



UNIVERSITY OF
CAMBRIDGE



Top 10 tips for Athena SWAN Gold applications

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Leadership at multiple levels

- Departmental:

- Head of Department & senior management support for gender equality plans
- Governance and systematic reporting against action plans

- University:

- sharing experiences and practices with other Departments

- Sector-wide:

- seeking & sharing experiences with similar Departments in other Universities, invite to SAT or visit them

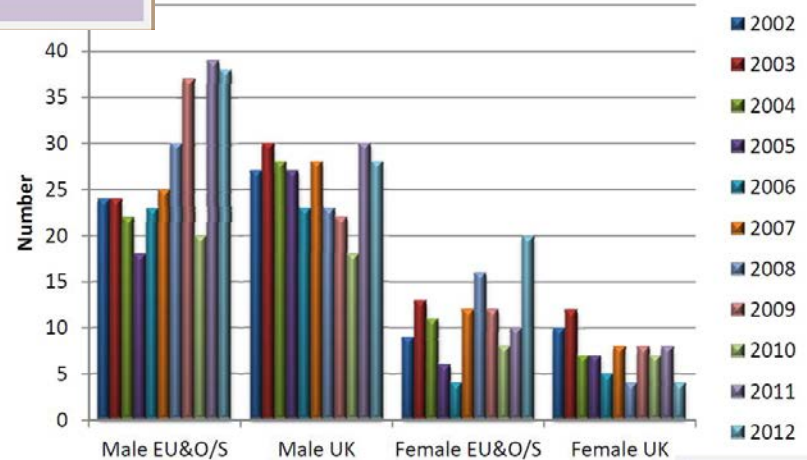


Comprehensive data analysis

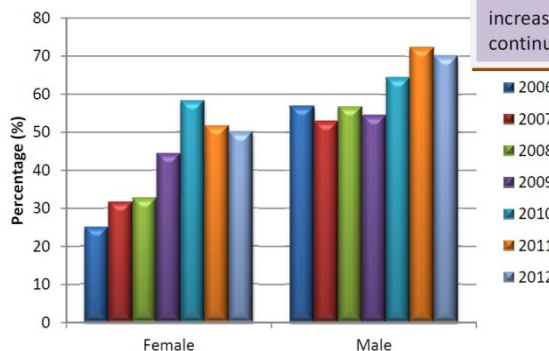
- Career pipeline
- Key transition points
- Go beyond superficial analysis of data requested
- What can be drawn out from staff and student surveys & consultations?

The % of women starting a PhD remains constant. However, additional analysis suggests there is a trend for fewer UK PhD students.

Number of Students starting a PhD



Year 1 Intentions Survey



Impact of the new Year 1 Physics course has seen a significant increase in women intending to continue with Physics.

Challenge the status quo

- Just because that's the way things have always been done or it's too difficult or too much work to change the system doesn't mean you can't try
- Redesigned undergraduate Physics courses offered as part of the Natural Sciences degree resulted in a higher proportion of women students intending to continue to study physics
- Philosophy – review of reading lists to ensure women were represented
- Computer Lab –course restructure to attract more women

Evidence of the impact of initiatives

- Spend the time upfront to plan the collection of feedback and evaluation of initiatives and events
- Demonstrate sustained activity over a period of time
- Remember impact isn't JUST about changing the numbers of women in the Department
 - series of initiatives in Physics to support Fellowship applications (workshops, mock interviews, mentoring) - increase in the number of women holding fellowships
 - Chemistry active recruitment process – significant increase in applications from women
 - Clinical School 'You said – we did' campaign
- Use survey results/focus groups/quotes to illustrate issues and impact of initiatives on staff and students

UKRC Survey: 91% of academics agree or strongly agree with the statement "In the Department, work is allocated on a clear and fair basis irrespective of gender".

Innovation and ambition

- Demonstrate what your department or Faculty is doing in addition to what the University is doing
- Actions should be tailored to the needs of the local whilst encouraging engagement in centrally run initiatives
- Make sure your action plan demonstrates ambition
- Try to include some innovative initiatives (doesn't necessarily have to be innovative to the sector but to your Department)
- For example, Physics offer to pay for childcare for visiting interview candidates

Clear reporting



Update from Silver Action Plan 2010	2.1	Comparison of UG performance	Data acquired from new central system; common issue over underperformance of women (fewer firsts) especially in early years	
	2.2	Identify cause of different performance by gender in first year (1A)	Analysis undertaken against AS Level UMS marks. Some correlation to performance in Further Maths; and whether or not Further Maths has been taken. Could also be an issue with confidence of female students and/or factors related to Supervision in Colleges. Additional action: Focus groups held to identify qualitative factors	
	2.3	UG exit questionnaire	Feedback received on individual courses; End of 3 or 4 year course questionnaire to be developed	
	2.4	PG exit questionnaire	Exit questionnaire still to be developed	
	2.5	Advertise Department policy on part-time PG degrees	Done	
	2.6	Report actions to School of the Physical Sciences to embed best practice	Prof Gibson sits on School Committee tasked with embedding SWAN principles across the School and encouraging further award applications. Prof Gibson and Mr Peet advise other departments on SWAN data analysis and applications	

	Objective	Action(s) achieved	Impact
BA 2 Support the recruitment, retention and promotion of female staff			
2.1	Ensure recruitment processes are open and fair	<ul style="list-style-type: none"> Departmental Administrators and Staff Management Committee collect and report E&D information (since early 2013) for Contract Research Staff recruitment to senior committees and the <u>ASWP</u>. All academics involved in recruitment have received recruitment training provided by HR. Interview training available to all other members of staff involved in recruiting (since June 2014, arising from a review in May 2013), and completion of online E&D Training Module compulsory for all PIs (100% completion by PIs as of August 2015, compared to 27.5% in October 2014). Postgraduate student recruitment and admissions process revised in 2014. Invite potential applicants to a high profile Graduate Open Day and ensure all candidates (nominated by PIs) are interviewed by two additional PIs. 	<ul style="list-style-type: none"> Recruitment of staff (especially female staff) has achieved a higher profile within the Department and senior committees informed of gender breakdown of applicants and successful candidates. The proportion of female PDRAs has increased by 11% to 37% in the last 5 years. Changes in postgraduate recruitment process have resulted in a higher proportion of successful women students relative to the proportion of applications every year since 2012.

Beacon Activity



- A successful Athena SWAN award doesn't mean that a department is the perfect place to work
- It recognises the journey travelled and sustained activity/progress
- There will always be work to be done

