“I am delighted that the College of Life Sciences and Medicine is embarking on a long-term gender equality initiative that fully embraces the principles of the Athena SWAN Charter. My predecessor, Prof Neva Haites (now Vice Principal for Development with responsibility for Equality and Diversity), strongly supported the progression of women into more senior roles by acting as a role model for our female staff. We continue to benefit from her initiatives to develop a culture that is flexible, inclusive and supportive. We have active networks, such as the Esslemont Group, that ensure equality issues remain high on our agenda and that showcase female career journeys. Our college also has pioneered an effective mentoring scheme for all staff, which has contributed to the increase of women in leading positions.

With the Athena SWAN team in place I am confident that over the coming months and years the College of Life Sciences and Medicine will continue to develop as a proud and effective advocate of the achievements of women in academia”.

For further details about Athena SWAN within the College of Life Sciences and Medicine:

Visit our new website
www.abdn.ac.uk/clsm/athena-swan/

Follow us on Twitter
@CLSM AthenaSWAN

Contact the CLSM Athena SWAN Coordinator, Dr Maria Grazia Cascio
m.cascio@abdn.ac.uk

www.ecu.ac.uk/equality-charter-marks/athena-swan/

For more information about Esslemont Group (EG) please visit the website
www.abdn.ac.uk/clsm/working-here/athena-swan/esslemont-group

Contact Professor Miep Helfrich
m.helfrich@abdn.ac.uk
Introduction to Athena SWAN

STEMM (Science, Technology, Engineering, Mathematics and Medicine) disciplines remain unbalanced in terms of gender representation.

Despite some progress, women scientists are still paid less, promoted less frequently, win fewer grants and are more likely to leave academia than similarly qualified men.

What is Athena SWAN?
The Athena SWAN Charter was launched in 2005 and evolved from work between the Athena Project and the Scientific Women’s Academic Network (SWAN), to advance the representation of women in STEMM disciplines, in higher education and research.

Athena SWAN Charter Beliefs
The advancement of STEMM subjects is fundamental to quality of life across the globe.

It is vitally important that women are adequately represented in what has traditionally been, and is still, a male-dominated area.

Science cannot reach its full potential unless it can benefit from the talents of the whole population, and until women and men can benefit equally from the opportunities it affords.

Athena SWAN awards
Athena SWAN awards are available in Bronze, Silver and Gold at Institutional or School/Faculty/Departmental level.

The University of Aberdeen received the Athena SWAN Bronze award in 2012.

What is CLSM doing about Athena SWAN?
Please visit our new website www.abdn.ac.uk/clsm/athena-swan/

In some activities, CLSM Athena SWAN is supported by Esslemont Group.

How can you help?
We will be running a few surveys aimed at identifying gender equality issues and obstacles in our staff career progression. Please help by completing them!

We will be running Focus/Working Groups aimed at identifying new ways of helping our staff in their career journey. Please come along if you are asked to!

To ensure your knowledge on Equality and Diversity matters is up-to-date the University has recently introduced an e-training course. Please complete it: www.abdn.ac.uk/staffnet/governance/training

Good Practices in place
How do we support staff in their career journey?

A few examples:

“Induction process”, which is designed to assist new members of staff to settle in to the life of the University as quickly as possible.

“Career Mentoring Programme” and the “Coaching Programme”, which help individual to integrate; to acquire new skills, and to grow in confidence.

“Researcher Development Unit”, which provides a wide range of generic and bespoke career development opportunities.

“Fellowship-Mentoring Programme”, which facilitates the transition to independent researcher.

“Family Friendly Policies” which support work/life balance.

“ISSF-Supporting Women Returners Fund”. Please visit www.abdn.ac.uk/ISSF

Please visit the section “Working here” in www.abdn.ac.uk/staffnet/