

Athena Swan NEWSLETTER

Welcome to the very first Athena Swan Newsletter!

We are extremely pleased to announce that the Department of Mathematics has been successful in our Athena Swan application, and has recently achieved a Bronze award. The Athena Swan scheme recognizes the department's commitment to gender equality in higher education and research. We have formed an action plan and an implementation team to carry it out.

What this newsletter will contain

In this edition we introduce the Athena Swan scheme, elements of the department's action plan, and the implementation team. In future editions we look forward to highlighting events and providing useful resources. We will also showcase staff and students in spotlight profiles, and will keep you up to date with action plan progress.

What is the Athena Swan Charter?

The Athena Swan (Scientific Women's Academic Network) Charter was founded in 2005 with the initial goal to support, encourage, and recognize women in STEM careers. Over the past 15+ years this goal has increased in scope to encompass equality for all genders across higher education and research institutions.

To achieve these outcomes, the Athena Swan Charter assists institutions in achieving their gender equality objectives, meeting goals for equality legislation/funding, and finally, supporting the promotion of inclusive working practices. Here are the [Athena Swan Principles](#) which we are adopting within our "policies, practice, action plans and culture".

To qualify for a Bronze award, the Department of Mathematics conducted an extensive self-assessment that identified areas for change, and demonstrated ongoing practices for progressive action.

What actions will be undertaken?

Of the more than 25 actions already planned, we highlight just a few here. Actions are aimed at:

- Increasing the numbers of female students at undergraduate, postgraduate and PhD levels by improving the appeal of recruitment and admissions processes to women applicants.
- Maximizing women's promotion and career prospects, including by creating a supportive and welcoming work environment which respects gender equality within the department.
- Identifying and supporting high-performing female undergraduates, making opportunities for further study, including at PhD level, known to them.

Meet the Athena Swan Implementation Team

The Athena Swan team is composed of a diverse group of faculty, staff, and students, all working to implement the changes envisioned in the application.

Dr Jon Bevan (*Chair*)
Prof Gianne Derks (*Head of Department*)
Ms. Natasha Partt (*Professional Services*)
Mr Michael Hassell (*Equality, Diversity, and Inclusivity Advisor*)
Prof Dorje Brody (*Faculty*)
Dr Carina Dunlop (*Faculty*)
Dr Anna Kostianko (*Post-doc*)
Dr John Rayman (*Faculty*)
Dr Paul Skerritt (*Faculty*)
Dr Matt Turner (*Faculty*)
Mr Dan Hill (*Postgraduate student*)
Ms. Danielle Kurtin (*Postgraduate student*)
Mrs Jane Lyle (*Postgraduate student*)
Ms. Ivalina Mladenova (*Undergraduate student*)

Our committee has room to grow!

If you are an undergraduate student, particularly in Year 1 or 2, please consider joining the committee! Please apply to maths-DA@surrey.ac.uk.

Stop press: LMS Women in Mathematics Conference 2021 21-22 February 2021. Register [here](#) by 9 February. Open to all mathematicians!

