

Understanding Athena SWAN and the Bronze Institution Award



What is Athena SWAN?



Accreditation framework to address and improve gender equity in STEMM (Science, Technology, Engineering, Mathematics and Medicine) in higher education and research

Established in the UK in 2005 – proven reputation for creating a gender inclusive workplace

Australian pilot run by SAGE (Science in Australia Gender Equity)

Universities and research institutes apply to become members of the pilot

The 10 Athena SWAN Principles

•We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.

1.

•We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.

2.

•We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including the particularly high loss rate of women in science, technology, engineering, mathematics and medicine.

3.

•We commit to tackling the gender pay gap.

4.

•We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.

5.

•We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.

6.

•We commit to tackling the discriminatory treatment often experienced by transgender people.

7.

•We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.

8.

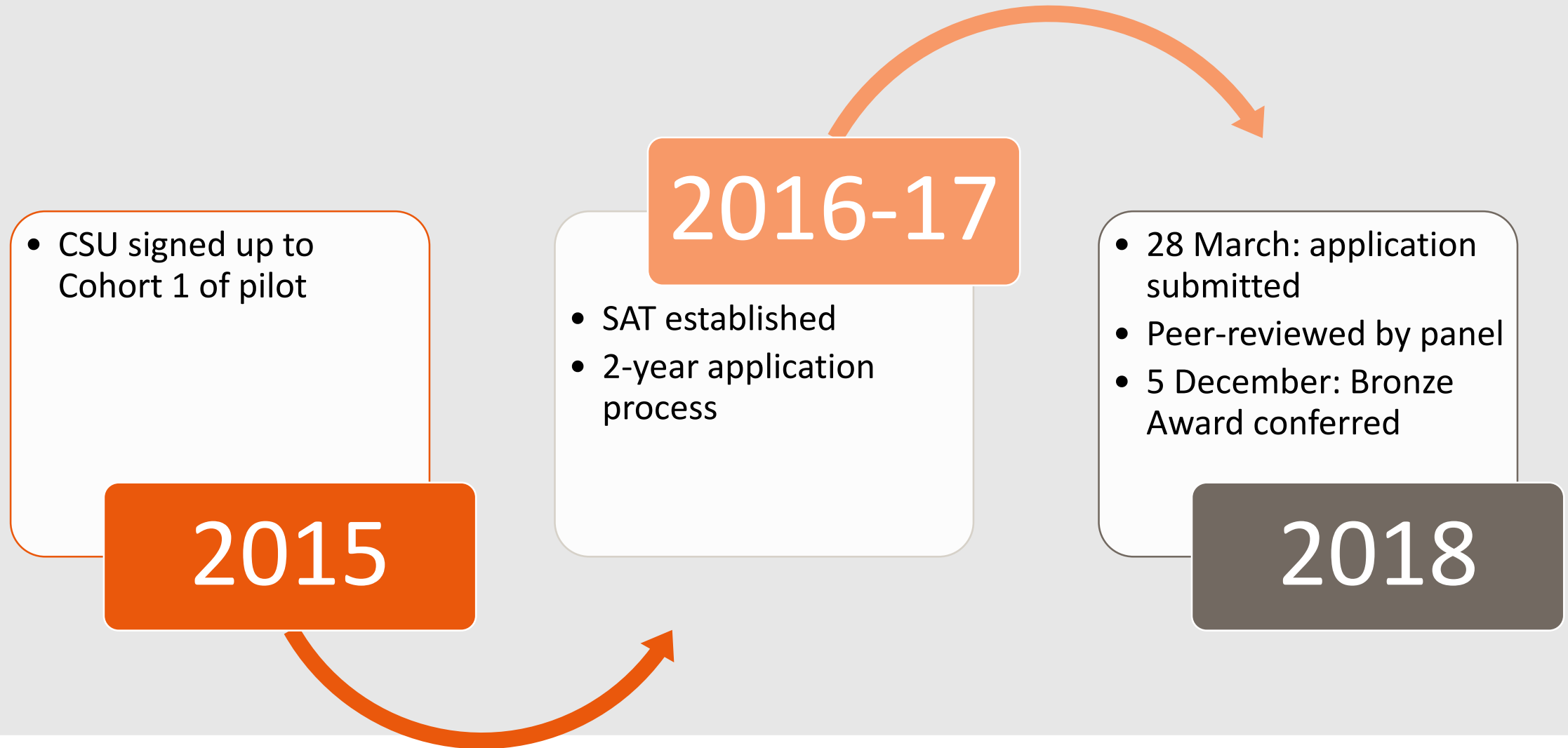
•We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.

9.

•All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.

10.

Athena SWAN at CSU – the application process



The Bronze Institution Award

CSU and 14 other institutions were awarded the Bronze Institution Award on 5 December at the inaugural SAGE Awards Dinner



Key areas identified through CSU's application process

Recruitment and induction processes

Career progression and promotion for women and part-time staff

Gender pay gap

Research grant applications and funding

Leave and flexible working arrangements

Promoting inclusivity

Key actions identified in the 4-year Action Plan

Activities and data analysis to stem the loss or “leaky pipeline” of talented female academics at higher levels

Programs to encourage more part-time academics to apply for promotion

Activities to encourage more men to take parental leave

Processes to facilitate flexible working arrangements

Guidelines and training to address unconscious bias, especially during recruitment, appointment and promotions processes

Embedding the Athena SWAN principles within core business

Improving communication and leadership conversations about gender equity

What does the Bronze Institution Award mean?



Awards are granted for a 4 year period

Institutions need to re-apply for accreditation based on demonstrated progress against actions identified in the Action Plan

Benefits for all CSU staff; actions developed to reduce gender inequity across the institution, not just in STEMM

Links closely with CSU's:

- Workplace Gender Equity Strategy (2018-2022), launched September 2018
- Application for WGEA Employer of Choice Award (announced February 2019)

What's next?

Address actions
in the Action Plan
over 4 years

Apply for Athena
SWAN Awards

Faculty of Science

Equity & Diversity (HR)

Self-Assessment Team

DVC-RDI

Bronze Departmental Awards
(Details available early 2019)

Silver Institution Award

How we'll keep everyone informed



Gender Equity @ CSU newsletter published 4 times a year

Athena SWAN and Gender Equity webpages:
<https://www.csu.edu.au/genderequity>

What's New announcements

Monthly webinars on a range of topics, including:

- Why do we need Gender Equity?; Unconscious bias; White (and other) privilege; Challenges/life as a female academic

How to get in touch, or get involved

genderequity@csu.edu.au

Final messaging

Further information

<https://www.csu.edu.au/division/hr/our-ethos/respect-equity-and-diversity/gender-equity/athena-swan>

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