SWAN applications submitted

One institutional and two departmental applications were submitted for the November 2018 SWAN deadline. The submissions made were:

- BU institutional submission (led by Julie Northam and Dr James Palfreman-Kay)
- Department of Life and Environmental Sciences departmental submission (led by Dr Phillipa Gillingham)
- Department of Psychology departmental submission (led by Prof Sine McDougall)

The BU SWAN SAT and two departmental SAT’s worked hard to scrutinise the last bits of data and craft the narratives. This was a significant undertaking so thank you to everyone involved.

Outcomes will be known in spring 2019. All the SATs are currently starting to implement their action plans.

Congratulations to Media Production on their submission which received the following feedback:

“The panel were unanimous that the submission met the criteria for Bronze award as it demonstrated a thorough self-assessment, clear identification of issues, and targeted actions in response. There is clear commitment and momentum around gender equality within the Department and this was evident in the thoughtfulness and candour of the analysis, initiatives already undertaken and proactivity around Action Plan implementation.”

Why is SWAN so important?

Working towards a SWAN award and implementing the action plan has motivated BU to scrutinise data and examine policies, practices and cultural norms to make the working environment more equitable, flexible and productive for everyone. In addition, the SWAN work is important:

- To widen the talent pool by ensuring BU has access to the whole population in order to avoid a wastage of skills and missing out on opportunities for talented individuals to contribute key ideas, research and teaching to the future development of the University and society as a whole.
- In some research areas future funding is already / is likely to be tied to an institution’s commitment to Athena SWAN (such as the National Institute for Health Research and Research Councils UK).
- As a means of confronting existing exclusionary structures, processes and practices that contribute to continuing inequalities in Higher Education.
New Chair of SWAN steering group

Professor Sarah Bate has been appointed as the new chair of the Athena SWAN Steering Group. The steering group is responsible for providing leadership, oversight and support for gender equality at BU and for working with the SWAN SAT to coordinate BU’s SWAN programme of work at institutional and departmental levels.

Sarah is passionate about how organisations can support parents. She said: “The Athena SWAN Charter is very close to my heart: I have three young children and have experienced first-hand the ways in which organizations can support parents in many aspects of their working journey. As Chair of the Athena SWAN Steering Group I plan to draw on my own experiences, both positive and negative, and work with other members of the team to develop the institutional support that we offer to all colleagues and students with caring responsibilities. I hope that this results in a strong and supportive community that listens and reacts to the voices of all its members, and where evidence of best practice translates across all levels of the institution in order to make BU a truly enticing place to work or study.”

International Women’s Day

International Women’s Day, on Friday 8 March, is a global celebration which marks the economic, social and political achievements of women and highlights the importance of having a more gender-balanced world.

BU is running the following events for this occasion:

**Thursday 7 March**
**Mental Health and Me**
In England, 1 in 6 people report experiencing a common mental health problem (such as anxiety and depression) in any given week, and suicide is the leading cause of death among men and women aged 20-34.

Georgia is in that 1 in 6 people, and she is boldly going to share her lived experience.
11am-12pm Talbot Campus
2-3pm Lansdowne Campus

**Friday 8 March**
The Women’s Academic Network (WAN) and the Centre for Excellence in Learning (CEL) are aiming to build awareness of gender inequalities; build confidence with technology and share the narratives of ‘uncelebrated’ women. Colleagues are invited to attend either or both of the two sessions which will be held at Lansdowne Campus.

**Session one - Coding for beginners 9.30-11am**

**Session two - Uncelebrated Women 11.30-1pm**

To book to attend either session please e-mail Organisational Development.
Institutional SWAN actions for 2019

In November 2018, we submitted a revised action plan for BU-wide SWAN work planned up until 2022. The key projects planned for 2019 include:

- Encouraging and supporting departments to make departmental SWAN applications. The BU2025 aim is for all departments to have at least Bronze level SWAN awards by 2025.
- Developing a future leaders programme, linked to the BU2025 Strategic Investment Areas, to secure greater equality and diversity in our core areas for growth.
- Work with the Race Equality Charter SAT and academic staff to identify and implement effective support to enable staff of colour to progress their careers at BU.
- Include positive action statements in all job adverts and advertise all STEMM vacancies on the WISE website.
- Roll out mandatory unconscious bias development sessions for all staff involved in staff/student recruitment.
- Initiate tracking of academic career trajectories.
- Further encourage a culture of flexible working.
- Develop and implement a Maternity Leave Checklist to ensure women are supported before, during and after maternity leave.
- Review support for staff returning to work after maternity/adoption leave, to include a review of teaching reductions and the possible introduction of a scheme to award small grants to staff returning to work help re-establish research careers.

New BU Chancellor

Broadcaster and author Kate Adie has become the university's fifth Chancellor.

Kate was the BBC's Chief News Correspondent from 1989 to 2003 and covered major international events. She is also a prolific author on a range of subjects, including women in World War One, and presents From Our Own Correspondent on Radio 4.

BU now has an all female chancellery.

Career Development Fact Sheet

A Career Development Fact sheet has been created which outlines the support available to BU Academics and Students including mentoring, the Research and Knowledge Exchange Development Network, career progression information and networks.

You can access the fact sheet here.

Student Maternity, Adoption and Parents Policy and Procedure

BU has recently published a Student Maternity, Adoption and Parents Policy and Procedure.

The policy and procedure can be found here.
**Women’s Academic Network Research Seminar and Carnival of Sex**

At the end of November, the inaugural **WAN Gender Research Seminar** took place. The seminar achieved three main aspects. First, it provided a critical forum to discuss frequently marginalised aspects of gender research – the intersections of race, ethnicity and gender. Second, it made explicit that official policy and legislation often mask contemporary inequalities and serve to present issues as no longer in need of scrutiny. Finally, that a focus on the personal and everyday is in order to theorise and implement change. Especially the adoption of a critical conscious by those with privilege and power.

**The Carnival of Sex, Sexuality & Gender** was held in November as part of the ESRC Festival of Social Sciences. The Carnival was designed to be a fun, tongue-in-cheek pedagogic event using a mixture of subversive, merry mayhem and serious scholarship. The topic carries huge social relevance in contemporary society where gender has become deeply politicised – interpreted both as a source of liberation but at the same time problematised and angst ridden.

Congratulations to colleagues for organising these successful events.

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**100 voices that made the BBC: pioneering women**

This project is a collaboration between the BBC and the University of Sussex, and was curated by BU’s Dr Kate Murphy. It is part of Connected Histories of the BBC, funded by the Arts and Humanities Research Council (AHRC).

The project’s core aim is to bring into the public realm some of the hidden treasures of the BBC’s own oral history archive - approximately 600 interviews with former members of staff, few of which have been available for researchers or members of the public until now.

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**Interesting articles**

THE: CVs and interviews axed as universities ‘de-bias’ recruitment

Funds for women-only professorships aim to end gender inequality via The Irish Times

BBC 100 Women

Einstein’s wife contributed significantly to his discoveries!

Women Count Leaders in Higher Education in 2018

Gillette advert – We Believe: The Best Men Can Be

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**The Lancet**

The Lancet have released a theme issue on advancing women in science, medicine, and global health. The issue contains new international evidence on forms of gender bias in funding; women’s attrition in clinical training programmes; the extent to which universities worldwide have actualised their public commitments to gender and ethnicity; and the relationship between women’s leadership in science and the production of sex/ gender-related research. **Read the special theme issue of The Lancet on advancing women in science, medicine, and global health.**