THE ATHENA SWAN PRINCIPLES STATE THAT:

“To address gender inequalities requires commitment and action from everyone, at all levels of the organisation.

If you are inspired by this message and want to join us in changing our culture for the better, please take a moment to tell us how you plan to take action. See examples overleaf if you’re looking for some inspiration.

I pledge to:

________________________________________________________________________

________________________________________________________________________

NAME:                      SCHOOL:

________________________________________________________________________

Personal pledges are fine but if you’re happy to share yours please return it to:
PLEDGE,
Room 3.18,
Scott Russell Building
or pop it in the Principal’s suggestions box.
or tweet a photo to @HWUAthenaSWAN

YOU CAN LEARN WHAT OTHERS ARE DOING AT:
www.hw.ac.uk/differently
www.hw.ac.uk/athenaswan

Follow us @HWUAthenaSWAN #HWUdifferently

What Can You Do Differently? The Doing Things Differently campaign is helping Heriot-Watt deliver its Athena SWAN Bronze Award objectives.
WHAT CAN YOU DO DIFFERENTLY?

Need inspiration? These are just some examples of the kind of things that can make a difference.

APPOINTMENT AND SELECTION
- We are all vulnerable to unconscious bias. Test your own biases at [www.projectimplicit.com](http://www.projectimplicit.com)
- Consider if a job could be offered part-time, flexibly or as a job share.
- Review your webpages – ensure diverse people feel welcome via imagery and content.

PROMOTION
- Discuss career planning with ALL of your staff at their Performance & Development Review (PDR).
- Help people identify and fill the gaps in their CV.
- Advertise any internal opportunity before deciding who should get it.

CAREER DEVELOPMENT
- Prizes help early career researchers, why not nominate a colleague for a prize, if none exist why not establish a new prize?
- Share your experience, act as a mentor.
- Offer part-time or fixed term staff equivalent opportunities to full-time staff.

CAREER BREAKS
- Talk to the career breaker about how they wish to be supported.
- Keep in touch. Offer to undertake their PDR/discuss opportunities to prepare for promotion if they want to.
- Discuss and plan to allow their research profile to be re-established.
- Aim not to assign new course teaching immediately on their return.

ORGANISATION & CULTURE
- Help create an environment where people feel comfortable challenging stereotypes and inequality.
- Establish a networking group or activity to help people network in career-supporting ways.
- Represent your team’s diversity in imagery around your workplace.
- Ask seminar series organisers to consider a more diverse range of speakers. Suggest people you know of.
- Try not to hold key meetings at times when people may have non-work responsibilities.
- Judge success on the outputs not the inputs.
- Be open to flexible working requests. If unsure if it will work, seek out aspirational examples.