

Equality at Heriot-Watt: *We're* DOING THINGS DIFFERENTLY

DID YOU KNOW?

- Of 180,000 academics in the UK, 45% are female
- Of 17,880 Professors in the UK, 22% are female
- This falls to 17% in STEMM* subjects
- This falls to 9% in Scotland

STEMM subjects in academia have a gender equality problem. Heriot-Watt is committed to addressing this and is one of many universities in the UK that has signed the Athena SWAN Charter. The Athena SWAN Charter has been developed by the UK's Equality Challenge Unit (ECU) to encourage and recognise commitment to combating underrepresentation of women in STEMM, and to advancing the careers of women in STEMM research and academia.

*STEMM: Science, Technology, Engineering, Maths and Medicine
Source: UK Higher Education Statistics Agency, 2012

HOW WILL THE ATHENA SWAN CHARTER HELP US ADDRESS GENDER EQUALITY IN UNIVERSITIES?

Once an organisation signs the Charter it can apply for awards. Heriot-Watt has an Athena SWAN Bronze award. To get an award an institution has to reflect on its current culture, practice and processes and draw up an Action Plan to deliver improvements. You can view the University's Action Plan at www.hw.ac.uk/athenaswan Now that the University has a Bronze award, its Schools can apply for their own awards. This is underway. Importantly, the ECU has announced plans roll out the charter to non-STEMM disciplines and to Professional Services staff.



GOOD PRACTICE MAKES A DIFFERENCE

If we can ensure open and transparent practices and processes, and be prepared to challenge elements that create inequality, we will become a fairer institution. Athena SWAN aims to foster an ethos of gender equality across the University and to make good practice the norm. Everyone benefits from good employment practice.

WE ARE DOING THINGS DIFFERENTLY

Heriot-Watt had an Athena SWAN award in the past; we lost it because we didn't deliver on our action plan. This time round we are determined to Do Things Differently. We are committed to delivering our action plan and to rolling out the Athena SWAN principles to everyone.

WHAT CAN BE DONE?

Working with the Charter is helping the University to identify and follow best practice. The main areas where good practice can make a difference are:

- Appointment and selection
- Promotions
- Career Development
- Career Development for Early Career Researchers
- Workplace Flexibility
- Career Breaks
- Organisation and culture

WHAT CAN *you* DO DIFFERENTLY?

This is bigger than the university's practices and processes. This is about **culture change** and we need every single individual to play their part. As part of our 'What Can You Do Differently?' campaign, we invite you to pledge to do something differently if you want to join us in changing our culture for the better.

- Get ideas from our website www.hw.ac.uk/differently
- Look out for our Doing Things Differently pledge cards and have a go at making a pledge.
- Contact your local Athena SWAN team if you want to know more www.hw.ac.uk/athenaswan
- Follow us @HWUathenaSWAN, and share your pledge #HWUdifferently
- Spread the word!