

Athena SWAN and The Cavendish Laboratory

Val Gibson
University of Cambridge



IOP | Institute of Physics
Juno Champion

The Cavendish Chairs

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has 2 endowed chairs....

The Cavendish Chairs

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has 2 endowed chairs....



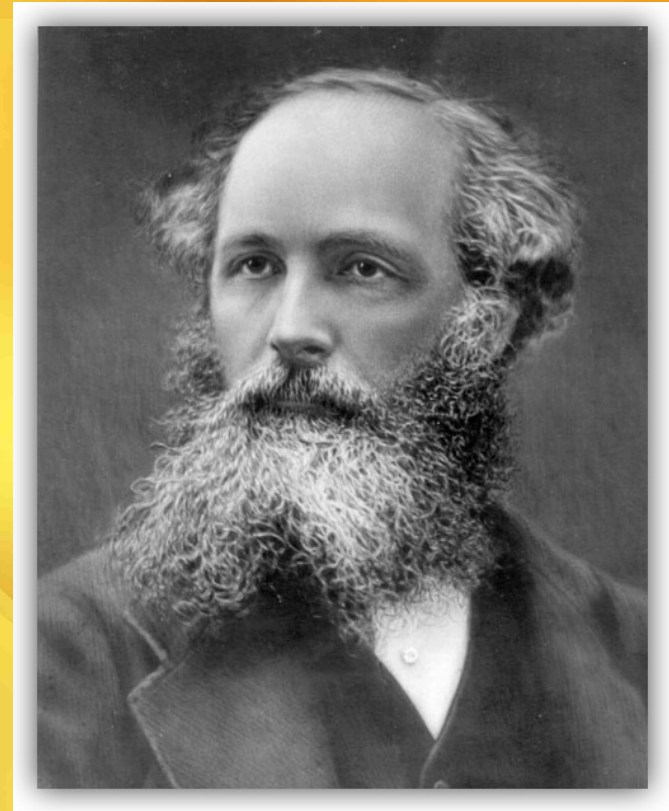
The Jacksonian Chair (est. 1782)
Isaac Milner

The Cavendish Chairs

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has 2 endowed chairs....



The Jacksonian Chair (est. 1782)
Isaac Milner



The Cavendish Chair (est. 1871)
James Clerk Maxwell

The Cavendish Chairs

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has **bought 2** chairs....



The Cavendish High Chairs (est. 2012)

The Cavendish Chairs

The Cavendish high chairs (& baby-changing facilities) established a culture that is accepting of life beyond work.

The Cavendish Chairs

The Cavendish high chairs (& baby-changing facilities) established a culture that is accepting of life beyond work.

Challenge: Child policy within department

The Cavendish Chairs

The Cavendish high chairs (& baby-changing facilities) established a culture that is accepting of life beyond work.

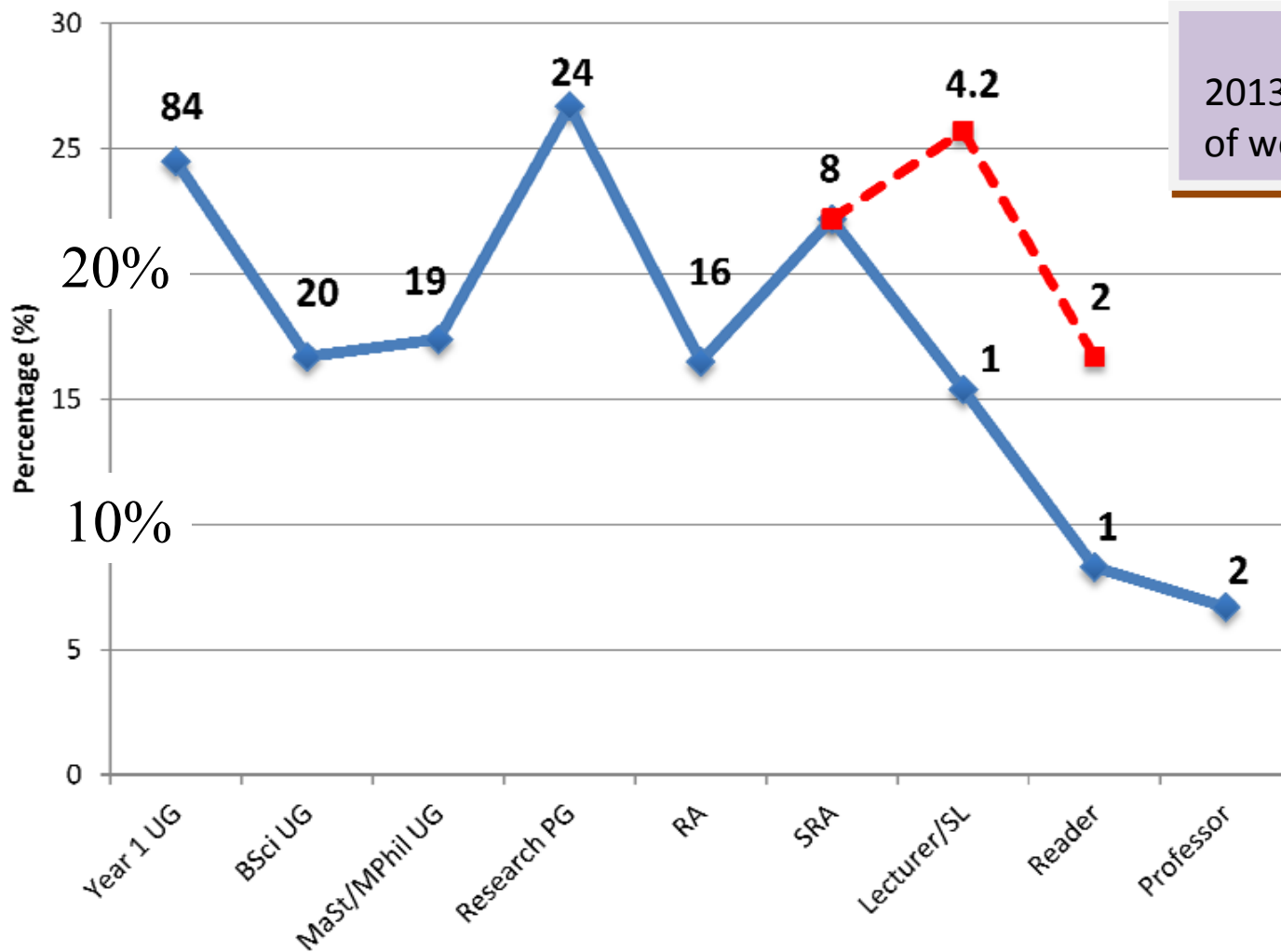
Challenge: Child policy within department

