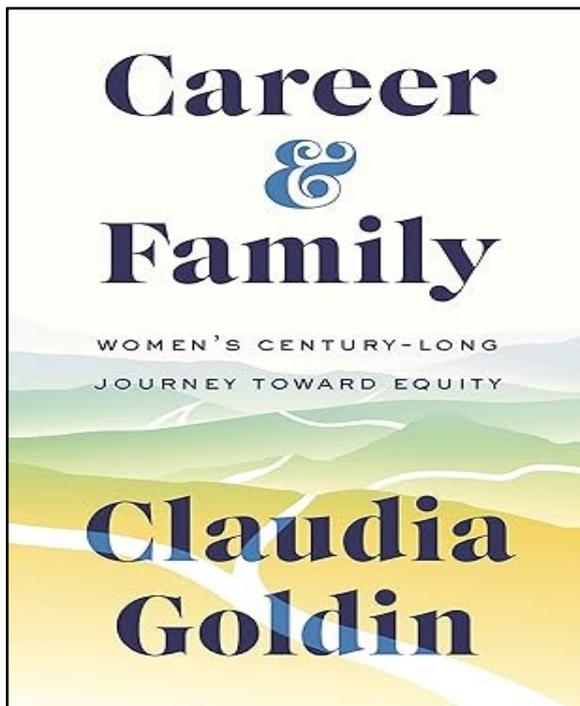




The Athena SWAN (Scientific Women's Academic Network) Charter was established in 2005 with the aim of *“Encouraging and recognising commitment to advancing gender equality”* within STEM subjects, i.e., science, technology, engineering, and mathematics. The Athena SWAN agenda has grown overtime to promote equality in general. Scan the QR code opposite for more background about Athena SWAN at Heriot-Watt, including guidance and resources.



## 1. **“Career and Family – Women’s Century-long Journey toward Equity”**



*“NOW, MORE THAN EVER, couples of all stripes are struggling to balance employment and family, their work lives and home lives. As a nation, we are collectively waking up to the importance of caregiving, to its value, for the present and for future generations. We are starting to fully realize its costs in terms of lost income, flattened careers, and trade-offs between couples (heterosexual and same sex), as well as the particularly strenuous demands on single mothers and fathers. These realizations predated the pandemic but have brought into sharp focus by it.”* – an extract from the introduction to *“Career and Family”* by Claudia Goldin.

**Claudia Goldin won the 2023 Nobel Prize in Economic Sciences for having:**

***“advanced our understanding of women’s labor market outcomes.”***



**Professor Claudia Goldin, Harvard University**

**“Brilliantly researched and argued.”** -NEW REPUBLIC

**“Provocative and compelling.”** -THE ECONOMIST

**“Engagingly written, and surprisingly personal.”** -FOREIGN AFFAIRS

**“A must-read.”** -EMILY OSTER





## 2. Our MACS Ada Lovelace Day 2023 Event in October



On 11 October MACS celebrated Ada Lovelace Day 2023 with a well-attended lunch for students and staff in the National Robotarium. The event also included a Quiz and an overview of the university's new STEM Inclusivity Network by our colleague Dr Gule Saman from EPS:



<https://www.hw.ac.uk/uk/services/equality-diversity/athena-swain/women-in-stem.htm>



## Women@CS Breakfast

- **When?** - November 7, 11:00
- **Where?** - EM 1.58
- **What?** – Get to know fellow students/staff from HWU! Tea/Coffee and basic breakfast items are provided\*.
- **Who?** – Everybody (UG, PG, PhD, staff) welcome!

No need to register – just come!

\*as long as available





## EQUATE Scotland For Women in Science, Engineering & Technology

3<sup>rd</sup>, 4<sup>th</sup> year undergraduates and Masters/PhD women and non-binary STEM students about Equates' Meetup with employer Hymans Robertson on November 6<sup>th</sup> in Edinburgh.

It will be of particular interest to mathematics, technology, and data students, but Hymans are open to applicants to their graduate and internship programmes from diverse STEM backgrounds. You can find more information and students can sign up here:

<https://www.eventbrite.co.uk/e/equate-meetup-early-career-opportunities-with-hymans-robertson-tickets-737971652077?aff=oddtcreator>

Travel expenses up to £20 per person can be reimbursed per attendee if receipts are provided, which should hopefully cover travel for some students coming from outside of Edinburgh.

Scan QR Code  
below to Register



### 3. 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 – see QR Code below.



**MRS ALISON WATSON**  
Founder and Chief Executive of social business Class Of Your Own



**PROFESSOR ANNE NEVILLE**  
RAEng Chair in Emerging Technologies and Professor of Tribology and Surface Engineering, University of Leeds



**DR SHONAIG MACPHERSON**  
Chair of the Robertson Trust



**PROFESSOR MARIA J. ESTEBAN**  
President of the International Council for Industrial and Applied Mathematics



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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](mailto:athena-macs@hw.ac.uk). In addition, if you would like to be part of the MACS Athena SWAN Team (a.k.a. the Self-Assessment Team (SAT)) then please do get in touch.

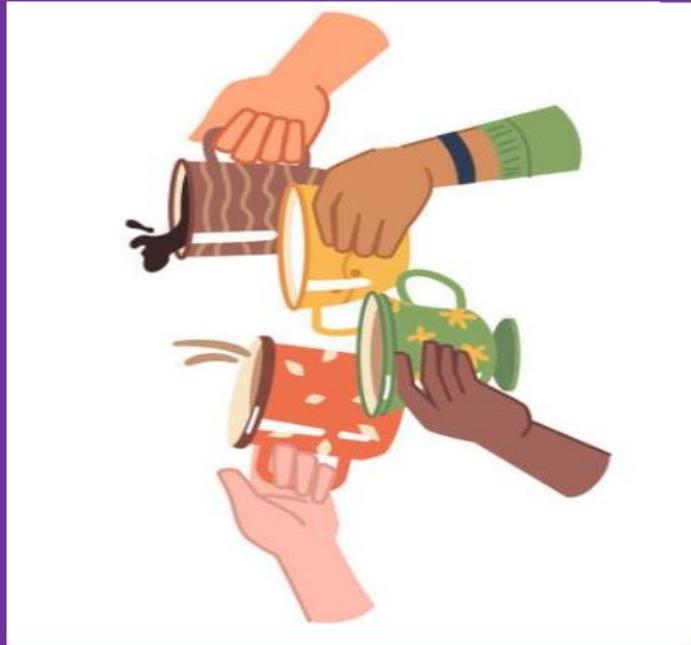


*Audrey Repetti and Andrew Ireland  
(MACS Athena Swan Coordinators)*





# MACS Staff Coffee/Tea Mornings



*Every Monday and Thursday  
at 10am in the MACS Common Room*

