering and technology disciplines lose huge numbers of talented females at stages following graduation. This is a massive waste of resource at a time of fierce economic restraint. This is bad for women, bad for science and bad for the University. The Athena SWAN Charter, launched in June 2005, recognises excellence in Science, Engineering and Technology (SET) employment in higher education and established a commitment to the advancement and promotion of the careers of women in SET in higher education and research. The University achieved the Athena Swan bronze award in 2008 in recognition of its support, encouragement and commitment to retaining and developing women in the SET field.

This half-day event is intended to highlight the Athena Swan Charter and to publicise both what can be done and what has already done to overcome this deep seated problem. Above all we want to hear the views of both men and women in science about such issues as career management, research funding arrangements, promotion, recruitment, maternity and paternity provisions, culture and work life balance.

This event will also launch an annual Athena Swan lecture, to celebrate successful women in science and technology.

Programme

- 9.30 am** An introduction to Athena Swan
- 9.45 am** Professor Paul Walton Department of Chemistry, University of York
(The only Department to achieve Athena Swan Gold) Professor Walton was Head of Department when they achieved Gold. How did they do it, what did it look like, is it good for both men and women?
- 10.30 am** Dr Katie Perry (Organiser Daphne Jackson Trust). The Trust provides funding for women returning to science. How does this work? How can it help?
- 11.00 am** Refreshments.
- 11.20 am** Parallel Group Discussion Sessions. (Maternity & Paternity, Culture, Promotion & Career Management)
- 12.00 noon** Plenary session (Discussion of Group work)
- 12.50 pm** Concluding remarks – What have we learnt?

