

## **Embedding principles of the Athena SWAN Charter, conversation with Professor Deb Hall, Vicenta Rose and Professor Dame Sally Davies:**

Professor Deb Hall: Our lead of the Athena SWAN framework is Vicenta

Vicenta Rose:

- We have more women than men working here
- We encourage women's career development and personal development
- We have two examples of this shown on the wall. One is Magda, a post-doctoral research fellow.

Professor Dame Sally Davies: Yes, whom I've just met.

Vicenta Rose:

- We have flexible work policies. These help people fit their work around their commitments
- We encourage women to do courses aimed at women. APPLE is a course that has very good feedback
- A second female example is Kathryn. Kathryn is a PhD student at the Unit
- Kathryn did work experience at our Unit. After working here, Kathryn was encouraged to do her PhD here.

Professor Dame Sally Davies:

- Am I a feminist? I suppose I must be a bit but I've never played the female role.
- It is silly to throw away more than half the best brains
- It is not fair and I believe in fairness
- I'm bored of having to be strong in a room full of men. I want you all in there with me

Professor Deb Hall: We are trying