Other developments:

- Maternity/paternity mentoring (pre & post leave).
- Provision of childcare during appointment interviews.
- Workload reduction on return to work.
- University Returning Carers scheme.

The Departments Biggest Challenge

Snapshot of Cavendish Women 2012



2013: 64% increase in number of women academic staff.



Challenges Overcome

- Recognising the demographic trend towards increasing numbers of EU & overseas students and post-docs.

Challenges Overcome

- Recognising the demographic trend towards increasing numbers of EU & overseas students and post-docs.
- Sense of belonging Early Career Researchers
 - Research Staff Committee, Pdoc Soc.
 - Mentoring
 - Career advice, CV & fellowship workshops, interview practice



Challenges Overcome

- Recognising the demographic trend towards increasing numbers of EU & overseas students and post-docs.
- Sense of belonging Early Career Researchers
 - Research Staff Committee, Pdoc Soc.
 - Mentoring
 - Career advice, CV & fellowship workshops, interview practice
- Academic community
 - **Mandatory E&D training**
 - Open & fair appointment processes
 - Workload model



Challenges Overcome

- Recognising the demographic trend towards increasing numbers of EU & overseas students and post-docs.
- Sense of belonging Early Career Researchers
 - Research Staff Committee, Pdoc Soc.
 - Mentoring
 - Career advice, CV & fellowship workshops, interview practice
- Academic community
 - **Mandatory E&D training**
 - Open & fair appointment processes
 - Workload model
- Culture & Communication



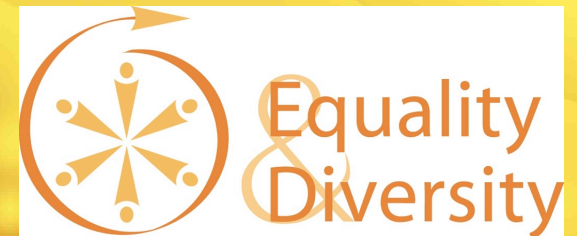
Critical Friends

Critical friends have been key to our success...

- IoP Project Juno supports physics departments with visits, advice and complementary recognition to Athena SWAN.

IOP | Institute of Physics
Juno Champion

- University of Cambridge
 - E&D, WiSETi and Athena SWAN team
 - School of Physical Sciences E&D Forum
 - Gender Equality Group & Vice-Chancellor



THE Biggest Challenge



THE Biggest Challenge



THE Biggest Challenge



Only 20% A2-level (& equiv.) physics students are girls.

New Initiatives

IoP “Opening Doors” Project

Minister launches IOP project to stamp out gender bias

4 June 2014

Women and equalities minister Jenny Willott said gender stereotypes had put girls off of STEM careers for too long as she launched an IOP project aimed at eradicating their influence.



Called Opening Doors, the pilot project will be funded by the Government Equalities Office. It will enable the IOP research ways to remove gender-related obstacles that still stand between students, their subject choices and the career paths.

