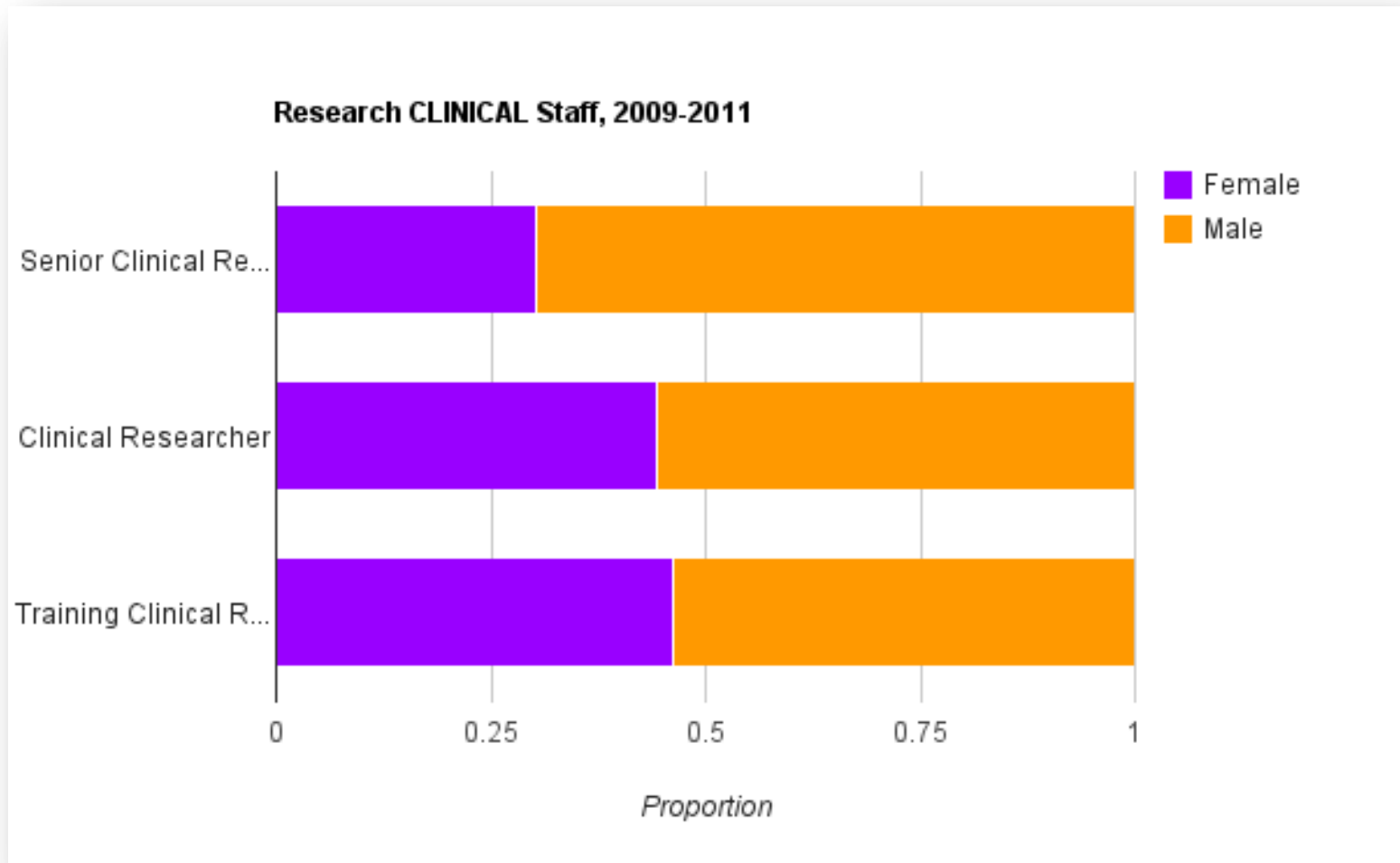
