

AWiSE aims to help retain and enhance the participation of women in science, engineering and technology in industry and academia. We do this through **networking** meetings, personal development workshops, access to a **mentoring** scheme and gathering and disseminating **information**. AWiSE members come from the whole range of career stages, from undergraduates and postgraduates through to company directors and professors.

Welcome

Happy New Year everybody! We have a great series of networking meetings already arranged for this year. We start on the 30th January with a talk on **Confidence** by Terri Apter of Cambridge University. Just a couple of days later on the 1st February, **Ruth Sapsed** will give a seminar as part of our "Career Paths for Women in SET" series looking at **How to take control in planning your own career**. For more information and details on how to register, email info@camawise.org.uk or look on our website.

If New Year is time for a new start for you, how about considering Mentoring? The **MentorSET** scheme offers you, as a mentee, the opportunity to reassess your goals and ambitions and find a better work-life balance. As a mentor you can gain the satisfaction of helping another woman to succeed. Contact me or look on the MentorSET website at: www.mentorset.org.uk for more information. If you would like to find out more about mentoring, I'm happy to speak to you personally or come to your workplace and introduce mentoring and the MentorSET scheme to you and your female colleagues.

We will be running a training day for new mentors and mentees on the 24th January at Lucy Cavendish College. Please contact Jan West (manager@mentorset.org.uk), for more details.

To join the MentorSET scheme, you need to be a member of Cambridge AWiSE or one of the affiliated groups. If you still haven't joined Cambridge AWiSE, how about it!! Membership fees are still only £20 a year for full membership, £5 for students. If you are a member, please spread the word and encourage others to join.

I'd also like to encourage everyone to visit our new look **Cambridge AWiSE website** at www.camawise.org.uk. This has more information on our networking meetings including flyers to download and display where you work.

There is also a larger resource section, which I hope you find useful. Please send me other website addresses and articles you think would be of interest to Cambridge AWiSE members.

We also have a new page of member profiles. Much of the discussion we have had in the past few months has focused on increasing our visibility as women in SET. We hope that this page will encourage women from all SET fields and at all stages of their career to join Cambridge AWiSE as well as help you. We can include a link to your company if you have your own business or to your own personal web page. Please contribute - the more the merrier!

Lucy
info@camawise.org.uk

Meetings News

AWiSE Member Suzanne Doyle-Morris has conducted an on-line survey looking at the Experiences of Professional Women.

Suzanne presented some of her results at an AWiSE Science Park meeting on the 30th November 2006. Thank you to everyone who attended and contributed to the discussion.

Suzanne's survey results showed that nearly a quarter of women working in SET plan on leaving the industry within the next three years. The women surveyed were keen to progress in their careers but the results suggested that they felt this was more achievable if they moved to a new employer or industry. Suzanne feels the results are surprising, women working in SET are much more likely to leave their employer than their non-SET counterparts. When asked what would make these women stay with their current employer, salary was highest on the list. However leadership development and coaching were close behind, outranking childcare and flexible hours as things that women value from an employer.

Results showed that women's secrets for success centred on mentoring, coaching, networking and finding ways to stay visible to colleagues, supervisors and even competitors!

If you would like more information on Suzanne's survey results, please contact her at: Suzanne@doylemorris.com

Feedback from the meeting was generally positive. Most participants enjoyed the discussion and the suggestions of how to increase their personal visibility. Some of the younger participants, however, felt less happy. They, themselves, had not experienced problems at work and did not consider their gender an issue.

We are happy to run other meetings on this theme where we look at issues facing women in the workplace. We can discuss the strategies older women have used to help them succeed so that younger women are prepared for and can avoid problems

which may face them at later stages of their careers. Let us know what you think!

AWiSE Steering Group Member Esther Haines attended the European Platform of Women Scientists (EPWS) first networking event in October 2006.

The EPWS is funded by the EU as part of its 6th Framework programme as part of the EU's commitment to increasing the participation of women in research in the EU. The platform seeks to support the work of a whole range of existing national, European and international networks of women scientists by "networking the networks". At the same time the EPWS aims to make women scientists better understand the role they can play in the research policy debate and how to fully benefit from these opportunities by bundling their powers and forces.

There are four areas of activity:

- Networking
- Research Policy
- PR and Information
- Electronic Platform

The aims of the EPWS are to:

- Integrate and coordinate existing networks.
- Use networking as an empowerment and policy tool.
- Promote networks in central / Eastern Europe.
- Promote understanding and inclusion of gender issues in research policy.
- Integrate the gender dimension in research policy.
- Monitor, evaluate and comment on the policy debate.
- Monitor the development and implementation of gender mainstreaming in EU.
- Act as a consultant bridge between women scientists and policy makers.

