

Equality and Diversity

Coordinators Role

<http://athena-swan.medschl.cam.ac.uk/>

Introduction by Professor Fiona Karet

Then (2012)

12 Departments

4 Institutes

1800 staff

Day a week admin

£10K

Staff survey @ £12K

Nil

Academic Lead

Now

12 Departments

6 Institutes

> 2300 staff

Full time Coordinator

£10/employee/year x 2

Staff survey @ >£25K

Silver

Director of Organizational
Affairs

Equality and Diversity in the Clinical School



- Director of Organisational Affairs – Professor Fiona Karet
- Equality and Diversity Coordinator – Me
- Governance Group – 18 Members
- Equality Champions – 55 ECs

My Role



- Communication and Website
- Coordinate Governance Group and Equality Champions Meetings
- Data Collection
- Career Development Events
- Liaison with the Wider University
- Administration (lots of emails!)

Initiatives



- Support Networks
- Mentoring Pilot
- Unconscious Bias Training
- Regius Welcome Events

Next Steps



- Broader Wellbeing at Work Programme
- Increased support for assistant staff
- Renewal in November
- Keep up the good work!