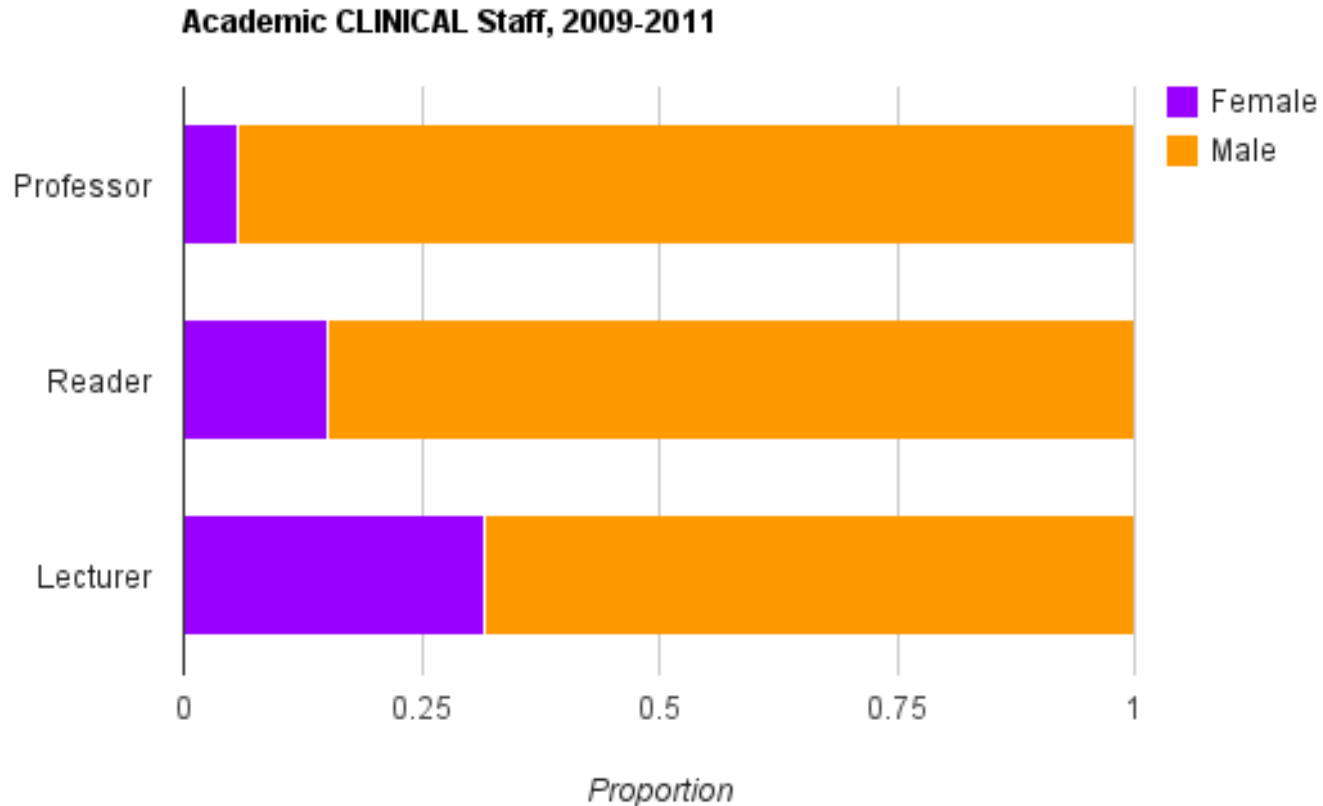


