

The Athena SWAN (Scientific Women's Academic Network) Charter was established in 2005 with the aim of "Encouraging and recognising commitment to advancing gender equality" within STEM subjects, i.e., science, technology, engineering, and mathematics. The Athena SWAN agenda has grown overtime to promote equality in general. Scan the QR code opposite for more background about Athena SWAN at Heriot-Watt, including guidance and resources.



## 1. MACS Achieves Silver Athena SWAN Award!

Our MACS **Silver Athena SWAN Award** application in Edinburgh has been successful! This has been a huge team effort, involving **MACS staff and students**, as well as **Expert Advisors from Heriot-Watt's Human Resources Directorate**:

*Ben Agnew, Lehel Banjai, Diana Bental, Tessa Berg, Lyonell Boulton, Damien Clancy, Fraser Daly, Pamela Docherty, Catherine Donnelly, Rhona Feist, James Gaunt, Theodoros Georgiou, Jurriaan Hage, Jennifer Hurley, Andrew Ireland, Stefan Klus, Sara Lombardo, Manuel Maarek, Alistair McConnell, Susan McKenzie, Mika Moriyama, Maja Pearson, Beatrice Pelloni, Marcelo Pereyra, Claire Porter, Penny Premuriya, Mateja Presern, Audrey Repetti, Marta Romeo, Christian Saemann, Lucia Scardia, Lisa Scott, Ian Sharpe, Kathrin Stark, Rob Stewart, Andrew White and Sara Wood.*



The Silver Award will be formally presented to MACS on 2 April 2025 at the [Advance HE Equality, Diversity and Inclusion Conference](#). The New Year is when the hard work starts on implementing our 2024-2029 Action Plan, which is available now via the MACS webpages, just scan the QR codes below. A redacted version of the 2024 Athena SWAN application will be made available early in 2025.



Staff  
pages

<https://heriotwatt.sharepoint.com/sites/MACSstaff/SitePages/Athena-Swan.aspx>



Student  
pages

<https://www.hw.ac.uk/uk/schools/mathematical-computer-sciences/about/athena-swan.htm>

## 2. Have your say: HWU Equality Outcomes Action Plan (April 2025-2029)

**Equality**  
**Diversity**  
**Inclusion**



**HAVE**  
**YOUR**  
**SAY!**

HWU are in the process of creating a new 4-year Equality Outcomes Action Plan to be published in April 2025 as part of the University's Scottish Statutory duty. A survey has been opened inviting views from all staff, students and groups to help better understand what Heriot-Watt does well relating to EDI, what we can do better, and what you would like to see prioritised.

The survey can be accessed via the following link (or QR Code):

<https://forms.office.com/e/2zNPSzCeWN>

The survey will close at **5pm on Friday 6 December**.



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If you have suggestions or questions related to Athena SWAN, or an event that you would like to advertise, then please send them to us via [athena-macs@hw.ac.uk](mailto:athena-macs@hw.ac.uk). In addition, if you would like to be part of the new **MACS Equality Diversity and Inclusion Team (EDIT)** then please do get in touch.



*Audrey Repetti and Andrew Ireland*  
**(MACS Athena Swan Coordinators)**