

Show Notes for POC² Podcast Episode 4

- Equality Challenge Unit official webpage for the Athena Swan Charter - <https://www.ecu.ac.uk/equality-charters/athena-swan/>
- Institute of Physics webpage on Project Juno- <http://www.iop.org/about/diversity/initiatives/juno/index.html#gref>
- Equality Challenge Unit official webpage for the Race Equality Charter - <https://www.ecu.ac.uk/equality-charters/race-equality-charter/>
- Athena SWAN Charter points – <https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/>
- **“Certifying Equality? Critical reflections on Athena SWAN and equality accreditation”- document published by the University of Warwick looking at the problems with the Athena SWAN charter and institutional accreditation schemes**
https://warwick.ac.uk/fac/soc/sociology/research/centres/gender/calendar/certifying_equality_a/certifying_equality_-_critical_reflection_on_athena_swan.pdf
- Article on the ‘leaky pipeline’ metaphor often used in STEM - <https://www.editage.com/insights/inadequate-representation-of-women-in-stem-research-the-leaky-pipeline?refer=scroll-to-1-article>
- **The problem with the ‘leaky pipeline’ metaphor-**
<https://slate.com/technology/2017/10/the-problem-with-the-pipeline-metaphor-in-stem-education.html>
- BBC article on pay gap between white academics and academics of colour - <https://www.bbc.co.uk/news/education-46473269>
- Vox article on intersectionality and the creator of the term - <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
- **Taylor and Francis Online article - “Competing inequalities: gender versus race in higher education institutions in the UK”**
 - Article highlighting how Athena SWAN has only primarily benefited middle class white women<https://www.tandfonline.com/doi/full/10.1080/00131911.2019.1642305>

- **Paper published by Loughborough University evaluating the effectiveness of Athena SWAN stating that the majority of institutional “Champions” were middle class white women**

<https://www.ecu.ac.uk/wp-content/uploads/2014/07/advancing-women%E2%80%99s-careers-in-STEMM-evaluating-the-effectiveness-and-impact-of-the-Athena-SWAN-Charter-FINAL.pdf>

Media recommendations:

- **Sehher – Nappy Headed Jojoba:**
<https://www.youtube.com/channel/UCN0Ms3VmhcLINVmk41zBOlw>
- **Pruthvi – This Book Will Save Your Life – A.M Holmes**
https://www.amazon.co.uk/This-Book-Will-Save-Your-ebook/dp/B008RKEYPM/ref=sr_1_1?crid=37DYJFMDV7KO&keywords=this+book+will+save+your+life&qid=1582230916&srefix=this+book+will+sa%2Caps%2C162&sr=8-1
- **Karel – Down and Out in Paris and London – George Orwell**
<https://www.amazon.co.uk/Paris-London-Penguin-Modern-Classics/dp/0141393033>