Gender distribution in Science/Medicine Departments in the UK

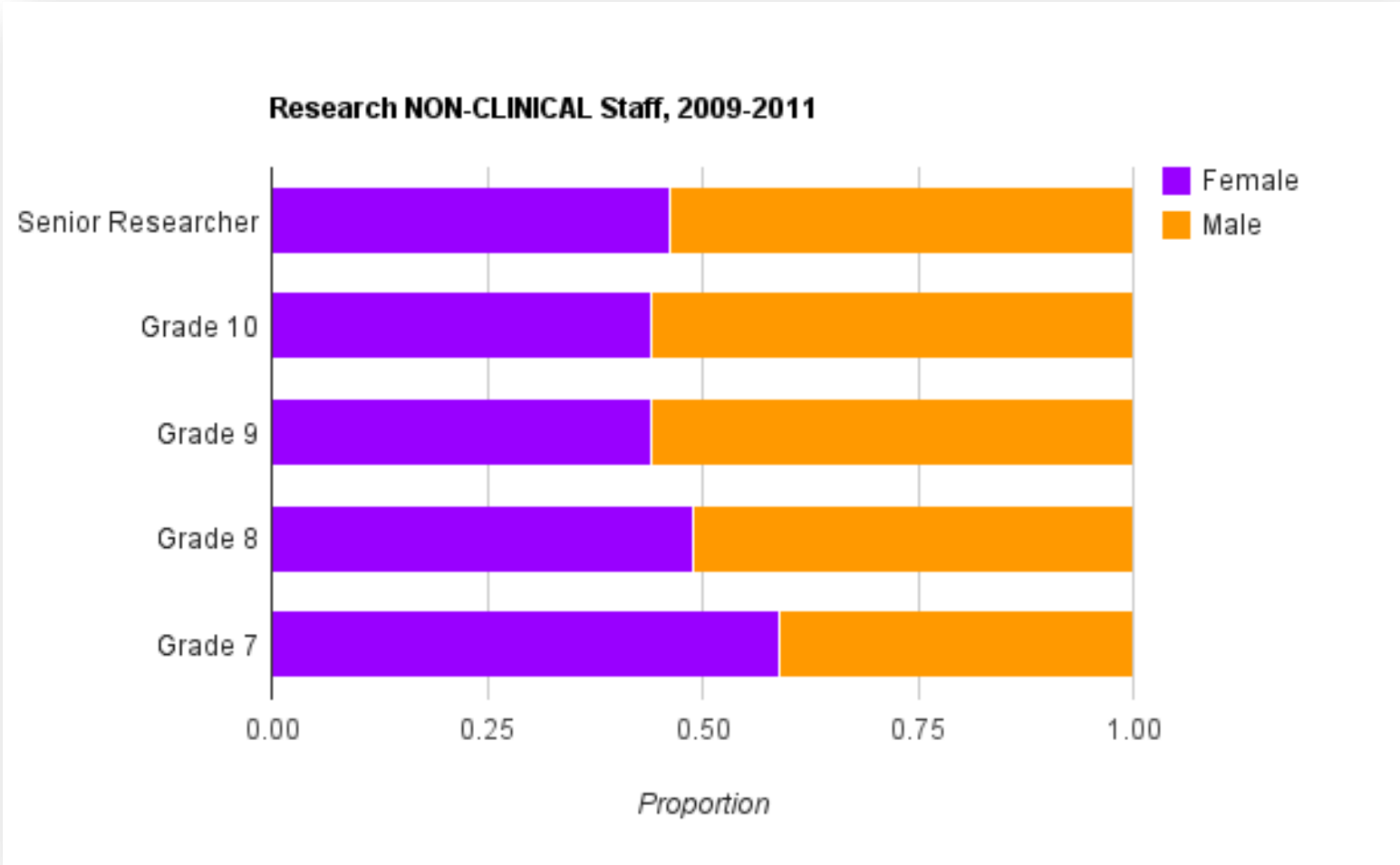
Staff in Post: Researchers CLINICAL



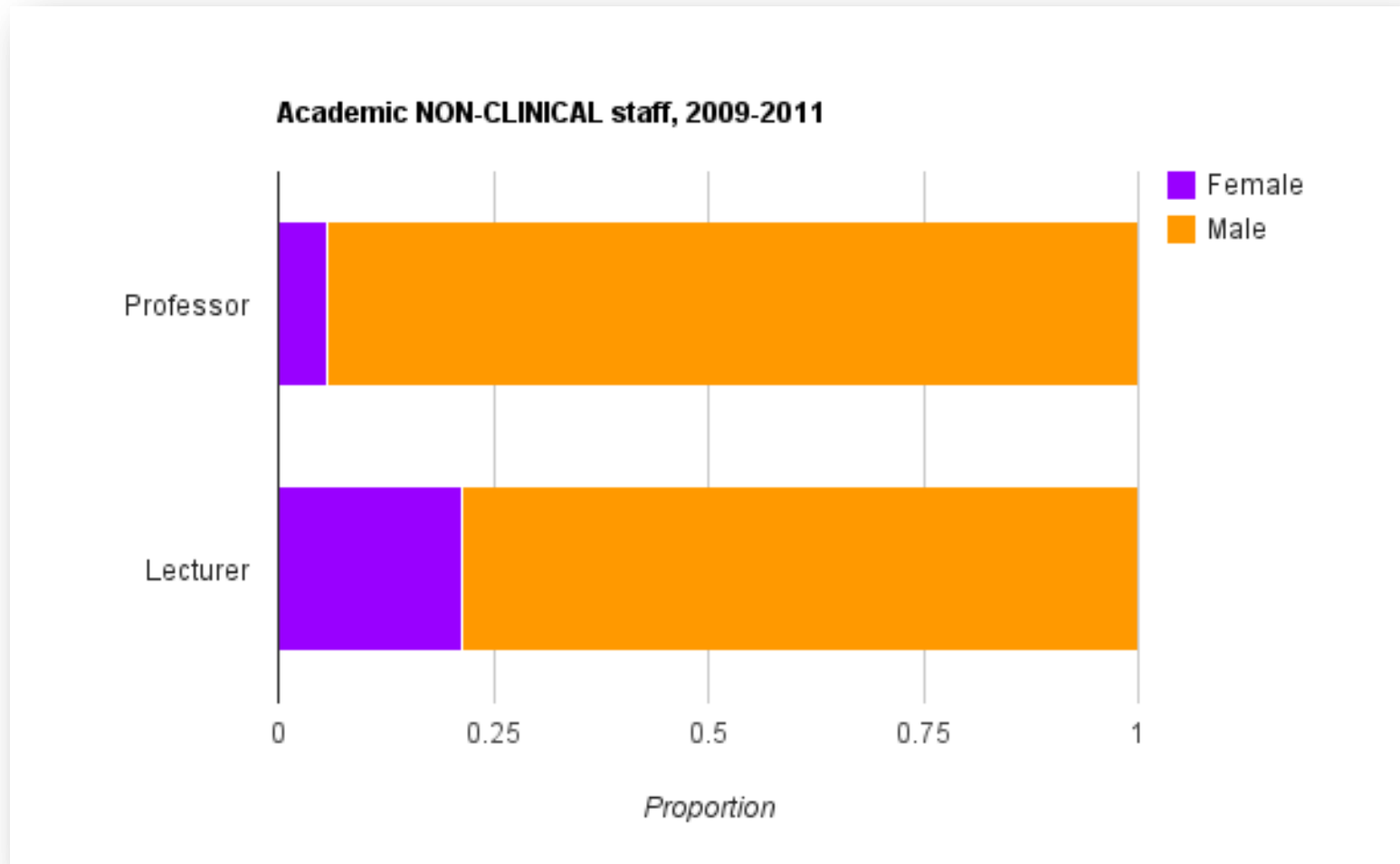
Staff in Post: Academic CLINICAL



Staff in Post: Researcher NON-CLINICAL



Staff in Post: Academic NON-CLINICAL



What's leading to this?

Hindrances

- “Family comes first”
 - **OK, but does it really have to be all the time?** Consider giving a new meaning to “work/life balance”...the type of relationship you establish with your partner can be your main hindrance (rather than the work place)
- “It’s a boys’ network”
 - True, but you can network too – don’t give up so easily, **stay focussed, work hard, and aim high.**
- “I am not good enough”
 - **Don’t hide**, be adventurous, embrace risk and opportunities

Tips

- **Be determined & resilient**

Why do women “give up”?

- “environment is too competitive”
- “sacrifices are too great”

- **Be aware of your strengths and weaknesses**

— of your values and the areas you need to develop

- **Be open-minded and welcoming of criticism**

— Be confident and positive NOT passive-aggressive

- **Be ready to step out of your comfort zone and seize opportunities**

HAVE A PLAN!

Have a PLAN!

- Take time to read and think
- Don't become isolated
- Don't underestimate the help that your boss/mentors can give you... but take their advice with a pinch of salt
- Capitalise on the fact that you are “different” and have unique qualities
- Your responsibilities don't only lie with your family but with yourself and the society you live in.

Not just for women...

- **Improve working conditions** (more flexibility, influence organisational culture)
- **Increase transparency** (of committees, promotions, funding opportunities, and decision-making processes)
- **Establish a support structure for career development** (transition from trainee/postdoc to junior PI)

Athena SWAN: The Background

- Dame Sally Davies (Chief Medical Officer & previous Director General of R&D and Chief Scientific Adviser for the Department of Health and National Health Service) announced in July 2011 that, in future competitions for NIHR biomedical research funding, no bid would be short-listed where the academic partner had not achieved at least a Silver Athena SWAN Award.
- The next competition is in 2016.

What is the Athena SWAN Charter?

- The Athena SWAN (Scientific Women's Academic Network) Charter is a scheme which recognises excellence in Science, Engineering and Technology (SET) employment in higher education.
- Any university or research institution which is committed to the advancement and promotion of the careers of women in SET in higher education and research can apply for membership.