For more information, visit the website at www.epws.org

Jenny Brookman and Esther Haines attended the Issues Facing Women in Science meeting run by Frances Brodsky at Kings College on 28th October 2006.

This symposium discussed issues facing women in science today and included brief talks on the history of women in science and initiatives in the UK and USA to increase participation and recognition of women in science. Specific recommendations from the meeting included:

To institutions:

1. Increase flexibility in research fellowships (using the CRUK model)
 - a. for extended postdoctoral research so that women (and men) who want to continue postdoctoral research without having to become a laboratory head during child-raising years have more support options.
 - b. for retraining or updating laboratory skills for women (and men) who have taken time out from research to be able to re-enter the field.
2. Hold a second symposium on issues facing women in science with a different title and specifically invite senior, influential male colleagues to attend.
3. Equalize maternity leave for men to reduce the burden on women for early child-raising responsibilities.
4. Encourage the establishment of more formal mentoring resources such as providing external mentoring from memberships of professional societies.

To women scientists in training:

1. Choose your research subject and supervisor carefully
2. Seek mentors
3. "You don't get if you don't ask!"
Query age limits and career deadlines for research grants, these are often more flexible than stated

To senior women scientists:

1. Be an honest role model
2. Say no to being the angel of the house
3. Teach risk-taking
4. Use gender-friendly examples in teaching

Raising the Profile of Women in SET
Erica Williams and Pat Morton from the UK Resource Centre for Women in SET came to Cambridge on the 7th December for a one-day workshop looking at how to raise the profile of women in SET

It is widely accepted that women role models can be highly effective sources of inspiration to others. However, if successful women are rarely seen, then it is almost inevitable that the public perception of a male dominated SET sector will be sustained. The media is a powerful influence on public perception of science and women need to be visible. However, dealing with the media is not always straightforward.

Nancy Mendoza, from the **Science Media Centre** (www.sciencemediacentre.org) spoke about the work of the organisation and the support it can offer scientists. This includes Good Practice Guides aimed at providing advice on how to explain more about the way science works in the course of a brief news interview. Topics include, risk and uncertainty in science. These guides can be downloaded from the website (use the "work we do" link). They also run formal media training sessions, which are extremely popular. Contact the centre for dates and how to join their database of scientists. Phone 020 7670 2980 or email smc@sciencemediacentre.org

The UKRC also hold a database of women scientists with the aim of raising the visibility and profile of women at all levels across SET. As a member of the **GetSET Women database**, your profile is available to the media, government public bodies and other organisations. As a member, you can take advantage of opportunities to speak to the media and other organisations, find out about vacancies on public bodies, act as a role model or mentor and increase your own network of women scientists. To join the database, go to: www.getsetwomen.org.uk

Women need to be actively involved in taking decisions in SET that impact on the

whole population. Both Pat Morton and Lily Sagerman-Peck spoke about **Public Appointments**. Women are currently severely under-represented on Public Bodies such as the Research Councils and those which give independent advice to Government Departments. If you are interested in finding out more about public appointments and public bodies in general, visit

www.publicappointments.gov.uk

Vacancies are advertised at:

www.publicappts-vacs.gov.uk

Previous Meetings

The Strength Deployment Inventory Workshop. Facilitated by Rachel Tobbell and Jackie Mason of the UKRC.

The first of our series of personal development meetings was held on the 4th November 2006 at Jesus College, in association with the Women in Physics Group of the Institute of Physics. The SDI helps people to understand what makes people tick, specifically considering what motivates people when things are going well and when things are going less well. It can be used to help overcome conflict and build more productive working relationships. The feedback from the meeting was overwhelmingly positive. *"It's given me a great insight into myself and others' behaviours. Hopefully in future conflicts I will be able to use the knowledge I have learnt."*

"Very interesting and also fun and enjoyable!"

Mentoring For Success

Lucinda Spokes (Cambridge AWiSE) and Katie Morris from Anglia Ruskin University spoke at the 2nd of our personal development meetings on the 7th November 2006 at Lucy Cavendish. The meeting was held in association with Cambridge Business Women's Network. It looked at what mentoring is, introduced MentorSET (www.mentorset.org.uk) and the Anglia Ruskin University SET for Work Mentoring scheme. The meeting was informative, fun and interactive and feedback was very good.

