



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Athena SWAN

Faculty of Health Sciences: Bronze Award Application

Dr. Damien Brennan

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Ms. Louise Walsh

Athena SWAN Project Officer

19/02/18

Athena SWAN (AS)

- Three awards: bronze, silver, gold
- By 2020, all colleges will be required to secure AS Bronze awards in order to be eligible for research funding
- Charter has expanded and now recognises the work undertaken to address gender equality more broadly-not just barriers that affect women
- Charter now highlights the areas of underrepresentation of men
- Promotes equality for all staff and students in HEIs
- Our aim: to commence a change process to promote gender equity (and other forms of equality) within the faculty



Why Athena SWAN?

- To promote and support gender equality
- To identify and actively tackle existing inequalities in a measurable way
- To have an internationally recognised award
- For future funding opportunities
- Importance for our profile rankings
- Other universities are doing this

Athena SWAN in Ireland

- DCU (since 2016)
- UCC (since 2016)
- UCD (since 2016)
- UCD (since 2016)
- TCD (since 2015-currently renewing) + 3 School Awards
- UL (since 2015) + 3 School Awards



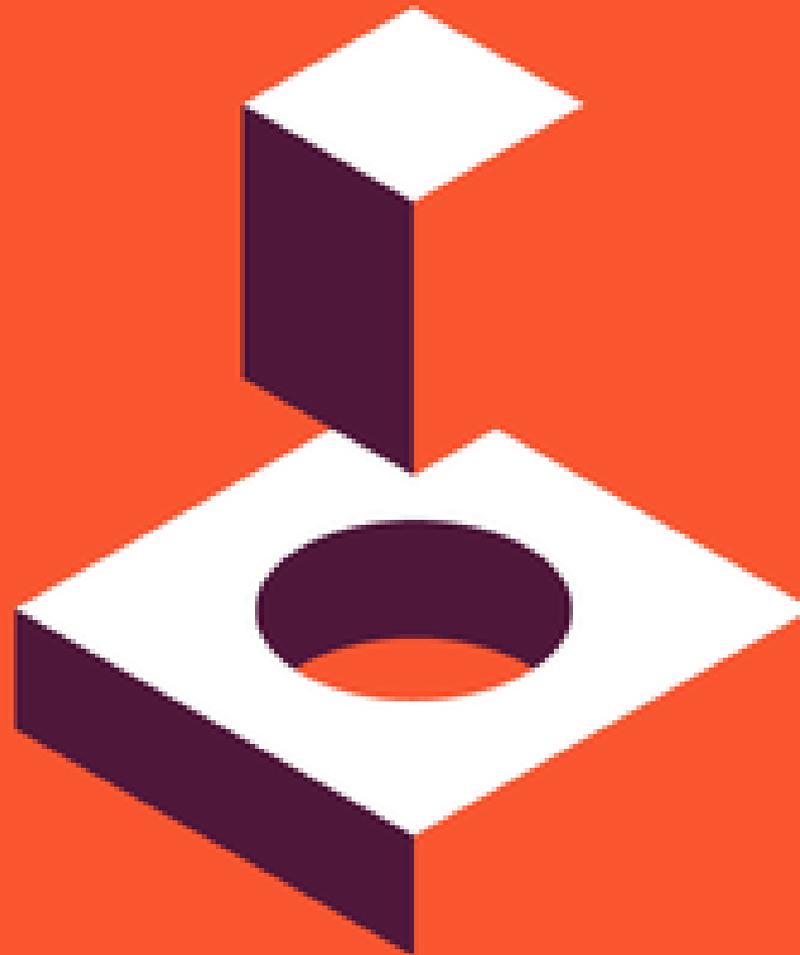
Current Award Holders

Current Athena SWAN department award holders

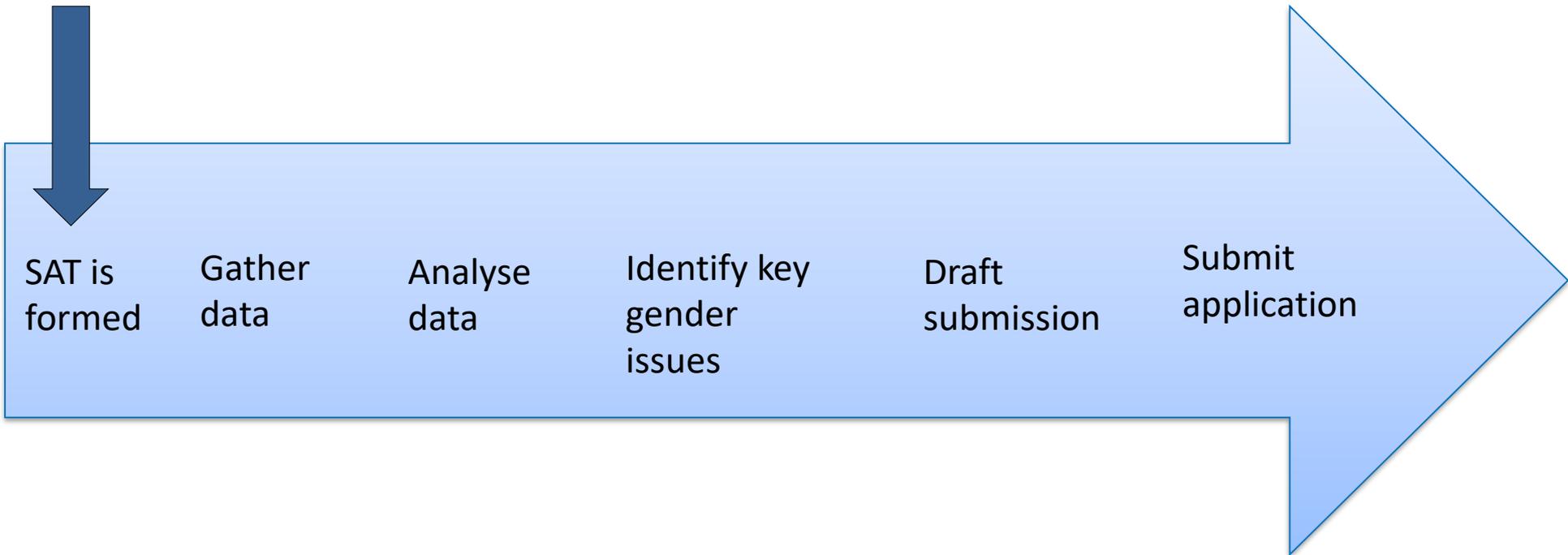


These visuals present Athena SWAN data and refer to UK awards. Data includes both Pre-May and Post-May criteria awards and submissions. Information correct as of 6 October 2017.

#ECUstats



Steps for our Faculty



Action Plan

- 4 month timeline to gather and analyse data
- Submission: **November 30th 2018**
- We need to have SMART Actions:
 - Describe our culture
 - Question why certain trends might be present within the Faculty and four schools
