



SAPGERIC
Structural Change Promoting Gender
Equality in Research Organisations
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Sarah Dickinson

Sarah manages and leads the strategic and operational development of the Athena SWAN Charter, a national recognition scheme for advancing women's careers in Science, Technology, Engineering Maths and Medicine (STEMM) within higher education.

Prior to joining ECU, Sarah worked at the University of Cambridge where she managed the Women in Science Engineering and Technology Initiative (WiSETI), a positive action gender equality project aiming to improve the recruitment, retention and promotion of women in STEMM. Sarah was responsible for the strategic planning and coordination of the project, the delivery of practical support and guidance, the production of reports and data analysis as well as coordinating Athena SWAN work at the university level and providing support at the departmental level.

Sarah previously worked at the Royal Society of Chemistry (RSC) as the Science Policy and Diversity Specialist where she developed the RSC's programme on good practice and diversity within higher education. The main activities of this position included managing projects in areas such as gender and ethnicity, and disseminating the RSC's work in the field of good practice.

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Athena SWAN Charter

Athena SWAN: recognising excellence in women's employment in UK academic science

The Athena SWAN Charter is a recognition scheme of excellence in women's employment in Science Technology Engineering Maths and Medicine in UK higher education. It was founded in 2005 with 10 members and now has 94 members and 259 award holding institutions and departments.

In this session I will talk about the data and evidence Athena SWAN asks UK universities and departments to provide around working practices and processes known to discourage women from continuing in a scientific academic career. I will explore some of the measures being implemented by universities and departments to improve these working practices and address gender inequality in academic science.