

Athena SWAN

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Factsheet 11



RDM fully supports the Athena SWAN initiative. Our aim is to ensure that RDM is a happy and rewarding environment where all staff and students are supported to achieve their full potential, irrespective of their ethnicity, gender, disability, age, sexual orientation or caring responsibilities.

RDM supports a culture that is inclusive and supportive of all members, including those with caring responsibilities and those who work flexibly for other reasons. We are proud to be a family friendly department, and are committed to creating a working environment that offers opportunities for working parents/carers to achieve their professional goals and develop their careers without having a detrimental effect on family life. To support this, we have a range of family friendly policies and practices including maternity, paternity and adoption leave, shared parental leave, unpaid parental leave flexible/part-time working and scheduling departmental meetings and seminars within core hours (9.30am—2.30pm). Many of our staff work flexibly, with

arrangements managed informally or formally.

The Department currently holds a silver Athena SWAN award in recognition of its efforts to introduce organizational and cultural practices that promote gender equality in SET and create a better working environment for both men and women.

What is Athena SWAN?

Athena SWAN is a UK-wide initiative which promotes gender equality, both in terms of representation and progression. It evolved from the work of the Athena Project and the Scientific Women's Academic Network (SWAN), which resulted in the development of the Athena SWAN Charter, supported by the Equality Challenge Unit (ECU).

Although the charter was originally designed to advance the careers of women in science, technology, engineering, maths and medicine, the charter was expanded in May 2015 to recognise work undertaken in arts, humanities, social sciences, business and law, and in professional and support roles, and for trans staff and students.

Athena SWAN & RDM

RDM was awarded a Silver Award in April 2016, which will be valid for three years until November 2018.

The award covers the whole department and recognises the steps taken to promote gender equality in the department. Athena SWAN activities are co-ordinated across the department by the RDM Athena SWAN Steering Group (ASSG), chaired by the Head of Department, Professor Hugh Watkins. Local input and expertise is provided by four divisional Self-Assessment Teams (SATs), that play a key role in driving the Athena SWAN initiative forward.

What's Happening Next?

We are starting to deliver the RDM Action Plan, which requires the input and commitment from a large number of people across RDM.

The Action Plan includes 79 actions along the following themes, aimed at creating a better working environment for women and men:

- Recruitment, promotion & retention of female staff
- Training & career development
- Embed Athena SWAN principles within RDM
- Promote flexible working & a family-friendly environment
- Support for postgraduates



RDM Athena SWAN Steering Group:

Hugh Watkins (Chair) – Head of Department

Barbara Casadei – Academic Lead (CVM)

Vincenzo Cerundolo – Academic Lead (IMD)

Leanne Hodson – Academic Lead (OCDEM)

Stephen Hyde – Academic Lead (NDCLS)

Catherine Porcher – Academic Lead – (NDCLS/WIMM)

Lynn Clee – Head of Administration & Finance (RDM)

Charlotte Smith/Ruth Hilland – MSD Athena Swan Coordinator

Heidi Crook – Administrator (CVM)

Mark Evans – Administrator (NDLCS)

Jo Hovard – Business Manager (IMD)

Stella Keeble – Administrator (WIMM)

Bob Mahoney – Graduate Studies Administrator (RDM)

Ruth McCaffrey – Research Strategy Co-ordinator (RDM)

Chris Price – Head of Strategic Planning & Major Projects (RDM)

Lynne Scott – Administrator (OCDEM)

How Can I Get Involved?

We value your opinions, ideas and feedback. You can let us know how we're doing through the staff and student survey or by participating in focus groups.

Please get in touch with your local SAT for further details or email:

athena.swan@rdm.ox.ac.uk

Resources

RDM Athena SWAN Webpages

The webpages are where you can find further information about the Athena SWAN initiative in RDM, including Athena SWAN News, Career Profiles of Staff and Students, Action Plan Progress Updates, Survey Results and more. Visit www.rdm.ox.ac.uk/athena-swan-4

Working at RDM Webpages

The [Working at RDM](http://www.rdm.ox.ac.uk/working-at-rdm) webpages provide a one-stop shop for information related to career development & training, benefits including flexible working and family-friendly, work-life balance, sources of support and resources. Visit: www.rdm.ox.ac.uk/working-at-rdm

Online Training Courses

It is now mandatory for new members of staff to complete [Equality & Diversity](#) and [Unconscious Bias](#) online training. To find more about these courses, visit: www.rdm.ox.ac.uk/resources-2

Want to get involved?

Contact your local Athena SWAN steering group member

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Website: <http://www.imm.ox.ac.uk/home>