



# Athena SWAN

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**Charter for women in science**



# Athena SWAN

**Recognition scheme of excellence in STEMM  
in women's employment in HE**

**2005 = 10 founder members**

**2012 = 84 members, 124 award holders**

**2 rounds per year – April and November**

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# **Athena SWAN**

**Jointly owned by ECU and UKRC**

**(Now) funded by: ECU, Royal Society  
The Biochemical Society, Dept of Health**

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

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# The awards



## **Bronze university**

**solid foundation for eliminating gender bias and developing inclusive culture**

## **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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# Recent Developments

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

**Extra resource (3.0 FTE staff by April 2013) to facilitate development and increased demand**

**“Tapping all our talents” report from the RSE**

**Expansion to non HEI-affiliated research institutes**

# Recent Developments

**QUB - first university Silver award**

**New website and logos launched in September**

**Benchmarking data to be available early 2013**

**Extra 1000 words available to large units e.g.**

**medical schools/faculties (requested and approved)**

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# What the Athena SWAN team can do to help

Attend regional workshops and meetings (e.g. Involving several institutions)

Field queries, advise where you can get information from and clarify processes and guidance – use key contact

Provide written submission feedback

Provide materials – e.g. case studies, good practice examples

Send out information on Jiscmail



# What the Athena SWAN team can't do

**Read draft submissions**

**Comment on draft action plans**

**Attend individual institutional meetings/working groups**

**Grant appeals to the submission decisions**

**Always respond immediately**

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# Hints and Tips

**Impact doesn't have to be in staff numbers**

**Truth - an honest assessment**

**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

Data

Academic involvement

# Questions?



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