



Athena SWAN Working Party – Terms of Reference

1. Establishment

- 1.1. In December 2018, The University of Newcastle received a Bronze Award in the SAGE Pilot of Athena SWAN for demonstrating a commitment to the principles of Athena SWAN and providing a roadmap to improving gender equity in STEMM.
- 1.2. The Athena SWAN Working Party has been re-established to achieve a Silver Athena SWAN Award which focuses on 5 key barriers having the greatest negative effect on the attraction, retention or progression of underrepresented groups.

2. Purpose and Functions

The Athena SWAN Working Party will:

- 2.1. Oversee the Athena SWAN Silver Award submissions including Cygnets as a pathway to Silver Accreditation for the University.
- 2.2. Coordinate data gathering (quantitative and qualitative) across the University.
- 2.3. Analyse data for key insights that will inform evidence-based initiatives.
- 2.4. Provide updates to Executive Committee at least twice yearly on progress towards Silver.
- 2.5. Promote and champion Athena SWAN as well as Equity, Diversity, and Inclusion broadly in working party members' respective work areas.

3. Meetings, Quorum, and Attendance

- 3.1. The working Party will meet monthly. Additional meetings may be convened if required.
- 3.2. A quorum constitutes the nearest whole number above one-half of the membership of the Committee.

4. Membership

4.1 Membership is listed in the following table and includes senior leaders of the University, staff with responsibilities for Equity, Diversity and Inclusion embedded in their roles, staff who were involved with the original Athena SWAN Self-Assessment Team, staff with 'lived experience' and staff with unique skills to support the Working Party achieves its goals.

4.2 Table showing working party members:



Meeting participant	Title/College/School
Jennifer Milam	Professor, PVC Academic Excellence (Chair)
Rachel Fowell	Manager, Equity Diversity & Inclusion
Petrina Mosely	Senior Data Analyst, Strategic Planning and Performance
Anna Giacomini	Professor, ESE, School of Engineering (Civil Engineering)
Regina Beretta	Professor, ESE School of Engineering (Computer Engineering)
Jessica Allen	Senior Lecturer, ESE School of Engineering (Chemical Engineering)
James McCoy	Assoc. Professor, ESE School of Mathematical & Physical Sciences (Maths)
Renee Goreham	Lecturer, ESE School of Mathematical & Physical Sciences (Physics)
Thomas Nann	Prof & Head of School, ESE School of Information & Physical Sciences
Hannah Power	Assoc. Professor, ESE School of Env. & Life Sciences (Earth Sciences)
Nikola Bowden	Assoc. Professor, HMW School of Medicine & Public Health (Medical Genetics)
Jon Hirst	Professor, HMW School of Biomedical Sciences (Pharmacy & Pharmacology)
Jay Horvat	Assoc. Professor, HMW School of Biomedical Sciences (Immunology & Microbiology)
Lucy Murtha	Lecturer, Postdoc Research Fellow HMW School Medicine & Public Health (Cardiovascular)
Leila Momenzadeh	Assoc. Lecturer, ESE - School of Engineering (Mechanical)
Ayanka Wijayawardena	Lecturer, Research Fellow, ESE (Global Centre for Environmental Remediation)



Athena SWAN Principles

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
2. We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM).
4. We commit to tackling the gender pay gap.
5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.
6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. We commit to tackling the discriminatory treatment often experienced by transgender people.
8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.
9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.