Other Information

Equal Measures: Investigating University Science Pay and Opportunities for Success. Sara Connolly, UEA, Norwich.

Sara has recently received funding from the Economic and Social Research Council to conduct an in depth analysis of this ASSET survey data, looking in particular at the factors influencing pay and career success. Early investigations show that, despite improvements in recruiting practices and greater awareness by managers of diversity and equality, inequalities in pay and opportunities for success remain. Read the briefing at: <http://www.setwomenresource.org.uk/en/publications> or find it in the resources section on our CamAWiSE website.

Women in Science Conference, 9-11 May 2007, EMBL Heidelberg Germany.

The conference will present the latest findings and projects in gender research and showcase successful initiatives for women in science. For more information, visit www.set-routes.org

Dorothy Hodgkin Junior Fellowships

This scheme is designed to help overcome obstacles preventing talented scientists develop research careers. This may be because they are raising children, acting as carers or have serious health issues. The closing date is **20th February 2007**. More details on the Royal Society website - www.royalsoc.ac.uk/funding.asp?id=1122

Royal Society: Rosalind Franklin Award

This award is for individuals in the middle of their career (5-25 years after start of Ph.D., career breaks taken into account). The award consists of a Medal and £30,000. The award will go to an individual who makes an outstanding contribution to any area of natural science, engineering or technology. Part of the award must be spent on implementing a project that raises the profile of women in SET in their host institution and/or field of expertise. Nominees should be actively involved in research at a University, other research

institution in the public or private sector, or in industry. For more information see www.royalsoc.ac.uk/franklin or phone Sarah Emberson on 020 7451 2581.
Closing Date: 21 February 2007.

Google: Anita Borg Scholarship for female students in Computer Science
 Google is sponsoring a scholarship in memory of Anita Borg, a female computer scientist who strove to encourage women to become involved in computing and technology. The scholarship is open to final year undergraduates, Masters students and Ph.D. students in computer science and related fields and consists of a scholarship of 5,000 euros. For more information see <http://www.google.com/anitaborg-europe/>.
Closing Date: 31 January 2007.

Business courses

Enterprising Women provide training for women in the East of England who are setting up their own business or becoming self-employed. <http://www.enterprising-women.org/>

Cambridge Enterprise Agency offers free half-day seminars on setting up or running a small business. They also run 'Starting in Business' Workshops. Courses include Marketing, Selling, Bookkeeping, Business planning and Working Smarter Through IT and cost £30 each. For more information: http://www.cambsenterprise.co.uk/index_camb.htm

Forthcoming Meetings

30th January 2007 20:00 - 22:00
Personal Development
Secret paths: seeking balance and confidence amid competing needs Terri Apter - University of Cambridge.
Lucy Cavendish College, Cambridge
Registration Fee: AWiSE members £5, non-members £7, includes tea, coffee, port and cake.

Thursday 1 st February 2007 12:15 - 13:45
Career Paths for Women in SET
How to take control in planning your own career. Ruth Sapsed..
Royal Society of Chemistry, Science Park
£3 sandwich lunch.

Tuesday 20 th March 2007 12:15 - 13:45
Career Paths for Women in SET
Setting up your own business Diane Turner - Anthias Consulting. Jenny Koenig - Science etc.
Royal Society of Chemistry, Science Park
£3 sandwich lunch.

April 2007 20:00 - 22:00
Planning a future in academia?
In association with WiSETI.
Registration Fee: AWiSE members £5, non-members £7, includes tea, coffee, port and cake.

Wednesday 6 th June 2007 12:15 - 13:45
Career Paths for Women in SET
Becoming a Scientific Consultant. Monica Green - Cambridge Consultants.
Royal Society of Chemistry, Science Park
£3 sandwich lunch.

Further details and how to register for these meetings can be found on our website at www.camawise.org.uk
 The website will also contain flyers for you to download and we would be really grateful if you could use these to publicise our events where you work.

We will also be sending further details of these meetings via the [ucam-awise](mailto:ucam-awise-request@lists.cam.ac.uk) email list. If you have not yet joined the list, please send an email to: ucam-awise-request@lists.cam.ac.uk



Contact Cambridge AWiSE

For information on meetings and events, send an email to:
ucam-awise-request@lists.cam.ac.uk

To contact us, email: info@camawise.org.uk

Membership costs just £20 per year for individuals, £10 for women on low wages and £5 for students. Membership gives you reduced entry fees to our meetings and access to the MentorSET women's mentoring scheme as well as supporting the running costs of AWiSE.

www.camawise.org.uk