Senior Physics Challenge Rutherford Schools Project

BBC

Sign in

News

Sport

Weather

iPlayer

TV

NEWS EDUCATION & FAMILY

Home World UK England N. Ireland Scotland Wales Business Politics Health Education Sci

League Tables School Report

8 May 2013 Last updated at 05:07

Share f t e

Cambridge tutors to school A-level physics students

By Katherine Sellgren
BBC News education reporter

Academics from Cambridge University are to help tutor sixth-form physics students across the UK to prepare them better for university study.

The five-year project will offer online learning, workshops for students and support for physics



Bridging the gap

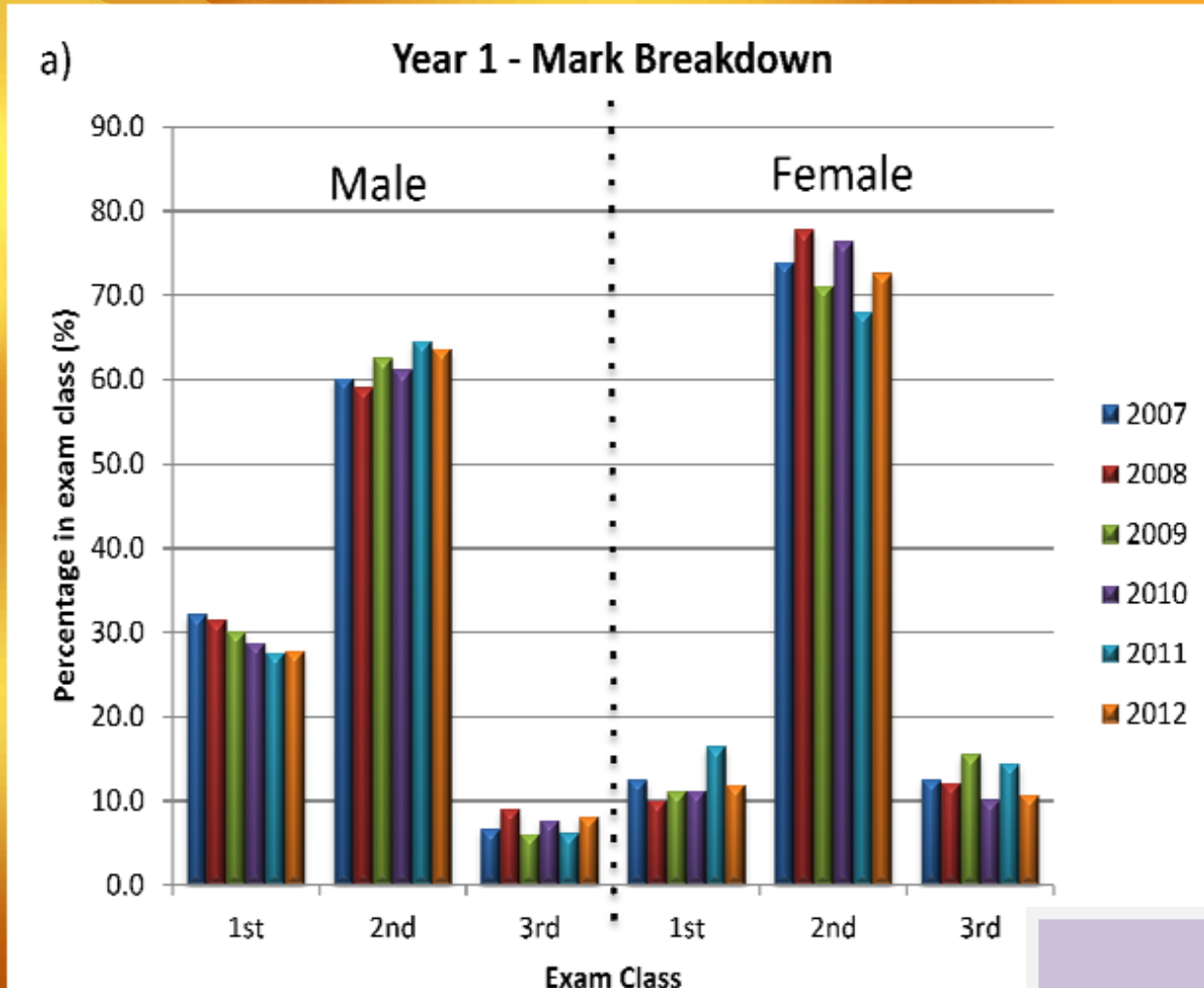
Cambridge Natural Sciences course

Student (m/f) academic qualifications at entry ~equal

Bridging the gap

Cambridge Natural Sciences course

