



The Athena SWAN (Scientific Women's Academic Network) Charter was established in 2005 with the aim of “*Encouraging and recognising commitment to advancing gender equality*” within STEM subjects, i.e. science, technology, engineering, maths and medicine. The Athena SWAN agenda has grown overtime to promote equality in general.

1. Women in STEM Winter Social @ National Robotarium – Tuesday December 13, between 4-6pm

You are invited to join us for a celebration of women in science, technology, engineering, and mathematics (STEM) at our Winter Social. Held in the beautiful new National Robotarium, the social will be a chance to:

- Hear a talk from Dr Karen Donaldson, Project Manager at the National Robotarium.
- Learn about the various networks and initiatives at HWU supporting in women in STEM.
- Tour the facilities in the Robotarium.
- Network with other inspiring women.
- Celebrate the end of the year!

This event is open to all: to Heriot-Watt Women in STEM and to their allies who are committed to creating an environment that is supportive of people who are typically under-represented in STEM. Light refreshments will be served. **Sign-up to join the celebration via the following *Eventbrite* link below:**

<https://www.eventbrite.co.uk/e/women-in-stem-winter-social-robotarium-tickets-469030702457>

2. Recognize the Outstanding Contributions of Female Academics and Role Models

The award of an honorary degree celebrates outstanding contributions of individuals. The award recognizes academic as well as wider societal contributions. Part of our MACS Athena SWAN Action Plan is to increase the number of MACS female honorary graduates. Anyone can propose an individual for an honorary degree; simply complete the nomination form on the University web page below:

<https://www.hw.ac.uk/uk/services/policy-governance/senate/committees/honorary-degrees-working-group.htm>

The profile of some of the Heriot-Watt honorary graduates can be found via the following link:

<https://www.hw.ac.uk/alumni/network/honorary-graduate-profiles.htm>

3. Maxwell Institute Graduate School (MIGS) Pastoral Support and “Professional Wellbeing” Activities

Since September 2022, MIGS and MAC-MIGS started organising “professional wellbeing” activities. Two events have already been organised:

- **Oct. 2022:** “*Imposter Syndrome*”
 - Organised by Beatrice Pelloni (HWU), Bernd Schroers (UoE), Anna Lisa Varri (UoE), and Audrey Repetti (HWU)
- **Nov. 2022:** “*Employability 1 - Academia or Industry?*”
 - Organised by Anna Lisa Varri and Audrey Repetti
 - Speakers: Kostas Zygalkakis (UoE, overview), Anke Wiese (HWU) & Mireille El Gheche (Sony AI)



Next event will be on Tuesday 13th December on “*Employability 2 - Academic applications and fellowships*”. The tentative themes for the next events are:

- **January 2023:** “*Employability 1 - Industry and beyond*”
- **February 2023:** “*Neurodiversity in academia*”
- **March/April 2023:** “*Unconscious bias and microaggressions*”
- **May/June 2023:** “*Thesis writing!*”

4. MACS pastoral team for PGR students

The Pastoral Team for PGR students is:

- **Maths:** Michela Ottobre
- **AM&S:** Seva Shneer
- **CS:** Mike Just

Almost everyone needs some pastoral support during their research studies. This can range from general life advice, dealing with short-term illness, right through to dealing with long-term health issues or coping with life-changing events. These issues can be health-related, personal, associated with the work environment or incidents of bullying, harassment or discrimination. The remit of the PGR Pastoral Team includes:

- They are a point of contact, especially “when things are not quite right”.
- They will meet with you, at least once a year.
- They have been PGRs (in an increasingly distant past!), so they understand the stresses and strains.
- They can offer info on the University’s policies and procedures.
- They can signpost further appropriate sources of advice and support.
- They can support you during informal or formal proceedings.

5. Athena Swan Summer Undergraduate Bursary Scheme – *Applications Opening Soon*

The aim of the “Athena Swan Summer Undergraduate Bursary” scheme is to help improve gender equality across our three disciplines. It ran for the first time over the summer 2022 – the call for proposals for next summer will go out by the end of January 2023.

6. Like to get involved?

If you have suggestions or questions related to Athena SWAN, or an event that you would like to advertise, then please send them to us via athena-macs@hw.ac.uk. In addition, if you would like to be part of the MACS Athena SWAN Team (i.e. officially known as the SAT (Self-Assessment Team)) then please do get in touch.

Audrey Repetti and Andrew Ireland

(MACS Athena Swan Coordinators)