



Equality Challenge Unit



What's going on at head office?

An ECU Athena SWAN Update

Cambridge, 4 March 2016

Dr Ruth E Gilligan, Athena SWAN Manager

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Athena SWAN Charter

= Recognition scheme of excellence in women's employment in STEMM
(Pre-May 2015)

= **2005:** 10 members

= **2016:** 137 members

STEMM = Science, Technology, Engineering, Maths, Medicine



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Athena SWAN Charter



= Recognition scheme of excellence in women's employment in STEMM
(Pre-May 2015)



- = **2005:** 10 members
- = **2016:** 137 members
- = Celebrated our 10th anniversary in July 2015



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Athena SWAN awards

533 award holders in total:

Bronze

- 🏠 73 Bronze universities
- 🏠 11 Bronze research institutes
- 🏠 306 Bronze departments

Silver

- 🏠 7 Silver universities
- 🏠 2 Silver research institutes
- 🏠 127 Silver departments

Gold

- 🏠 7 Gold departments
- 🏠 **Uni criteria released in July 2015**



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April 2015 round:
= 138 submissions
= 96 awards
= 70% success rate

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Athena SWAN: Post-May 2015



- = Recognition scheme of commitment to gender equality across institutions
- = Expanded in 2015 to focus on gender equality as a whole, and to take in AHSSBL
- = Adapted from Athena SWAN and ECU's gender equality charter mark (GEM)
- = Based on consultation with the sector



AHSSBL = Arts, Humanities, Social Sciences, Business, Law

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Post-May 2015: In a nutshell

- = Not just about one gender
- = Not just about academics
- = Not just about the Sciences
- = More complete data analysis



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Intersectionality

“Intersectionality means recognising that people’s identities and social positions are shaped by several factors, which create unique experiences and perspectives.”

Institutional applications only

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November 2015 assessment round

- = First round to include Post-May 2015 applications
- = 126 submissions in total
 - 101 Pre-May 2015 applications
 - 25 Post-May 2015 applications (12 AHSSBL)
- = NIHR-related applications prioritised
- = Results to be released at the end of April



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The award judging process

- = Mandatory panellist and chair training
 - 140 panellists trained by webinar
 - 30 chairs trained at ECU London office

- = Guide to Processes published
 - Objections to applications and panellists
 - Moderation, inc referring application to new panel
 - Appeals to panel outcomes
 - Withdrawal of awards



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Small and specialist institutions

- = ECU established an equality network for small and specialist institutions
- = Adapted application form developed, to be trialled in November 2015 round
- = Consultation and input invited from the network to tailor the process
- = Interest from approx. 10 specialist institutions, many with AHSSBL focus



Learned societies



- = First application from Royal Society in April 2015
- = Amended application form used – to be edited in response to feedback from RS application
- = Application to take into consideration society staff and members
- = Interest from a number of other learned societies and professional bodies, including the Medical Schools Council



Republic of Ireland



- = Official launch February 2015
- = Committee established to advise and act as conduit between ECU and HE sector
- = Reviewed and tailored processes; regional workshops
- = First submissions April & Sept 2015: two universities and five departments were awarded Bronze
- = Adapting post-May 2015 process will be tied in with the evaluations of the pilot



Australia



= Australian Academy of Sciences has set up a Science in Australia Gender Equity (SAGE) committee to pilot the Athena SWAN process



= Pilot includes 32 institutions: universities, medical research institutes and publicly funded research agencies

= Country-wide initiative, across all Australian states

= Pilot launched in Sept 2015, will run until August 2017

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Looking forward...



April 2016 round

= Doodle poll being circulated soon

= Particularly welcome:

- AHSSBL academics

- Men from a broad range of roles across institutions

= 195 intentions to submit

= 85 Post-May 2015 process (26 AHSSBL)



Further information available



Website

www.ecu.ac.uk/equality-charter-marks/athena-swan/



Athena SWAN handbook

<http://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-resources/>

Email

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Athena SWAN: 10 Principles

- = Recognise talents of all
- = Advance gender equality
- = Recognise disciplinary differences
- = Tackle the gender pay gap
- = Remove obstacles
- = Address short-term contracts
- = Tackle discrimination against trans people
- = Demonstrate senior commitment
- = Make structural and cultural changes
- = Consider intersectionality

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