



Athena SWAN

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Equality Challenge Unit

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Charter for women in science

Athena SWAN



Recognition scheme of excellence in women's employment in STEMM in HE (for now!)

2005 = 10 founder members

2013 = 86 members, 124 award holders, nearly 100 applications for the November

2012 round

2 rounds of awards per year – April and November

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Athena SWAN



Managed by ECU

**Funded by: ECU, Royal Society,
Biochemical Society, Dept. of Health,
Scottish Funding Council**

**Annual membership fee of £1000 per
institution from April 2012 until 2014**

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The Athena SWAN awards



Bronze university

solid foundation for eliminating gender bias and developing inclusive culture

Silver university

significant record of activity and achievement in promoting gender equality and in addressing challenges across the full range of STEMM

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The Athena SWAN awards



Bronze department

identified particular challenges
planned activities for the future

Silver department

significant record of activity and achievement
demonstrating impact of implemented activities

Gold department

significant sustained progression and achievement
beacons of achievement in gender equality
champions of Athena SWAN and good practice

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Awards ask for data and evidence around these areas:



Key career transition points

Appointment and promotion processes

Career development

Provisions for career development and career development activities

Organisation and culture

Management structures and organisational values and ethos

Flexibility and managing career breaks

Flexibility and sustainable careers and managing career breaks

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The six principles



To address gender inequalities requires commitment and action from everyone, at all levels of the organisation

To tackle the unequal representation of women in science requires changing cultures and attitudes across the organisation

The absence of diversity at management and policy-making levels has broad implications which the organisation will examine

The high loss rate of women in science is an urgent concern which the organisation will address

The system of short-term contracts has particularly negative consequences for the retention and progression of women in science, which the organisation recognises

There are both personal and structural obstacles to women making the transition from PhD into a sustainable academic career in science, which require the active consideration of the organisation

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Hints and Tips

Impact doesn't have to be in staff numbers

Truth - an honest assessment

Demonstrate changing culture

You can use diagrams

Use your learned societies/professional bodies

Talk to each other – share!

Join a panel

Join JISCmail

Use the resources e.g. awards booklets

Things to consider carefully

Action plan – is it SMART and does it link to the main body of the application

Data

Academic/senior management involvement

Are you ‘over-applying’

Recent Developments



In addition to BRU/BRC, NIHR funding for Patient Safety Research Centres also linked to Athena SWAN silver awards

Expansion of team (now 3.0 FTE staff) to facilitate development and increased demand

“Tapping all our talents” report from the RSE

Expansion to non HEI-affiliated research institutes

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Questions?



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