

Athena Swan EPS SAT

December 2022

What is Athena Swan?

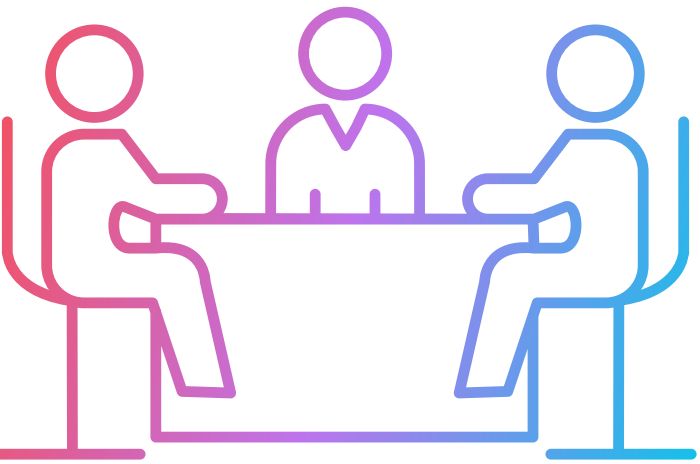
- Athena Swan, a **charter for gender equality**, is a vehicle to address the under-representation of women in Higher Education, particularly in STEM disciplines and leadership roles
 - Aims to encourage and recognise the commitment to **advancing the careers of women**
- Attaining an Athena Swan award involves **developing and delivering an Action Plan** to advance gender equality
- **EPS** has held a **Bronze award** since 2015



Implementing our Athena Swan action supports wider equality, diversity and inclusivity (EDI) commitments

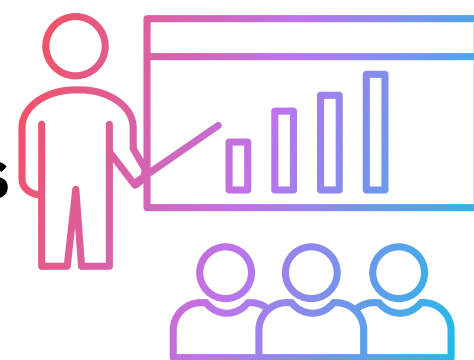
What is Athena Swan EPS SAT?

- Women continue to be under-represented in STEM disciplines and EPS is taking steps to **remove barriers that prevent women's participation and retention**
- The EPS **Self Assessment Team (SAT)** has a number of roles such as
 - Reflecting on gender equality challenges and opportunities
 - Developing an action plan to advance agreed priorities
 - Evaluating the effectiveness of our actions
- We have **representatives from all EPS institutes** including
 - Academics, Professional Services, Students, PDRAs
- **We need more SAT members!** If you are **interested in becoming a SAT member** please contact the Chair Patrik Ohberg (p.ohberg@hw.ac.uk) or the Deputy Chair Heli (h.johnston@hw.ac.uk)



Successes in 2022

- The EPS SAT funded **5 female students** to complete **summer internships** in each of the EPS institutes
- EPS showcased examples of **EDI good practice** during Celebration Week (June)
- EPS staff and students celebrated **Ada Lovelace Day** in October
 - Summer interns showcased their work
 - Dr Sarah Croke (University of Glasgow) reflected on a career as a Physicist
- EPS academics gathered (in October) to discuss learning & teaching **challenges relating to the underrepresentation of women in STEM** and to **share best practice**
- A **University Athena Swan Programme Board** has been established



Upcoming Events

- There will be a **Women in STEM social** on 13th December. Book your ticket here:
 - <https://www.eventbrite.co.uk/e/women-in-stem-winter-social-robotarium-tickets-469030702457>
- Athena Swan EPS **Summer Intern 2023** applications will open in January
- A **Heriot-Watt Women in STEM network** will be established across the University
- Celebration events for the **International Day of Women and Girls in Science** (February) and **International Women's Day** (March) will be organised
- The **Women's Engineering Society** (WES) will arrange an event in late January/early February

