

The Action Plan of our 2019 Athena SWAN application was made of 18 actions, each belonging to one of 3 main categories (Fig.1):

Self-assessment (4 actions)

Composition of student/staff body (3 actions)

Advancing Women's Career (11 actions)

The last category was further divided into 4 sub-categories: Representation, Training, Promotion and

		<p>a MS Teams form or a combination)</p> <p>Identify common themes raised during exit interviews.</p> <p>Ask Faculty how these themes compare with common themes being reported in other departments.</p> <p>Review gender balance of those taking advantage of an exit interview</p> <p>Produce summarised report of partial impact of this action by first term of 2024</p>
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5.1. Set up a working group to set actions for supporting transitions from PhD to RA	Aim for 22% female historically seen at PGR level in the PDRA staff level.	<p>Review of advertisement for PDRA positions</p> <p>Provide lunch chat with female PhD students and PDRAs</p> <p>Support identify suitable PDRA positions</p> <p>Produce summarised report of partial impact of this action by first term of 2024</p>
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5.8. Review make-up and selection processes of key committees in the department.	Clear documentation on committee membership Appropriate balance of all committees.	Store data collected (key committees and g 0 1 TJEIrr .W*nl
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5.6 Conduct a survey amongst staff (starting with PDRAs) to find the best methods to network across the department and implement networking appropriately.

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