

WORKING GROUP 2 AS Profile

Objective	Priority Rating	Specific Actions	Baseline Data and/or Rationale	Impact Measures
<p>OBJECTIVE 1: ENHANCING AWARENESS OF ATHENA SWAN WITHIN THE DEPARTMENT</p> <p>Specific Objective One: To generate a deeper understanding of AS principles in the Department to ensure continuity of best practice and gender equality</p>	MEDIUM	<p>1.1 Presence at staff meetings to promote awareness and knowledge.</p> <p>Staff meetings once a semester to consider topical Athena Swan agenda items.</p>	<p>Baseline Data</p> <p>Athena Swan survey between 2020-2022 (see Table 3 in report). Three questions report on awareness; importance of Athena Swan principles and application of Athena Swan to staff.</p> <p>Rationale</p> <p>Continued awareness of Athena Swan principles in the Department helps to promote an inclusive approach to everything that we do.</p>	<p>At least 70% response rate from staff on the surveys conducted within the staff meetings on topical AS issues.</p> <p>Annual survey ASS results using three baseline questions to capture continued knowledge, awareness and importance of AS principles to staff.</p>
<p>OBJECTIVE 1: ENHANCING AWARENESS OF ATHENA SWAN WITHIN THE DEPARTMENT</p> <p>Specific Objective One: To generate a deeper understanding of AS principles in the Department to ensure continuity of best practice and gender equality</p>	MEDIUM	<p>1.2 To raise the profile of our Athena Swan roles to support and promote Athena Swan principles. To hold interlinked meetings with Equality & Diversity, Contract Research Forum staff, Post Graduate/Under Graduate meetings and open forums</p>	<p>Baseline Data</p> <p>Athena Swan 2022 survey. 56% of staff could not name the Athena Swan roles. 36% of students reported role models they could associate with (see pg. 22 in the report)</p> <p>Rationale</p> <p>Understanding the Athena Swan roles brings greater awareness of Athena Swan principles to the department. Having role models that people can associate with provides for an inclusive environment.</p>	<p>At least 2 meetings per year attended by at least 10 people.</p> <p>Evidence on our annual Athena Swan survey results that fewer staff (i.e., < 56%) cannot name Athena Swan roles.</p> <p>More students (i.e., >36%) report they have roles they can associate with.</p>

WORKING GROUP 2 Raising the profile of Athena Swan

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<p>OBJECTIVE 1: ENHANCING AWARENESS OF ATHENA SWAN WITHIN THE DEPARTMENT</p> <p>Specific Objective One: To generate a deeper understanding of AS principles in the Department to ensure continuity of best practice and gender equality</p>	LOW	1.5 Athena Swan Working Group will strengthen and plan University and national Athena Swan initiatives	<p>Baseline Data No prior baseline data available. To record data on attendance going forwards.</p> <p>Rationale Sharing of best practice across other Universities and at National Conferences will help generate new ideas and networking opportunities to collaborate on new initiatives.</p>	<p>Agenda for HYMS and University representation.</p> <p>Attendance at 1 local and 1 national Athena Swan meeting, plan annual event / year, provide date and name of event attended for each year.</p>
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