

## **SCHOOL OF INFORMATICS**

### **Strategy Committee**

**2pm, Wednesday 22 February 2017**

**Subject: Implementing our Athena SWAN Action Plan - Directors of Institute**

#### **Authors:**

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#### **Background**

The School's successful submission for our Athena SWAN Silver Award included aims to:

- increase the number of women staff and students, so that all Institutes include at least 15% female staff and student members
- increase the number of women staff applying for and achieving promotion.

While there are a range of actions to achieve these aims, the actions which Directors of Institute were specifically required to take to achieve this were to:

- encourage affiliations with more than one institute to increase gender diversity among institutes and to engender more inclusive ethos
- report annually (as part of E&D reporting cycle) on success in improving gender balance within their institute.
- ensure that all research and academic staff have access to a mentor with whom to discuss career development including by utilising the University's Mentoring Connections programme.

In real terms, achieving meaningful success in improving gender balance will require more than strategic affiliation from Directors of Institutes.

In addition to our commitments under Athena SWAN, there are other drivers for gender equality eg. Scottish Funding Council's Gender Action Plan 2016 aims to see actions to improve gender equality mainstreamed throughout institutional policy and practice by 2020 so that, by 2030, "no subject has an extreme gender imbalance (75:25)."

#### **Action requested from the committee**

Baseline data on the gender / grade mix of Institutes will be tabled as Appendix A. Actions and evaluation from November's Unconscious Bias training is attached as an aide memoire as Appendix B.

Strategy Committee is asked to:

- consider the data provided in Appendices A and B

- consider what support the Directors of Institutes need to attain their goals with regard to:
  - staff
  - students
- consider what support Directors of Institutes could give to others eg.
  - guidance on how to reach out to women to attract them to positions
  - help crafting calls that are more gender balanced in their tone
- ask all Directors of Institute to report back to Strategy Committee, April 2017, on the SMART actions being taken to improve gender balance in staff/student numbers and staff pay grades in their Institute.

**Equality and diversity implications**

Further our aims for improving gender balance. Implement our Athena SWAN Action Plan.

**Resource implications (staff, space, budget)**

To be identified by Institutes at the next Strategy Committee meeting, April 2017.