

Athena Swan – preparing for Silver

Gwyneth Stallard (Open University)
HoDoMS Annual Conference 2022

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Background

- Athena Swan Lead 2013 – 2021, now Deputy EDI Lead (and Deputy HoS) leading on staffing actions
- Applied for Bronze in November 2013 - successful
- Applied for Silver in November 2016 – awarded Bronze renewal – positive feedback but asked for more evidence of impact
- Applied for Silver in January 2022 (covid delayed from November 2020) – successful
- Also Chair of the LMS Women in Maths Committee 2006-2015...

Organisation after Bronze – embedding across School

- Action Plan organised into sections – eg research, workload allocations,..
- Lead for each section – leaders include several members of Management Team (HoS, Director of Research, AS Lead...)
- Quarterly AS meetings with each section discussed once a year in detail.
- AS slot at each Management Team meeting and each School meeting

Silver feedback commended innovative actions around promotion and recruitment

- Annual review of CVs – involves appraisers + subgroup of Management Team
- Feeds into workload planning, appraisals
- Long term promotion mentors
- Deputy leadership roles
- Support of scholarship + research
- Career development seminars

Evidence of impact / progress – commended in feedback

- University survey (good for benchmarking)
- School surveys (good for specific actions)
- Case studies – referenced throughout submission
- Quotes from surveys
- Photographs with captions
- Summary tables at beginning of submission in description of department.

Example of summary table

Group	%F 2013	%F 2016	%F 2021	Areas in which actions were taken
Management Team	25%	44%	44%	Career development
Professors	9%	22%	50%	Career development, promotion, recruitment
Central Academic Lecturers	25%	29%	44%	Recruitment