

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:*

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**NAME:**

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**SCHOOL:**

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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](http://www.hw.ac.uk/differently)  
[www.hw.ac.uk/athenaswan](http://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.

