Athena Swan Principles and senior leaders’ commitment

Advance HE
In committing to the principles of the Athena Swan Charter, we recognise that we join a global community with a shared goal of addressing gender inequalities and embedding inclusive cultures.

Each institution, research institute and department has different gender equality challenges and development priorities. These priorities should be developed based on an understanding of the local evidence-base and national and global gender equality issues.

In determining our priorities and interventions, we commit to:

1. adopting robust, transparent and accountable processes for gender equality work, including:
   a. embedding diversity, equity and inclusion in our culture, decision-making and partnerships, and holding ourselves and others in our institution/institute/department accountable
   b. undertaking evidence-based, transparent self-assessment processes to direct our priorities and interventions for gender equality, and evaluating our progress to inform our continuous development
   c. ensuring that gender equality work is distributed appropriately, is recognised and properly rewarded.

2. addressing structural inequalities and social injustices that manifest as differential experiences and outcomes for staff and students

3. tackling behaviours and cultures that detract from the safety and collegiality of our work and study environments for people of all genders, including not tolerating gender-based violence, discrimination, bullying, harassment or exploitation

4. understanding and addressing intersectional inequalities

5. fostering collective understanding that individuals have the right to determine their own gender identity, and tackling the specific issues faced by trans and non-binary people because of their identity

6. examining gendered occupational segregation, and elevating the status, voice and career opportunities of any identified under-valued and at-risk groups

7. mitigating the gendered impact of caring responsibilities and career breaks, and supporting flexibility and the maintenance of a healthy ‘whole life balance’

8. mitigating the gendered impact of short-term and casual contracts for staff seeking sustainable careers.
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