



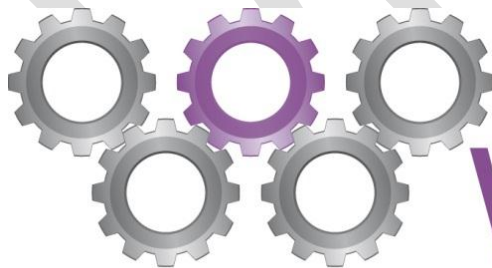
UNIVERSITY OF  
CAMBRIDGE



# Women in Science, Engineering and Technology Initiative (WiSETI)

## Director's Annual Report

2012-2013



# WiSETI

Women in Science Engineering and Technology Initiative

## WiSETI

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Established in 1999, the Women in Science, Engineering and Technology Initiative (WiSETI) at the University of Cambridge promotes and supports women from Undergraduate level to Professor, in Science, Technology, Engineering, Mathematics and Medicine (STEMM)<sup>1</sup>.

WiSETI aims to redress an under-representation of women in employment and career progression in these disciplines within the University.

### 2012/13 Summary

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The connections between the work of WiSETI and the wider University programme on gender equality have been strengthened during this year. WiSETI continues to serve a useful role in piloting new initiatives and in providing committed individuals who can be used to provide insight and information to other parts of the University. Vivien Hodges, the full-time WiSETI Project Officer, has worked closely with many departments on Athena SWAN submissions, supplemented by additional support from Sigrid Fisher and the whole Equality & Diversity team. The WiSETI Project Officer post is now permanently funded as part of the University's commitment to supporting WiSETI and progressing Athena SWAN.

### WiSETI and Athena SWAN Activities

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#### *Athena SWAN*

The WiSETI programme of activities is designed to support women across the STEMM departments. Since the announcement in 2011 by the Chief Medical Officer Dame Sally Davies that all medical schools who wish to apply for NIHR Biomedical Research Centre/Unit funding need to have achieved an Athena SWAN Silver Award, followed at the turn of the year by the RCUK statement of expectations for Equality and Diversity<sup>2</sup> for all those in receipt of Research Council funding, there has been a strong push towards STEMM departments obtaining Athena SWAN awards.

The first crucial stage was the successful renewal of the University's own Bronze Award in November 2012, followed by two departmental Bronze Awards (Chemistry and Materials Science and Metallurgy)<sup>3</sup>, joining the Silver Award which has been held by the Department of Physics since 2010.

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<sup>1</sup> <http://www.admin.cam.ac.uk/offices/hr/equality/wiseti/>

<sup>2</sup> <http://www.rcuk.ac.uk/documents/researchcareers/EqualityStatement.pdf>

<sup>3</sup> <http://www.cam.ac.uk/news/athena-swan-success>

In the latest round, the School of Clinical Medicine were successful in their bid for a Silver Award and both the Departments of Engineering and Veterinary Medicine were awarded Bronze Awards<sup>4</sup>. All 22 STEM departments (including the School of Clinical Medicine as 1 unit) are engaged with Athena SWAN and the all Departments who do not currently hold an award are planning to submit by the end of 2014, with a clear timetable for each laid out. Once more departments have successfully obtained their awards, it will be possible for the University to target its own Silver submission, aiming to have this completed by the end of 2014.



In order to facilitate departments' own internal work by providing generic information and advice, an annual programme of events has been developed, including data surgeries and good practice workshops. An updated toolkit has been provided, which is being further developed to match internal guidelines. Individuals from the Equality & Diversity Section act as Assigned Contacts who can serve on departmental self-assessment panels to provide continuity and insight into established best practice. A new Athena SWAN Governance Panel has been established, which meets termly and reports to HR Committee, as well as a Working Group, which meets monthly. Through Vivien Hodges there is strong engagement with local, regional and national Athena SWAN Networks. Termly WiSETI/Athena SWAN bulletins have been developed and new web pages launched for the 13/14 academic year<sup>5</sup>. A University-wide Athena SWAN Network, launched in October 2013, will take over from the WiSETI representatives' network disseminating information on new resources, opportunities, examples of good practice and upcoming events at a local level. In line with the RCUK statement, the ECU is looking at how non-STEM departments can also be benchmarked through an ECU Gender Equality Charter Mark for Arts, Humanities and Social Sciences<sup>6</sup>. WiSETI and Equality & Diversity will work closely with any departments that enter this new pilot phase.

