



Notes from the Athena SWAN meeting held on Tuesday 20 May 2014 in room GE.005.

Meeting attendees:

Dr Lorna Ashton
Dr Sarah Heath
Mrs Helen Ryder
Dr Pamila Sharma
Mrs Christine Taylor
Professor Christopher Whitehead (Chair)
Dr Marion Wrackmeyer

Invitees:

Ms Meriel Barham
Dr Frank Mair
Dr Katayune Preslund

1. Apologies for absence.

Mr Phillip Ashcroft
Dr Cinzia Casiraghi
Professor John Helliwell
Dr Floriana Tuna
Ms Victoria Turner

2. Notes from the last meeting.

2.1 The notes from the last meeting were approved.

3. Matters arising.

3.1 There were no matters arising.

4. Discussion with members of the Outreach Team.

4.1 The Chemistry Outreach Team is fully committed to outreach at various levels. Male and female academics, postdoctoral researchers and PhD students engage in activities with schools and the general public to enthuse and inspire young people interested in pursuing chemistry at undergraduate level. What more can we do to improve our female ratio at undergraduate level? The following points came out of the discussion with the Outreach Team.

- Should we target Outreach events at all female schools to increase our pool of female applicants?
- Nominate a female academic ambassador to talk to groups of young female pupils to promote Chemistry and to broaden knowledge of possible career choices?
- Influence School teachers to encourage sixth form pupils to study Chemistry.
- Should we do all women outreach events?
- Provide an academic role model for female students in Chemistry to talk about their own success and how they have managed this.
- Need more successful female academics to highlight that it is possible to have a career and children.
- Promote 'Women in Science, Engineering and Technology' network to all female students and Postdoctoral Researchers.
- We need to improve the overall picture of females in the School. One suggestion was to merge the academic and PSS picture gallery into one.
- What do females see has barriers to studying Chemistry?
- Encourage female graduates to get involved with the University Alumni Office to help promote Chemistry within the community. Organise Alumni events.
- Where have our female graduates gone. Talk to them. Get them on the Chemistry internet with a profile.
- A better web presence of successful females.
- Should outreach activities be recognised as an important indicator as part of the promotions process?

5. Any other business.

- 5.1 The fall in the number of female students start as they move from undergraduate to postgraduate studies. These statistics needs to be examined and action taken. It was suggested that a female postgraduate workshop be introduced where they can encourage female undergraduate students to continue with their studies.
- 5.2 Professor Perdita Barran to be invited to attend the next meeting to share her knowledge has a panel member of the Athena SWAN Group when at Edinburgh who were awarded gold.
Action: Mrs Taylor to issue the invitation.
- 5.3 The Admissions Team are to be asked to provide Professor Whitehead with the figures for female UCAS applications versus year 1 entrants to our undergraduate programmes for the last three years.
Action: Mrs Taylor to organise.
- 5.4 Gender data at Outreach events need to be gathered.
Action: Dr Mair.
- 5.5 Gender figures for undergraduate and postgraduate students at universities that have been successful at being awarded Athena SWAN Gold need to be looked at.
Action: Professor Whitehead to nominate person to take on this task.

6. Date of next meeting.

- 6.1 It was proposed that the next meeting takes place on Tuesday 24 June at 10.00 am.