What’s going on at head office?
An ECU Athena SWAN Update
Cambridge, 4 March 2016

Dr Ruth E Gilligan, Athena SWAN Manager
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**

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
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

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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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