

Informatics: Athena SWAN Action Plan 2016/17

EXTRACT: Actions under the responsibility of: Equality and Diversity Coordinator / Equality and Diversity Committee

1. Recruit a greater proportion of female students

1.1. Undergraduates							
Issue	Action		Timescale	Responsibility	Monitoring	Status	Outcome (all actions)
<i>Need targeted action to increase the proportion of applications from women and the rate of conversion for all students.</i>	1.1 .iii	Continue individual and School outreach initiatives to encourage more young females to pursue study and careers in Informatics-related areas, and engage with similar College, University and sector initiatives focused on STEM subjects, more widely	2016/17 and ongoing	Equality and Diversity Committee <i>(Jan 2017: now in association with new Comms and Public Engagement Manager?)</i>			Increase in proportion of female applicants to undergraduate programmes from 20.7% to 30%.

1.3. Postgraduate research							
Issue	Action		Timescale	Responsibility	Monitoring	Status	Outcome (all actions)
<i>Targeted action to increase the proportion of applications from women and to increase the proportion of women applicants who receive offers to at least the same proportion as men applicants.</i>	1.3.vii	Continue to run annual Women in Computing event	Annual and ongoing	E&D Coordinator		Underway / beacon event required ¹	Increase in proportion of female applicants to taught postgraduate research degrees from 20.2% to 25%.

¹ 60 booked / 40 attended Anne Johnson Women in Computing lunchtime career talk 29 Sept 2016

15 attended Julia Hockenmaier Women in Computing lunchtime career talk, 13 October 2016

Young programmers panel event planned for 6pm Monday 3 April 2017 in IF4.31/33

Young cyber security panel/speaker event planned for Sept 2017

3. Improve career progression for female staff.							
Issue	Action		Timescale	Responsibility	Monitoring	Status	Outcome
<i>Increase career progression of research and academic staff to all categories and grades.</i>	3.1.vi	Continue to promote and support participation in the Aurora leadership development programme for women (including making funding available for places additional to those funded by College - subject to availability of additional places).	Ongoing	Equality and Diversity coordinator with InfHR			Maintain and (long term) increase the no. of women applying for and achieving promotion.
	3.1.vii	Continue to publicise and fund participation in Equate Scotland's Coaching for Success programme for women.	2016/17 and onwards	Equality and Diversity coordinator with InfHR			
	3.1.ix	Publicise the University's Mentoring Connections programme among staff.	2016/17 and onwards	Equality and Diversity coordinator with InfHR			

4. Ensure an inclusive culture within the School.							
Issue	Action		Timescale	Responsibility	Monitoring	Status	Outcome
Need to maintain and build upon achievements in promoting an inclusive culture.	4.1.i	Follow up the unconscious bias workshops offered to all staff in 2015 with a tailored session for senior staff in 2016/17, before rolling it out to all colleagues in 2017/18 and annually for new staff and refresher training, thereafter.	Senior staff workshop 2016/17	E&D Coordinator with InfHR		Target for 2016/17 achieved ²	All staff to have undertaken unconscious bias training by 2018/19.

² Strategy Group and senior managers (17 staff) attended unconscious bias workshop 30 Nov 2016. A second session open to PGR selectors and all staff was attended by 12 staff

	4.1.ii	Increase the profile and number of women role models and champions by establishing an informal Women in Informatics group with annual an annual event hosted by Head of School to celebrate successes.	2016/17 and onwards.	E&D Coordinator with Head of School		Underway ³	Event held annually.
	4.1.iii	Review format of annual 'Jamboree' and focus more clearly on equality and diversity, including such things as staff and student training workshops, external speakers, staff development information, posters around school with key equality messages, international pot luck lunch, etc.	2016/17	E&D Coordinator with support from E&D Committee			Event reviewed and held annually.
	4.1.iv	Continue School support for 'Hoppers'.	Ongoing.	Head of School with E&D Co-ordinator			Full programme of Hoppers events and activities on rolling annual basis.
Address pockets of 'laddish' behaviour (identified as issue in student survey) to enhance student experience for all students.	4.2.i	Continue to provide equality and diversity training through the 3rd year Professional Issues course.	2015/16 and onwards	Director of Teaching (with E&D Co-ordinator?)			All undergraduate students receive equality and diversity training.

³ Head of School hosted Athena SWAN Silver award celebration 24 Feb 2017, attended by over 60 staff and students, and local ECU representative Stephanie Millar. (Photo available)

5. Ensure that E&D is adequately and appropriately recognised within the governance and management of the School and that the structures, policies, processes and resources are in place to ensure an inclusive environment, and to deliver the action plan.

Issue	Action		Timescale	Responsibility	Monitoring	Status	Outcome
	5.1.ii	Monitor and evaluate all activities and update this action plan accordingly.	2016/17 and annually	Equality and Diversity Committee			Outputs of monitoring and evaluation and consequent actions included in annual reporting.
	5.1.iii	Report annually on progress towards achievement of targets in this action plan and update plan, as necessary.	2016/17 and annually	Equality and Diversity Committee			Report submitted annually to School Strategy Committee (senior School committee).