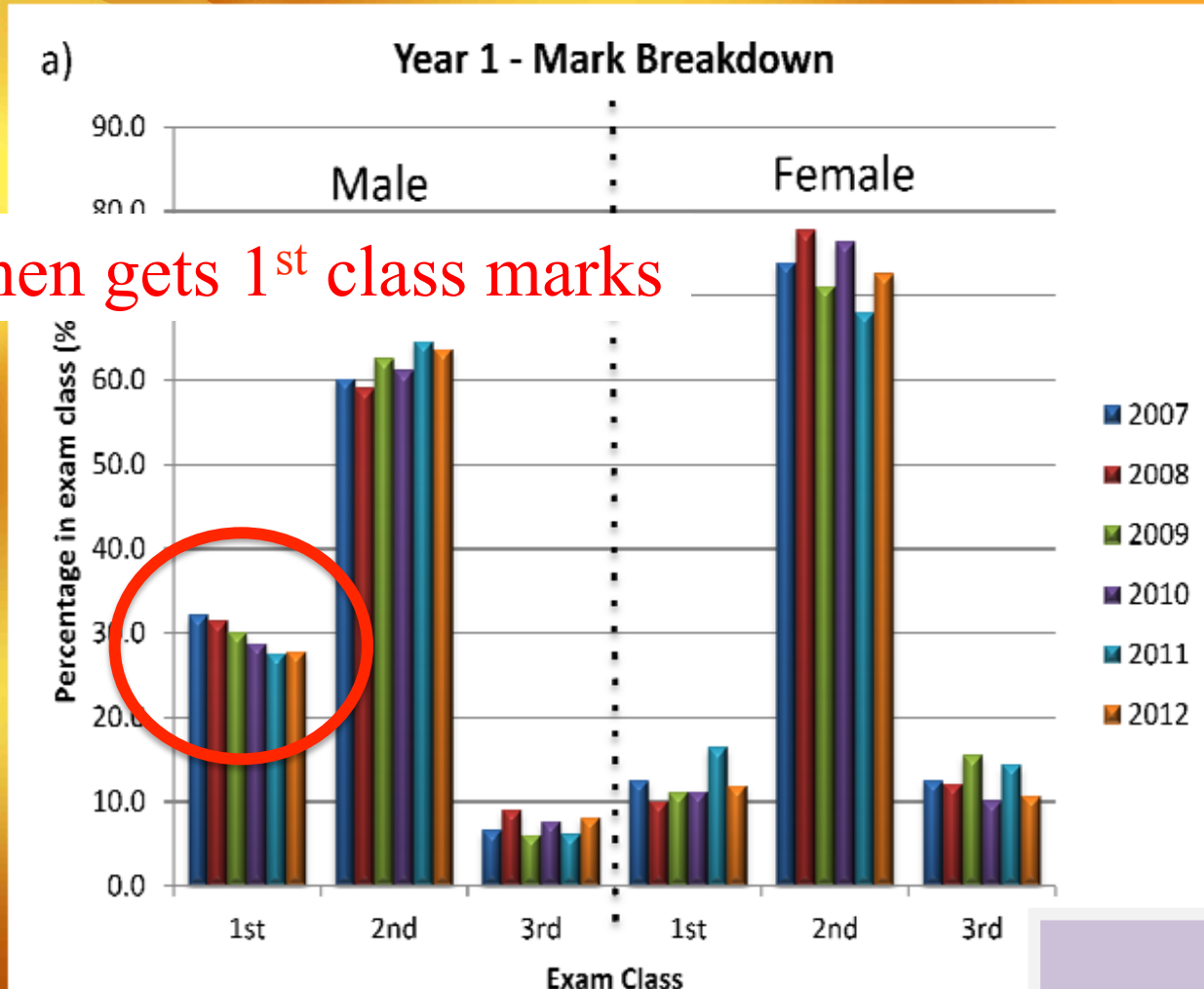
End of first year results



Bridging the gap

Cambridge Natural Sciences course

End of first year results

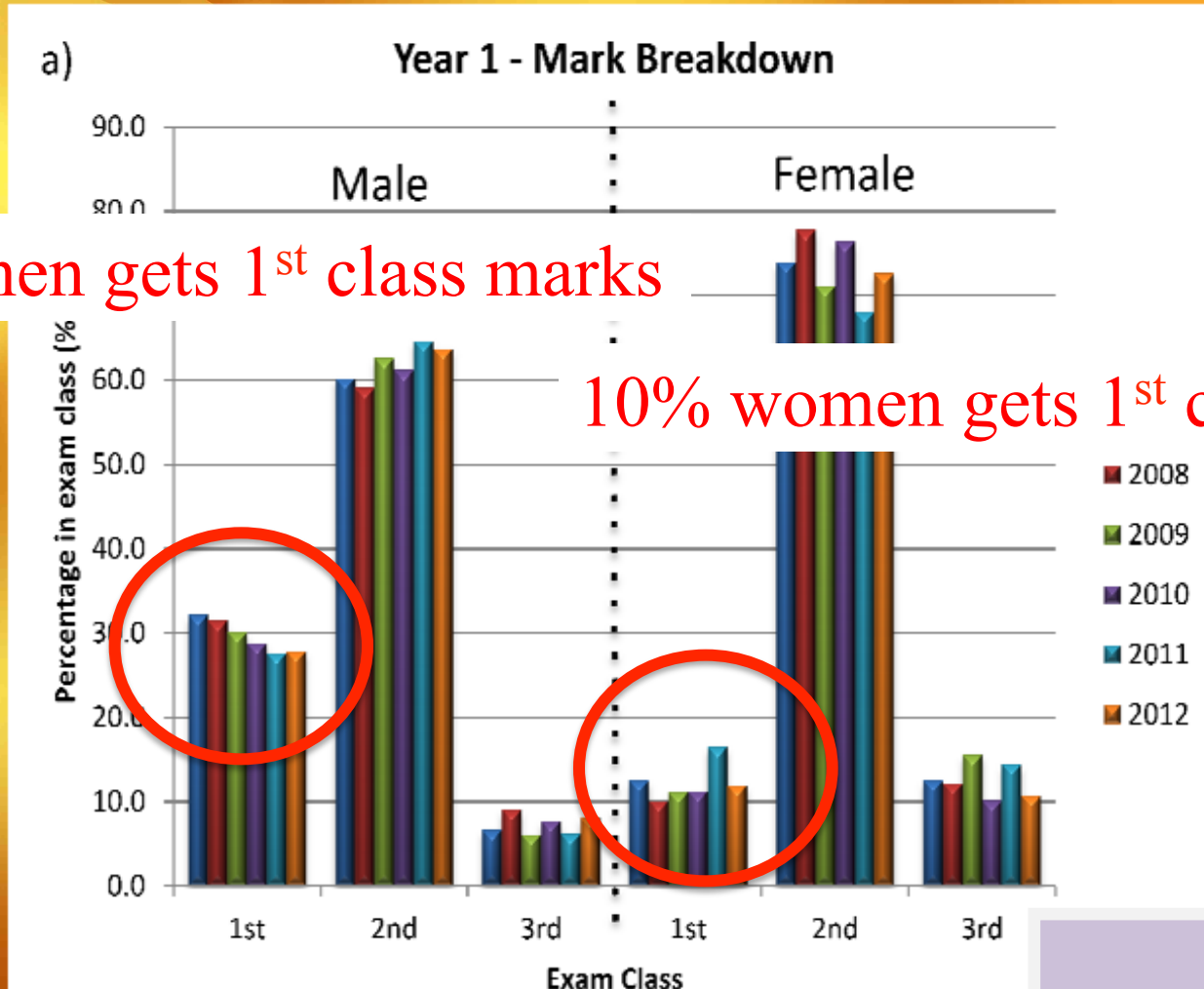


30% men gets 1st class marks

Bridging the gap

Cambridge Natural Sciences course

End of first year results



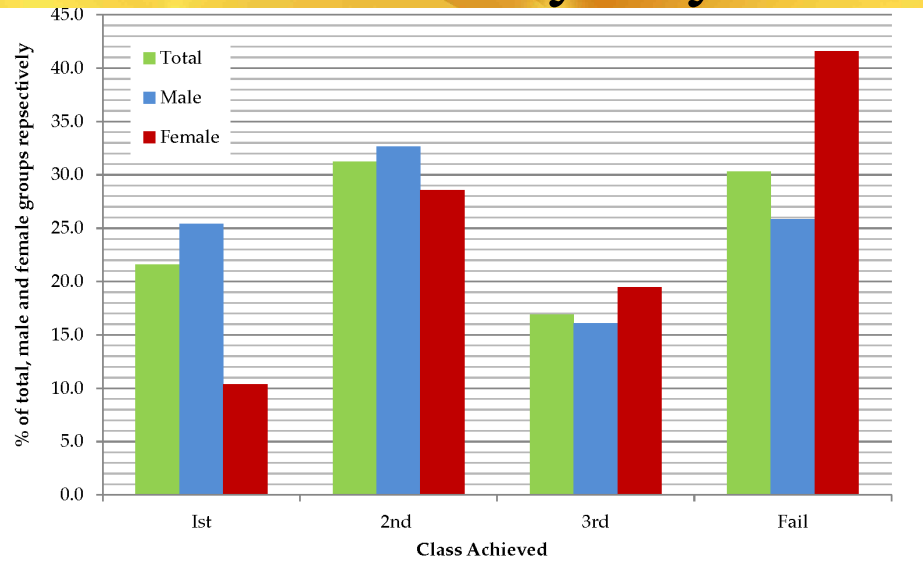
Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