 - Describe good practice and actions that are being taken/will be taken to counteract these issues

The Process

Quantitative

- Hard data (3 years) on staff/students of different levels/grades
- Faculty/School level
- HR/Academic Registry

Qualitative

- Surveys
- Focus Groups
- Interviews
- Policies/Practices/Strategic Plans

The Self-Assessment Team (SAT)

- The SAT is the key driver of a successful AS application
- SAT members directly contribute to the document and provide feedback to the Departmental Lead and Project Officer
- We need diverse participation: from **all** grades and levels (especially junior) of expertise-from early career to senior management and subject area
- Our team must have a gender balance (male staff particularly welcomed)
- Team members must be: open, willing, can draw from either (or both), professional and personal experience

Our Faculty of Health Sciences SAT

- 2-3 academics from each school
- Balance of junior/senior/male/female staff (part-time and full-time)
- Faculty Administrator, Departmental Lead, Project Officer
- 4 School Administrators
 - Attend Monthly Meetings
 - We can do a work-around to facilitate people's timetables and schedules

A Panellist's View:

“I recently assessed an application which had some good points but was clearly being driven by one committed individual who was doing all the work. As a result, there was a lack of evidence of commitment from others in the department and the application itself failed.”

(Lancaster University, Athena SWAN)

Reasons We Will Fail:

- Not enough interest and participation from the HoD/HoS
- No adequate representation from all staff
- Weak proposals set out in our submission document
- Lack of in-depth analysis of our data and culture
- Not receiving data in the specified timeframe from schools, where applicable
- If we treat this as a ‘box-ticking’ exercise



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Thank You