



Minutes of the structured Wednesday meeting held at 3.00pm on Wednesday 4 February 2015 in Room FW11, William Gates Building.

Present: Ann Copestake (Chair)  
Wednesday Group

### **1. Apologies**

Pietro Lio  
Alan Mycroft  
Neal Lathia  
Ramsey Faragher

### **2. Draft Action Plan Presentation**

An introduction to Athena SWAN was given. The Charter's aim is to advance women's careers in STEMM subjects (Science, Technology, Engineering, Maths and Medicine).

The Department's previous submission for a Bronze award in April 2014 was unsuccessful and so a resubmission will be made in April 2015. A lot of the original will remain in the resubmission but the plan is to fully update the Action Plan. For the purpose of the award, short-term ambitions are needed (less than 3 years) but we would also like to have some longer term ambitions in place.

One of the University's main actions is to increase the number of female applicants for UTO positions. We should aim to consistently increase our averages and monitor the progress. As one of the longer term actions for the Computer Lab, AC suggested that we might aim to be seen as a model worldwide, encouraging woman to study and work in Computer Science.

Staff benchmarking data for Undergraduates, MPhil, PhD and UTOs was discussed and current HESA data will be added to the final submission.

### **3. Department Organisation**

The Athena SWAN Panel and women@CL will be on-going initiatives and there is now a women@CL representative on all Student and Postdoc committees.

Outreach activities will be advertised on the Department website and this will improve our visibility to the public.

The student survey has been completed and the staff survey will open at the beginning

of March.

Equality and Diversity training should be made mandatory for all staff involved with recruitment. Removing any unconscious bias during admissions and recruitment is another area that might need more attention. AC is currently trying to identify an appropriate speaker/training session.

#### **4. Numbers of females**

A long term aim is to increase the number of female undergraduates and to encourage more females for staff positions.

*The long term aims will be:*

Identify more women candidates for staff positions

Improve our external profile

Aim to remove any unconscious bias that could be taking place

Liaise more with College Admission Offices to actively increase the number of females they admit

Publicise outreach events

*The short term aims will be:*

Tripos restructuring

Open day

Possible summer schools

*Other ideas:*

Encourage Natural Science IA students to transfer to Computer Science.

Advertise Part III to Mathematics and Engineering students.

In Part IA and IB, introduce 'How to set up experiments' and increased practical work

Offer to teach specific programming to Natural Science students.

The current female students are not from the UK; this could be due to the fact that private girl's schools are not teaching Computer Science. In the UK, Computer Science is not generally considered an attractive career for females and this is currently being addressed by the government. It was noted that in other European countries, there tends to be an equal gender divide.