



# *Certifying Equality?*

A critical conversation on Athena SWAN  
and equality accreditation

## **PROGRAMME**

<b>9:30am</b>	<b>Registration and refreshments</b>
<b>10:00am</b>	<b>Welcome</b> Nickie Charles and Ruth Pearce
<b>10:15am</b>	<b>Athena SWAN at Warwick</b> Sandra Beaufoy
<b>10.30am</b>	<b><u>Panel:</u> “Doing” Equality, Diversity and Inclusion</b> Sharifah Sekalala Jess Agboola Maria Tsouroufli
<b>11:45am</b>	<b>BREAK</b>
<b>12:00pm</b>	<b><u>Discussion:</u> “Doing” Equality Accreditation</b> <i>Facilitator: Maria do Mar Pereira</i>
<b>12:45pm</b>	<b>BUFFET LUNCH</b>
<b>1:45pm</b>	<b><u>Panel:</u> Researching Gender Equality Schemes</b> Charoula Tzanakou David Wyatt
<b>2:45pm</b>	<b><u>Panel:</u> Re-Imagining Athena SWAN</b> Kat Gupta Tiffany Page
<b>3:45pm</b>	<b>BREAK</b>
<b>4:00pm</b>	<b><u>Discussion:</u> Re-Imagining Athena SWAN</b> <i>Facilitator: Ruth Pearce</i>
<b>4:45pm</b>	<b>Closing Statements</b> Maria do Mar Pereira

## **SPEAKERS**

**SANDRA BEAUFOY** (*Equality and Diversity Network, University of Warwick*)

### Warwick's Athena Journey

This presentation will give an overview of the Athena SWAN Charter, its principles and how working through the Athena submission process helps participants become more informed about the departments that they work in. It will highlight some of the initiatives that Warwick has introduced as part of our journey, and what evidence we have to date on the associated impact of those initiatives.

### Biography

Sandra is the Diversity and Inclusion Adviser for Warwick. Having previously being employed in both the Physics and Chemistry Departments, Sandra recognised the issues that females faced in their academic careers, and became interested in how policies and processes could be improved to address some of the challenges that females face in academia. Initially working on the Institute of Physics JUNO Champion award for the Physics Department, Sandra's interest quickly progressed to the Athena SWAN Charter and how that could potentially make a difference to women at Warwick. Now, eight years on and having experience of working both on institutional and individual departmental Athena awards, changes are starting to happen, and the Athena Charter has recognition across the institution. Sandra Chairs the Athena Network Group, is a member of the Athena Steering Group and also attends Departmental Athena meetings to advise on best practice and guide departments through the process of a submission.

**KAT GUPTA** (*Department of Communication, Media and Culture, Oxford Brookes University*)

### Disturbing Diversity

"Diversity" is a commonly used term within institutions and the university is no exception. In this talk I want to question some of the assumptions we make about organisational diversity by focusing on what diversity can encompass: everything from curriculum development to the spatial environment of the university. I argue that we must reject superficial, easy and uncomplicated concepts of diversity and instead understand diversity as integral to an organisation which must be in place at every level.

### Biography

Kat Gupta is a linguist teaching at Oxford Brookes University, UK with research interests in corpus linguistics, critical discourse analysis, gender, queer theory, and issues of ideology and power. Their academic work examines the media representation of socially and/or politically disenfranchised groups. Kat's recently published monograph, *Representation of the British Suffrage Movement* (Bloomsbury, 2016), examines the media representation of the suffrage movement in The Times 1908-14, with particular focus on the ideologically convenient conflation of distinct suffrage identities. Their current research explores the pronouns used in mainstream media when reporting transgender people's lives and experiences.

**JESS AGBOOLA** (*Department of Sociology, University of Warwick*)

Achieving gender equality in HE

Jess will be thinking through the importance of a holistic and realistic approach to achieving gender equality in Higher Education, and the kind of thorough thinking and strategy that will be required as a prerequisite to achieving it.

Biography

Jessica is a 2nd year sociology student, and absolutely in love with her course. When not grappling with Foucault and attempting to centralise the work of black feminists in her essays, she is working on The Black Women's Project – a society founded for black women in Higher Education that advocates "being well, and doing well".

**MARIA TSOUROUFLI and ANDREA MONDOKOVA** (*Institute of Education, University of Wolverhampton*)

Intersectionality and Athena SWAN

Dr Tsouroufli, Athena Swan Champion for Education, and founder of Athena Swan intersectionality working group will provide a critical overview of activities in preparation for Bronze and Silver and discuss the rationale for establishing the intersectionality working group at the University of Wolverhampton.

