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Data Resources

ECU
Information and resources on collecting data, benchmarking and statistics reports
http://bit.ly/1vYLEyh

Medical and Dental Schools Council
Data
Clinical academic staffing levels in UK medical schools
Clinical academic staffing levels in UK dental schools
http://bit.ly/1gINosH

On-line Resources

Inclusive Curriculum
Trinity College Dublin
The site provides tools, guidelines and templates to create an inclusive academic environment and use good practice when planning teaching and assessment, and developing information resources to benefit all students. There are guidelines, interviews, a self-evaluation tool and information regarding accessibility.
http://bit.ly/1EK78uD

Survey on Athena SWAN Charter Member Needs
The Athena SWAN member survey is now open, it will take approximately 5 minutes to complete and you can add optional comments!
The survey asks what you want including questions on the potential benefit of an online repository to assist in your Athena SWAN work, that Institutes could contribute documents/templates. The survey is open until 31st October.
www.surveymonkey.com/r/Z8KTKK7

Presentation

Science for women? The impact of Athena SWAN on science academics at Queen's University Belfast
Duration: 42:52 minutes
Speakers: Professor Teresa McCormack, Acting Director, Queen’s Belfast Gender Initiative and Jane Garvey, Equal Opportunities Officer
This presentation shares the experiences of Queen’s Belfast in obtaining silver and gold institutional and departmental accreditation and discusses the impact of their work.
http://bit.ly/1row9ev

Female Profiles
The website Sciencegrrrl has profiles of women in a variety of sectors
http://bit.ly/1tIWhOF

ECU Athena SWAN Update

September 2014 applications results
121 submissions received, 83 awards made 69% success rate, however Medical and Dental schools and their related departments did particularly well in this round, with an 82% success rate. There are now 120 member institutions of Athena SWAN and 384 Athena SWAN award holders.

Next application round November 2014
The November 2014 application round will be assessed between January and April 2015.

Guidance documents
A comprehensive guidance document on the Athena SWAN awards process is in
development. It will be widely disseminated once signed off by ECU’s Board. 

_Athena SWAN Handbook 2014_

This is the latest version (April 2014) of the handbook and will be of use when putting together applications. Any revisions will be on the webpage and announced in this newsletter.

http://bit.ly/ZA4H7A

**Forms**

New forms are in development, however current versions will be accepted for applications until at least November 2015.

**New website**

A new Athena SWAN website has been created and this is now integrated with the ECU website. An updated set of benchmarking data will become available on the Athena SWAN website in the password protected area, during November.

**Other equality charter marks in development**

ECU is currently developing two further national equality charter marks, to tackle race and gender inequality in employment in higher education. The charter marks are being developed to help the sector address the continuing underrepresentation of black and minority ethnic staff and the similar underrepresentation of women at senior levels, across fields not currently covered by Athena SWAN. They are intended to instigate long-term systemic and cultural changes to tackle discrimination. The race equality charter mark will focus on improving race equality for staff, concentrating on career progression and pipeline issues. The gender equality charter mark utilises the experience and methodology of the Athena SWAN Charter, with some differences being trialed. The Athena SWAN Charter will continue to operate as it currently stands, with a view to bringing it together with the gender equality charter mark in the future. Pending the outcome of the trials, the first formal rounds of the race and gender charters will take place in 2015.

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**FAQ**

_We’ve just got a Silver – when should we be applying for Gold?_

There’s no standard timeframe after receiving a silver award within which a department should apply for gold. When applying for gold, a department should be able to show sustained progression and achievement in promoting gender equality and addressing challenges particular to the discipline, as well as beacon activities - championing and promoting good practice to the wider community.

In the Athena SWAN team’s experience, it is likely that a department would need to renew their silver award at least once before achieving a gold award, so that a well-established record of activity and achievement in working towards equality in the career progression of women in STEMM can be complemented by data demonstrating continued impact. The outward-facing work of the department and their role as a champion of gender equality and good practice is also key to the panel’s decision to award a gold, as is the extent to which gender equality is embedded throughout the department.

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**Unconscious Bias Training Available**

A toolkit is available from the ECU to help you train colleagues on the impact of unconscious bias and how to reduce the impact. Training based on these materials is aimed to help staff involved in recruitment and selection decisions to identify and mitigate against unconscious bias. To receive a copy email pubs@ecu.ac.uk
Celebrating Success
Ideas And Inspiration For Good Practice

In this section, we feature areas from recent successful silver applications and provide links to the application.

The University of Exeter Medical School (UEMS)

Featured area: teaching promotion criteria

We publish promotion criteria for each career path: Education and Research, Education and Scholarship and Research. The teaching promotion criteria can be found at our “You Teach” web pages. We publicise the criteria annually through Promotions Workshop as part of the workshop people who have gained promotion through this route talk about their experience of promotion.

We promote the resources available for those choosing the education career path by having our Education Enhancement Team deliver briefing sessions training and qualifications relating to Teaching. The aim of the sessions is to show the variety of training support for teaching for both academic staff and PhD students.

Staff are also encouraged to work towards a recognised teaching qualification through our ASPIRE programme, which develops and accredits staff who teach and support students’ learning in our research-led environment (accredited by the Higher Education Academy).

Teaching pathway: http://bit.ly/1p3yCLN
UEMS applications: http://bit.ly/1uYOSUh

“I am absolutely delighted that the Medical School has been granted our Athena SWAN Silver department award. This recognises our commitment to progressing gender equality, which I see as absolutely integral to our development.”

Professor Steve Thornton Dean of College
The University of Exeter Medical School

Silver or Gold departments - Do you have activities readers would be interested in?

Email a brief outline, in under 500 words, with a weblink (if available, note long weblinks will be shortened for reader ease to a bit.ly weblink), a picture may be included.
Email to: athenaswan@medschools.ac.uk

Athena SWAN NEW Web Address
www.ecu.ac.uk/equality-charter-marks/athena-swan

The Medical and Dental Schools Athena SWAN newsletter is archived on the MSC and DSC websites.
http://www.medschools.ac.uk/AboutUs/Projects/Athena-SWAN
http://www.dentalschoolscouncil.ac.uk/AthenaSWAN.htm