



Athena SWAN for technical services



Sarah Hodge

S.J.Hodge@exeter.ac.uk

What (who?) is Athena SWAN?





- Athena project set up in 1999.

- Goddess of Wisdom, Warfare, Law & Justice, Mathematics, Architecture, Strength

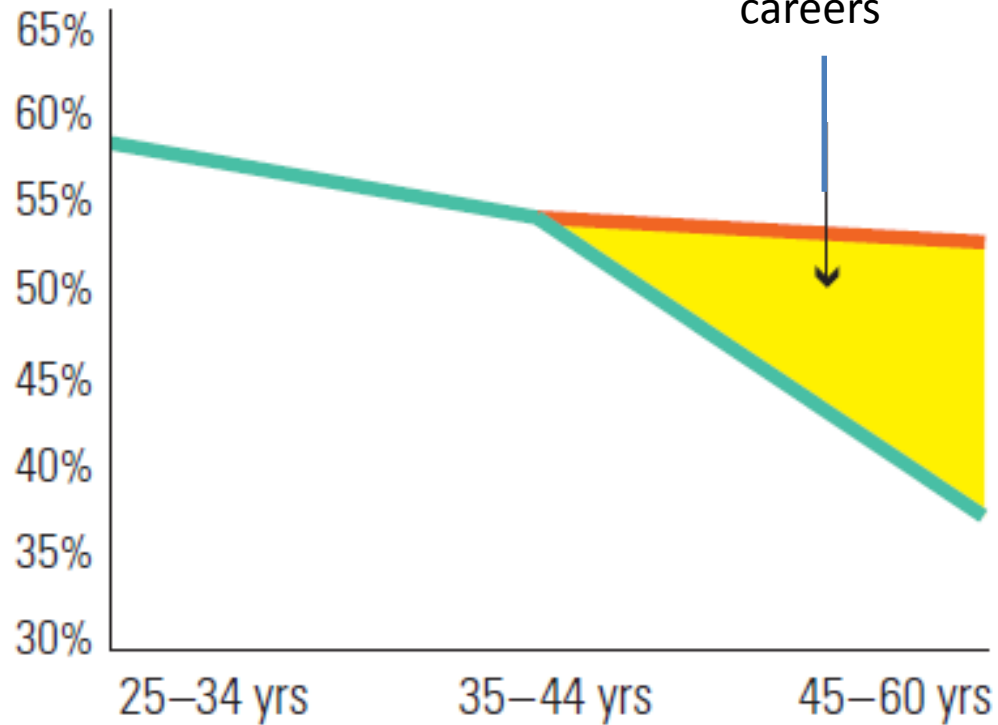
- Became Athena SWAN Charter in 2005

SWAN = Scientific
Women's Academic
Network





Women retained in STEMM careers



— Current % of qualified female scientists, engineers, and technologists working in their fields

— Projected % if attrition were reduced through interventions

What is Athena SWAN?

Athena SWAN charter aims to promote gender equality by supporting staff in relation to their:

- representation
- journey through career milestones
- working environment

AS is essentially about FAIRNESS

AS for technical services

Athena SWAN charter recently expanded to include professional support staff



What can AS do to support technical services staff?

Athena SWAN at Exeter

Strong commitment to AS Charter in this University

- Most CEMPS departments have Bronze awards
- All CLES departments have Bronze or Silver awards.

(CLES Penryn Bronze in 2013, Silver 2015)

Athena SWAN in CLES Penryn

**Better representation
of women in senior
academic positions**

All interview panels
contain gender mix

Equality & Diversity coffee meetings

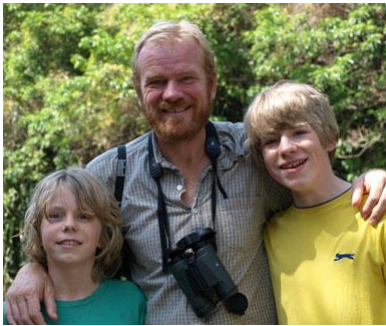
**Flexible working and core
working hours for meetings 10-4**

**Support for those
returning from
maternity leave**

Increased training
opportunities (e.g.
Springboard, Promotion
workshops). Mandatory
E&D training for all staff

**General change in
departmental culture**

Athena SWAN in CLES Penryn



AS for technical services



What can Athena SWAN do to support technical services staff in terms of:

- Representation?
- journey through career milestones?
- working environment?