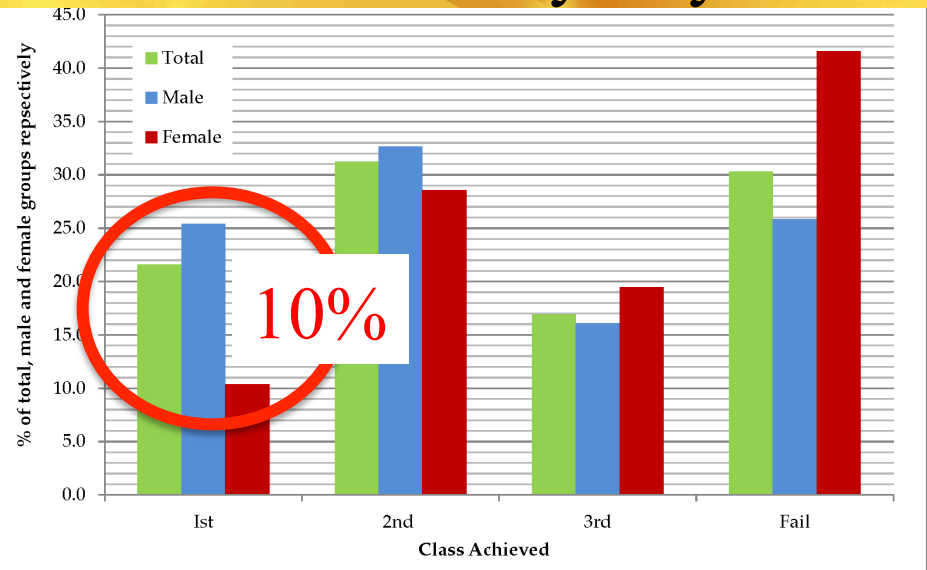
“University” style



Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

“University” style

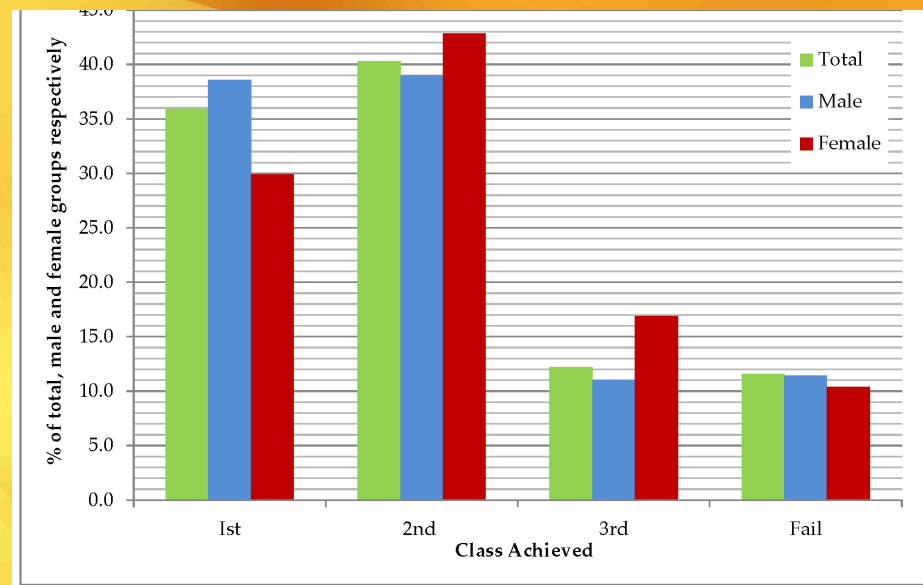
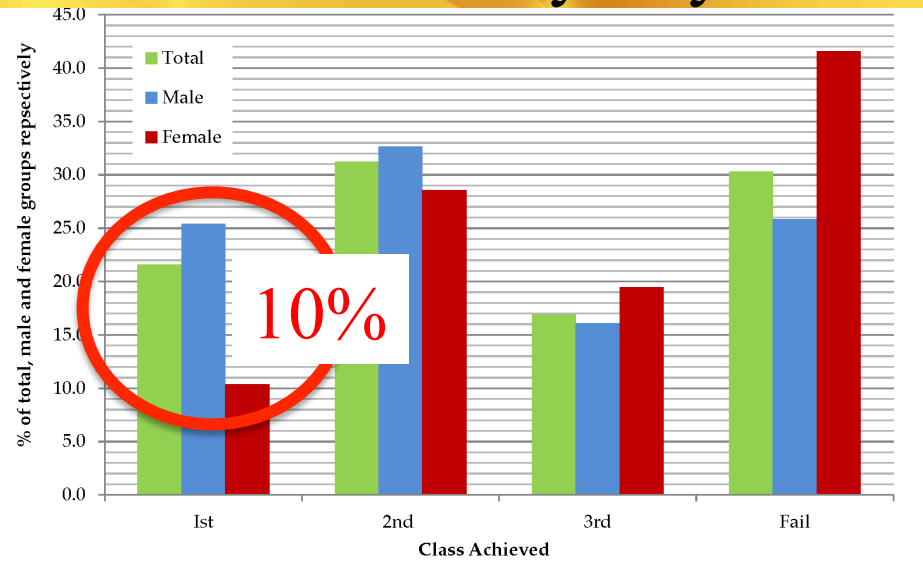


Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

“University” style

“Scaffolded” style

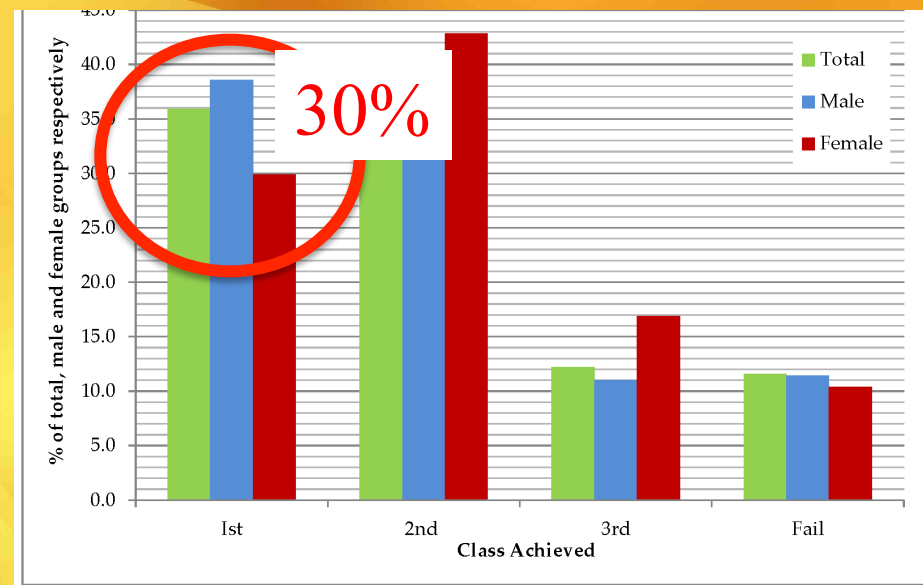
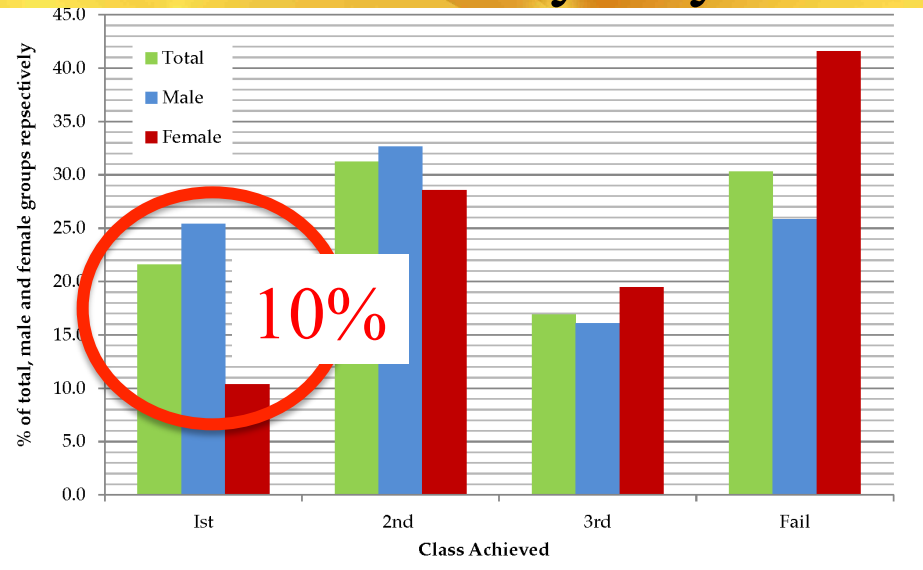


Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

“University” style

“Scaffolded” style

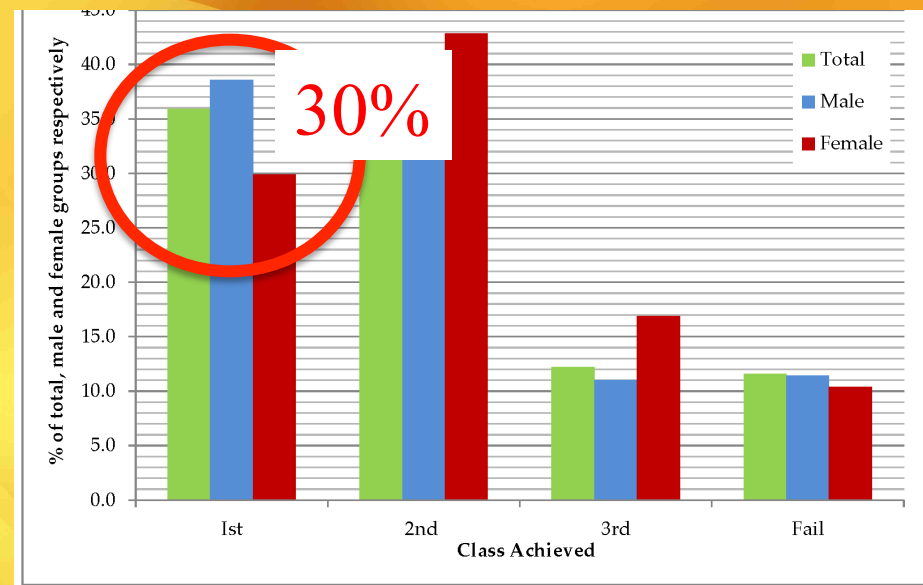
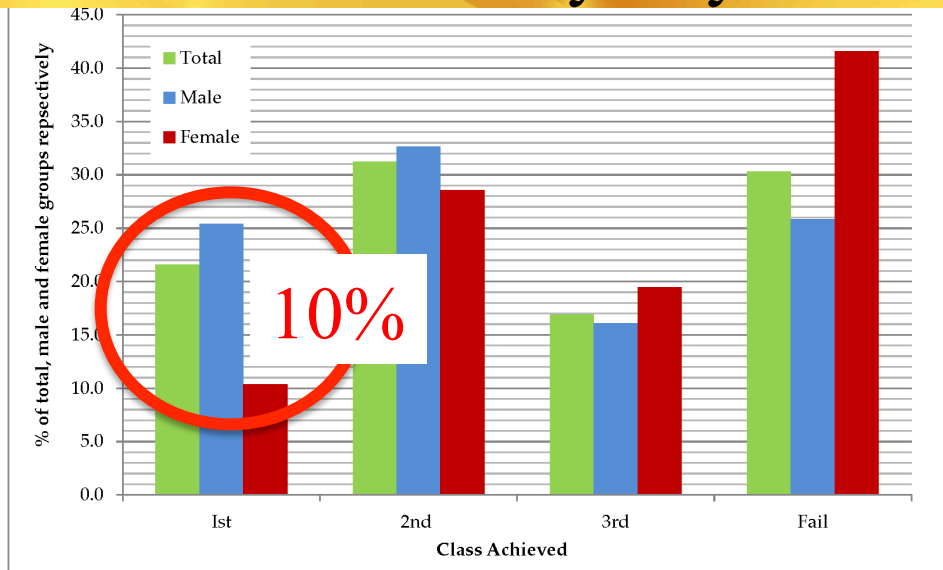


Bridging the gap

April 2014: Year 1 mock physics exam (funded by IoP)

“University” style

“Scaffolded” style



All students benefit; women preferentially more.

Paper submitted to Int. J. Sci. Education.

Athena SWAN Gold



Athena SWAN Gold provides a major endorsement of the Cavendish Laboratory's E&D activities.

Athena SWAN Gold



Athena SWAN Gold provides a major endorsement of the Cavendish Laboratory's E&D activities.

It shows that we are on the right track... **but we still have a long way to go....**

Athena SWAN Gold



Athena SWAN Gold provides a major endorsement of the Cavendish Laboratory's E&D activities.

It shows that we are on the right track... **but we still have a long way to go....**

As the first physics department & first in University to achieve Gold, we are a critical friend (along with others & IoP Juno team) to many other departments in the University & elsewhere.

Athena SWAN Gold



It also provides us with **BIG** voice within the University...

It also provides us with **BIG** voice within the University...

Vice-Chancellor & University E&D

- Senior Gender Equality Network
- Gender Equality Group
- Gender Equality Champions: Anne Davies (Maths, STEM), Judith Lieu (Divinity, Arts & Humanities)
- School E&D Champions

Athena SWAN Gold



It also provides us with **BIG** voice within the University...

Vice-Chancellor & University E&D

- Senior Gender Equality Network
- Gender Equality Group
- Gender Equality Champions: Anne Davies (Maths, STEM), Judith Lieu (Divinity, Arts & Humanities)
- School E&D Champions

University is challenging the
“Meaning of Success”

The Meaning
of Success



Athena SWAN Gold



It also provides us with **BIG** voice within the University...

Vice-Chancellor & University E&D

- Senior Gender Equality Network
- Gender Equality Group
- Gender Equality Champions: Anne Davies (Maths, STEM), Judith Lieu (Divinity, Arts & Humanities)
- School E&D Champions

University is challenging the
“Meaning of Success”
and...

many other initiatives....

The Meaning
of Success



We are proud and
honoured to hold a
Gold award!

Thank you

