



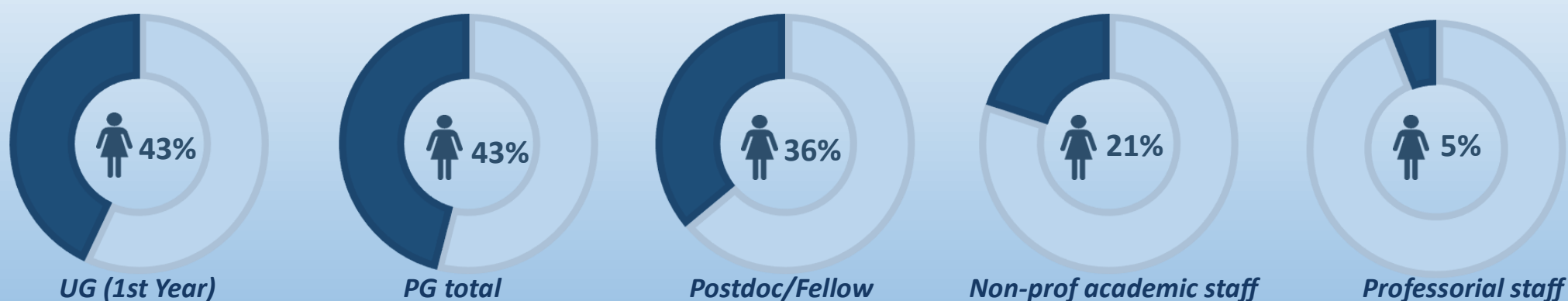
DEPARTMENT OF CHEMISTRY  
ATHENA SWAN SILVER AWARD HOLDERS



# SUPPORTING WOMEN IN STEMM

The Royal Society of Chemistry has reported that while 44% of undergraduates are female, there is a steady decline in the number of women progressing through the academic career track, with women making up only 9% of professors in the UK.

*This is also reflected in our department statistics for 2019.*



## HOW IS CHEMISTRY WORKING TOWARDS CHANGE?

Chemistry is committed to the principles of Athena SWAN and wants to achieve gender balance at all levels from student through to academic and research staff. Here are some of the initiatives we instigated to tackle gender imbalance:

### Wellbeing & Diversity

- Created the Wellbeing & Diversity (W&D) Working Group, composed of staff at various career stages and genders to oversee Wellbeing, Pulse and Athena Swan priority activities.
- Built a Platform to communicate information about equality, diversity and inclusion initiatives and support for staff. <https://warwick.ac.uk/fac/sci/chemistry/chemintra/wellbeing/>
- Organised events, coffee mornings and drop-in surgeries as part of Warwick Wellbeing Week while also promoting University-wide wellbeing opportunities and training to our staff.

### Recruitment

- Integrating essential criteria in all job adverts and interview questions promoting collegiality as a core value in the Department.
- Advertising job opportunities on specialist women's recruitment forums.
- Screening and adjusting all job adverts for gender-biased language that may prevent female and minority candidates from applying.
- Ensuring female representation on all interview panels.

### Chemistry Women's Network

- Established a Chemistry Women's Network Mentoring Scheme in 2018 open to all female staff in the Department to obtain a female mentor or mentor more junior female staff.
- This scheme is being extended to all female PG students in Autumn 2019.



#ChemEquality

