

## **Athena SWAN and Equality, Diversity and Inclusion at the School of Clinical Medicine**

The Clinical School is committed to improving Equality, Diversity and Inclusion, partly through the Athena SWAN Charter. We want all our staff to feel supported and valued and for the School to be 'a great place to do great work'. We provide a range of initiatives and events aimed at improving the working experiences of and development opportunities for all staff.

### **Athena SWAN and the School of Clinical Medicine**

Athena SWAN awards recognise and celebrate good practice in recruiting, retaining and promoting women in science, engineering and technology (SET) within Higher Education. Athena SWAN awards are available at University and Departmental levels. Cambridge University holds a Silver award; the School of Clinical Medicine is proud to have held an Athena SWAN Silver Award since April 2013 (renewed in November 2016 and valid until November 2020) which reflects our broad programme of activities relating to Equality, Diversity and staff support, and the continued embedding of good practices for all staff.

**Information about Equality, Diversity and Inclusion at the Clinical School can be found on the School's Athena SWAN website; [athena-swan.medschl.cam.ac.uk](http://athena-swan.medschl.cam.ac.uk)**

#### **Athena SWAN: History and principles**

The Athena SWAN Charter evolved from work between the Athena and Juno Projects (Institute of Physics) and the Scientific Women's Academic Network (SWAN), to advance the representation of women in SET.

#### **The following principles were agreed:**

- To address gender inequalities requires commitment and action from everyone, at all levels of the organisation
- To tackle the unequal representation of women in science requires changing cultures and attitudes across the organisation
- The absence of diversity at management and policy-making levels has broad implications which the organisation will examine
- The high loss rate of women in science is an urgent concern which the organisation will address
- The system of short-term contracts has particularly negative consequences for the retention and progression of women in science, which the organisation recognises
- There are both personal and structural obstacles to women making the transition from PhD into a sustainable academic career in science, which require the active consideration of the organisation.

### **Clinical School Equality Champions**

The Clinical School has had Equality Champions in every department since 2011. Our Equality Champions have been instrumental in increasing awareness of the School's Equality, Diversity and Inclusion Programme by promoting Athena SWAN and related matters throughout the school. More information about the Equality Champions Network can be found on the School's Athena SWAN website: [athena-swan.medschl.cam.ac.uk](http://athena-swan.medschl.cam.ac.uk)

**If you are interested in finding out more about the Equality Champions Network please contact Vicky Smallbone, Equality and Diversity Coordinator at [vs351@medschl.cam.ac.uk](mailto:vs351@medschl.cam.ac.uk).**

***"Doing great work in a great place to work"***