

School of Geography, Earth and Environmental Sciences Athena Swan activities



Charter for women in science
Recognising commitment to advancing
women's careers in STEMM academia

The School of Geography, Earth and Environmental Sciences (GEES) is committed to the Athena SWAN charter, and successfully achieved a **Bronze Award** in April 2014.

Our **Athena SWAN** committee identified 5 key areas of work within GEES which require action to support and promote gender equality:

1. improving our knowledge base and raising awareness of **potential gender imbalances** within GEES, relating to both students and staff;
2. tackling any discipline-specific gender imbalances between **different subject areas** (geography, planning, earth sciences, environmental sciences);
3. increasing the number of women applying for academic jobs in GEES and ensuring gender sensitivity and neutrality throughout the **recruitment process**;
4. supporting and advancing women's careers through improvements to the induction process, active support for female **progression and promotion**;
5. cultivating a family-friendly **workplace culture and organisation** by ensuring good gender balance in seminars and committees, holding crucial activities within core hours, holding social events and promoting university equality and diversity policies.

Progress we have made to date (April 2014):

◇ celebrating women's contribution to GEES for International Women's Day ◇ accommodating caring commitments and part-time work in the new block teaching timetable ◇ making the compulsory online diversity training an essential requirement for members of interview panels in staff recruitment ◇ appointment of a student gender equality representative and a GEES Athena SWAN/Equality and Diversity champion ◇ including statements on Athena SWAN in student handbooks ◇ welcoming staff applications from underrepresented groups ◇ improving support for post-doctoral staff ◇ organising family-friendly social activities ◇ improving the gender balance of GEES committees ◇ appointment of position of AS/E&D champion to School Executive Committee.

Further information on the Athena Swan can be found at: www.athenaswan.org.uk/ and on the University's Equality and Diversity strategy at: www.birmingham.ac.uk/university/about/equality/index.aspx

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