Biography

Dr Maria Tsouroufli is a Reader in Education at the University of Wolverhampton. She is an applied educational researcher specialising in interdisciplinary and international research in secondary, higher and professional education aiming to advance social justice. Her feminist work in the Sociology of Education has been concerned with the relationship between policy, practice and inequalities, exploring how gender inequalities are connected to subjectivities, every day practices, pedagogy, culture, institutional processes and policy. This research has spanned issues of gender, ethnicity, migration and social class and has been underpinned by engagements with post-structural thinking about power, the subject, space, and the political.

**CHAROULA TZANAKOU** (*Department of Politics and International Studies, University of Warwick*)

#### PLOTINA and Athena SWAN

Charoula will outline her current European project, [PLOTINA](#) (Promoting gender balance and inclusion in research, innovation and training), its aims, objectives and main outputs. She will also provide a critical assessment of the Athena SWAN scheme based on qualitative research with academic and administrative staff.

#### Biography

Dr. Charikleia (Charoula) Tzanakou is a Research Fellow at Politics and International Studies (PAIS), University of Warwick. She is co-leading a Work package on Careers and Culture change in a European H2020 Project, PLOTINA. She is interested in the transitions from higher education to employment and her research focuses on academic careers, gender and highly skilled migration.

**DAVID WYATT** (*Primary Care & Public Health Sciences, King's College London*)

#### Putting the Athena SWAN Charter into practice in a medical school

Athena SWAN Charter awards are a high priority for UK universities. Little is known, however, about the processes of undertaking the Athena SWAN application, how staff perceive and experience Athena SWAN initiatives or the impact of Athena SWAN on individuals. This presentation explores some of these aspects in the context of a UK medical school. Findings document the clear potential for the Athena SWAN Charter to address gender inequity. At the same time, however, findings demonstrate the potential for the Charter to be enacted in such a way that could unintentionally reproduce and reinforce the inequity it attempts to address.

#### Biography

David is a Research Fellow in Social Science in the Faculty of Life Sciences and Medicine at Kings' College London. He holds a PhD in sociology from the University of Exeter where he also obtained his BA in sociology. David's research focuses on practices of knowledge production including big data, everyday action and the sociology of expertise. His PhD examined, ethnographically, the role, training and grassroots level practices of the Crime Scene Investigator.

His work at KCL has focused on the implementation of the Athena SWAN Charter and sociological questions surrounding the use and potential of big data in health contexts.

**TIFFANY PAGE** (*Department of Media and Communications, Goldsmiths*)

Tackling sexual misconduct through equality frameworks

This discussion will focus on how equality frameworks in the UK need to address sexual violence and gender based violence as critical components when assessing gender equality within institutions. These forms of violence have serious and long-term impacts on both students and staff. In particular, I will discuss the need for institutions to include staff-student sexual misconduct as a key issue when gender equality is considered in institutional policies, practices and procedures, the challenges of data gathering and its current absence within universities, and how this could begin to be tackled through equality frameworks.

Biography

Tiffany Page is a co-founder of The 1752 Group, a lobbying, research and consulting organisation that addresses staff-student sexual misconduct in higher education in the UK. Information can be found at: <http://1752group.com>. Tiffany is also an associate lecturer at Goldsmiths, University of London and has a PhD in cultural studies. She writes and researches on issues relating to sexual misconduct, and more widely on conceptualisations of vulnerability.

**SHARIFAH SEKALALA** (*School of Law, University of Warwick*)

Considering an intersectional approach in the application of charter marks

The Equality Challenge Unit has advised universities applying for charter marks to consider the role of intersectionality when making their submissions for charter marks. My presentation will review the potential benefits of an intersectional approach as well as the practical realities, at both the departmental and the university levels.

Biography

Sharifah Sekalala is an Assistant Professor in the School of Law at the University of Warwick. Her research focuses on law that affects global health outcomes. Sharifah has been involved in the drafting of the Athena SWAN submission in the Law School, as well as the University submission for the Race Equality Charter. Sharifah also acts as the Race Equality Contact for the Law School.

## **ORGANISERS AND FACILITATORS**

**NICKIE CHARLES** (*Department of Sociology, University of Warwick*)

### Biography

Professor Nickie Charles is the director of the Centre for the Study of Women and Gender. Her research interests include gender relations at work and at home and how women - through involvement in feminist social movements - can bring about social change.

**RUTH PEARCE** (*Department of Sociology, University of Warwick*)

### Biography

Dr Ruth Pearce is currently working on the Department of Sociological Athena SWAN Bronze Award submission at the University of Warwick. Her research looks at how discourses of transgender health are differently understood and negotiated within and between activist, community and clinical spaces.

**MARIA DO MAR PEREIRA** (*Department of Sociology, University of Warwick*)

### Biography

Dr Maria do Mar Pereira is the deputy director of the Centre for the Study of Women and Gender. She joined the Department of Sociology at Warwick as an Assistant Professor in in 2013, and is a feminist ethnographer with a commitment to interdisciplinary research and teaching.