

## UNIVERSITY OF WARWICK

### Gender Statement of Intent

Equality and Diversity is at the heart of the University of Warwick's mission. This principle should be upheld with regard to all employees and students at the University in accordance with our Equality objectives and the Dignity at Warwick policy. With regard to gender, for instance, there is a striking imbalance at almost every level of the academy, and most particularly near the top. One in ten of our departments are headed by women. One in five of our professors are female.

Why are women academics falling behind in terms of pay, promotion, and influence? Those departments already engaged with the Athena SWAN Charter Mark are aware that the answer lies in the way we make decisions, allocate duties, and judge performance at every level, and that these practices adversely affect the health of the university as a whole. It makes no sense to disadvantage more than half of our academic staff. If we are to survive as a bold, innovative, ambitious, and world-leading institution, with the resilience to ride the risks and challenges of the new century, we need to use all the talent that we have. This is not just common sense: a strong body of evidence proves that organisations with gender balance at every level and across all structures have better overall performance, stronger collaborations, improved response to risk, and better financial performance.

In February, Pro Chancellor and Vice-Chair of Council Viki Cooke led a new venture for Warwick: a 'Women in Academia' workshop. Open to female academic staff from across the University, it was attended by twenty women in different roles and at different stages of their careers. It resulted in two days of intensive discussion and a presentation on how best the position of women in the Academy might be improved which forms the inspiration for the commitments which are set out below.

It is, therefore, on behalf of all our academic colleagues – male, female and non-binary - that we ask the University to commit to a strategy and implementation plan as follows:

- A measurable objective on Equality and Diversity that will be embedded into all six goals of the University Strategic Plan.
- Equality and Diversity will appear as an "above the line" agenda item at all relevant university committees, including Senate and Council.
- A five-year plan for the achievement of gender equality in the Warwick academy will be published within a year of the date of this statement.
- Existing data on gender in the academy will be published and enhanced data collected to ensure transparency in all matters related to gender, with due respect to data protection and confidentiality.

To facilitate this we ask that the University:

- Sets up a Task Force to develop the strategy and to take a multi-faceted approach to implementation, being mindful of existing initiatives in the University, including Athena SWAN.

- Provides financial support for the Task Force to meet and develop this important work on behalf of our community and ensure that its members are credited with this important role as part of their career progression.

Finally we are asking our new Vice Chancellor to undertake to review and respond to progress reports from the Task Force in a timely manner, thereby enabling a stimulating, open and ongoing dialogue at every level of our community. We look forward to hearing your views!

May 2016