

**ATHENA SWAN MEETING  
MINUTES OF MEETING  
HELD TUESDAY, 24<sup>th</sup> JUNE 2014 AT 10:00a.m.  
ROOM 1.076**

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**In attendance:** Professor Christopher Whitehead (Chair), Dr Lorna Ashton (LA), Professor Perdita Barran (PB), Professor John Helliwell (JH), Dr Pamila Sharma (PS) (part), Floriana Tuna (FT) and Dr Marion Wrackmeyer (MD)

**Apologies:** Philip Ashcroft (PA), Dr Cinzia Casiraghi (CC), Dr Sarah Heath (SH), Louise Natragen (LN), Mrs Helen Ryder (HR) and Ms Victoria Turner (VT)

**Minutes:** Samantha Hill (SH)

**1. Apologies for absence**

Apologies received and noted.

**2. Minutes of last meeting**

Minutes of the last meeting held 20<sup>th</sup> May 2014 were acknowledged.

**3. Matters Arising**

4.1 Discussion with members of the Outreach Team

The Working Group further discussed the Chemistry Outreach Team and the need to engage young people (particularly female ratio) at undergraduate level in pursuing chemistry:

- Chemistry cosmetics days – mixed reaction, overall felt that we should be attracting students with a genuine interest in, say, medicine;
- Test tube DNA experiments to attract postgraduate students;
- Include the University admissions team in addition to the Outreach Team;
- Shared studies – culture/population – can it be made more systematic;
- Engage more with alumni office, review case studies;
- PB advised the Working Group of an online tool introducing Edinburgh University academic staff and their research entitled “Research in a Nutshell”.

**5. Any other business.**

5.3 CW circulated the figures for female UCAS applications versus year 1 entrants to the undergraduate programmes for the last three years. There has been a decline in statistics, showing 33% female acceptances for Academic Year 2012/13.

**Action: PB requested proportion of internal and external applications and the average male and female acceptances for physics and chemistry.**

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.**

#### 4. **Discussion with Professor Barran**

The Working Group welcomed Professor Perdita Barran to share her knowledge and experience as a panel member of the Athena SWAN Group, Edinburgh University, who were awarded Athena Swan Gold.

Following the RSC meeting early June, applications were reviewed from York, Edinburgh and Imperial. Edinburgh decided to go for silver. The renewal process takes place every 3 years with the bar being set from previous applications. The following points were raised:-

- Family friendly policies;
- Advance notice of meetings;
- Outlook diaries – shared viewing access available to teams;
- Promotion of females on Athena Swan panel.

Whilst FLS allow children into offices and the café, there is an issue around health and safety within Chemistry.

Following points were noted:-

- School calendar – populate into individual diaries;
- Minute circulation to be improved;
- Minutes to be uploaded on the intranet;
- Paternity leave for post graduates.

CW advised going forward we need a flagship to reach Athena Swan Gold standard.

**Action: PB to circulate alumni survey used at Edinburgh circulated both internally and externally. Alumni to be engaged in mentoring.**

To progress to gold standard, additional colleagues to be invited to sit on the working group. Good mix of male/female.

CW advised Melissa Denecke had expressed an interest to join the working group.

**Action: Chair and deputy chair to be appointed, Drs Sarah heath, Louise Natrajan, Cinzia Casiraghi to be encouraged.**

The Working Group were advised the Dorothy Hodgson Trust (with University backing) will support a proposal for a female based fellowship scheme.

Athena Swan panel have been notified of IOP Unconscious Bias Workshop scheduled to take place on 2 July 2014.

CW thanked PB for attending meeting.

5. **Any other business**
6. **Date of next meeting: tba.**