

Professor Sir Leszek Borysiewicz
Vice-Chancellor

"I am delighted to have overseen an unprecedented level of activity to support women and advance equality within the University. With the majority of our STEM Departments holding Athena SWAN Awards and as one of only seven Universities with a Silver Award, we must work hard to maintain our leading position within the sector. With the expansion of Athena SWAN to the Arts, Humanities and Social Sciences, I look forward to celebrating similar successes across all disciplines. The University is committed to ensuring a supportive and inclusive environment for all our students and staff."

Support from the Vice-Chancellor

- National benchmarking scheme
- Charter established in 2005 to encourage and recognise commitment to advancing the careers of women in STEM
- Expanded in 2015 to include all academic disciplines
- Managed by Equality Challenge Unit (ECU)
- Covers gender equality for academic, research, professional and support roles, and transgender staff & students
- Charter principles include tackling the gender pay gap, removing career development barriers and addressing the absence of women from senior roles
- Institutions and Departments prepare detailed submission documents and action plans to achieve an Award
- Activities provide evidence for research funders and REF submissions
- Progresses inclusive environments for work and study

Recognising the advancement of gender equality: representation, progression and success for all

Athena SWAN @ University of Cambridge

What is Athena SWAN?

Athena SWAN Coordinators



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University of Cambridge


University commitment


The University of Cambridge is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity (University Statutes and Ordinances).

2015 equality.admin.cam.ac.uk/athenaswan
2016 equality@admin.cam.ac.uk
01223 (3)32286

Athena SWAN Awards

 **Athena SWAN Bronze Award** Quantitative and qualitative assessment to identify challenges and a four-year action plan

 **Athena SWAN Silver Award** Demonstrate impact of actions taken in response to previously identified challenges

 **Athena SWAN Gold Award** Substantial and well-established activity and achievement record, beacons of good practice

Athena SWAN Process

- Stage 1** Secure local commitment to progressing gender equality
- Stage 2** Identify Academic lead & Self-Assessment Team (SAT) and hold local consultations
- Stage 3** Review data, identify challenges and successes
- Stage 4** Develop submission & Action Plan
- Stage 5** Ongoing review of progress and applications for higher awards

Key Areas of Focus

- Gender representation across all career stages from undergraduate to Professor
- Key points of attrition, particularly impacting on women in senior roles
- Student attainment by gender
- Working culture including role models
- Family friendly practice including flexible working and support for family leave
- Career development – recruitment, appraisal, promotion
- HR policies and procedures

E&D Team Support

- Schools Liaison
- STEM and AHSSBL coordinators
- Assigned Contacts for Departments
- Guidance with staff and student surveys
- Provision of centrally held staff and student data
- Expertise in gender equality work at the University
- Support for data analysis and identifying actions/priority areas of work
- Mock panels prior to submission
- Final submission checklist
- Ongoing review and E&D Committee reporting
- Termly Calendars of events and special projects



Our Awards

- Institutional Silver Award (2014)
- Majority of STEM Departments hold Gold, Silver or Bronze Awards

Governance

- Institutional and departmental progress overseen by E&D Committee
- Best practice shared at Athena SWAN Working Group (ASWG) and via regular Athena SWAN Network events
- STEM & AHSSBL University Gender Equality Champions
- Senior Equality School Champions



Professor Anne Davis
Champion for Gender (STEMM)



Professor Judith Lieu
Champion for Gender (AHSSBL)

Resources

- **Submission templates with added guidelines in each section**
<http://www.equality.admin.cam.ac.uk/projects/athena-swan/athena-swan-cambridge>
- **Departmental submissions available to download**
<http://www.equality.admin.cam.ac.uk/projects/athena-swan/athena-swan-cambridge>
- **Key University initiatives**
<http://www.equality.admin.cam.ac.uk/projects/athena-swan/key-initiatives-supporting-athena-swan-university-cambridge>
- **Links to successful award submissions from other HEIs**
<http://www.ecu.ac.uk/equality-charters/athena-swan/athena-swan-members/>