#### *The Annual WiSETI/Schlumberger Lecture*

Away from Athena SWAN, the annual Schlumberger lecture was held in March, given by Professor Francesa Happé, Director of the Social, Genetic and Developmental Psychiatry (SGDP) Centre at the Institute of Psychiatry (King's College London), with a title of 'My mum's a scientist: thinking about young children and science'. This event was held at Peterhouse, hosted by the Vice-Chancellor, and had a very diverse audience of around 170 attendees (one of the largest on record for this series of talks).

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<sup>4</sup> <http://www.cam.ac.uk/news/athena-swan-success-0>

<sup>5</sup> <http://www.admin.cam.ac.uk/offices/hr/equality/athena/>

<sup>6</sup> <http://www.ecu.ac.uk/our-projects/gender-charter-mark-1>



This year the format of the earlier part of the day was changed to hold an 'In conversation with Francesca Happé' lunchtime networking event for 24 early career researchers in STEMM, hosted by Professor Claire Hughes, Department of Psychology. This was a very successful event, with attendees registering strong enthusiasm for the opportunity to discuss issues for women in science with the speaker in an informal setting. The links with Schlumberger more generally continue, with Schlumberger staff invited to University Women's staff Network events as well as the New Perspectives series of development workshops funded by EPSRC.

### *Cake and Careers*

Talks to help inform postdocs and students about possible career choices were held under the Cake and Careers heading. Two events were held, the first in December for the Physical Sciences in West Cambridge. This event was supported by the University's Careers Service who created speaker podcasts which are available to download<sup>7</sup>. The second was held in June for the Biomedical Sciences on the Addenbrooke's site. More than 70 PhD students and postdocs attended the two sessions. Looking ahead, sessions providing careers' advice to undergraduates will be run during the next academic year, through a donation from Winton Capital Management.



There are a wide range of activities to support women beyond the WiSETI remit which complements the specific WiSETI agenda and serve to improve the working environment for all. Notable this year have been a series of consultations with women from different categories of staff, the findings of which were presented to the Gender Equality Group (GEG); a series of 'New Perspectives' workshops addressing a range of development opportunities including confidence in the workplace, gaining recognition, making connections and career development; and a Returning Carers Fund piloted in two STEM schools and which will now be rolled out across the University. These last two activities were supported by EPSRC funding. With so much activity around women's issues we see WiSETI as retaining a crucial role in identifying issues and piloting initiatives on a small scale to evaluate their usefulness. We are very grateful to the University for its continuing commitment to WiSETI and financial support for our work.

<sup>7</sup> <http://www.careers.cam.ac.uk/pdocsci/PastEvents/PodWiSETICareers2012.asp>

## *SAP CV Scheme*

At the request of GEG, eligibility for the SAP CV Scheme was expanded beyond the STEMM Schools to all Schools in the 2012/13 process. There were a total of 26 requests to participate in the SAP CV Scheme, including one male Academic. Nineteen senior academic staff were registered to act as mentors including one Pro-Vice-Chancellor, and there was representation across all six Schools. The number of mentees requesting support from non-STEMM subjects was high (69% of the total), and therefore some mentors from the Clinical School, Physical Sciences and Technology were not used in this round of the Scheme. Evaluation of the Scheme was carried out via two parallel online surveys for mentors and mentees, with a series of recommendations made to GEG. This project will now be mainstreamed and sit outside WiSETI in the future.

Additionally the Pro-Vice-Chancellor for Institutional Affairs hosted a series of three SAP Open Fora in May and July attended by 128 academics. The fora provided a clear overview of SAP, addressed some of the common misconceptions and provided an opportunity to ask questions about the process. These fora will be delivered again by E&D in 2013-14.

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## *Steering Committee membership*

The Steering Committee continued to meet each term to plan activities and to discuss their success in the rather rapidly changing climate. Membership of the committee was refreshed at the start of the academic year, ensuring that all 4 STEMM Schools were appropriately represented. Professors Karet, Khaw, Brand and McNaughton stepped down and we would like to record our grateful thanks to them for their commitment over many years. New members are Professor Lisa Hall and Dr Abir Al-Tabaa (School of Technology); Dr Ruth Murrell-Lagnado and Professor Daniel St Johnston (School of Biological Sciences); Dr Melinda Duer (School of Physical Sciences) and Professor Barbara Sahakian and Professor Margaret Robinson (School of Clinical Medicine).

**Professor Dame Athene M Donald FRS  
WiSETI Director & Gender Equality Champion**

**Professor Jeremy K M Sanders  
Steering Committee Chair and PVC for Institutional Affairs**