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Our Gender Journey & Beyond

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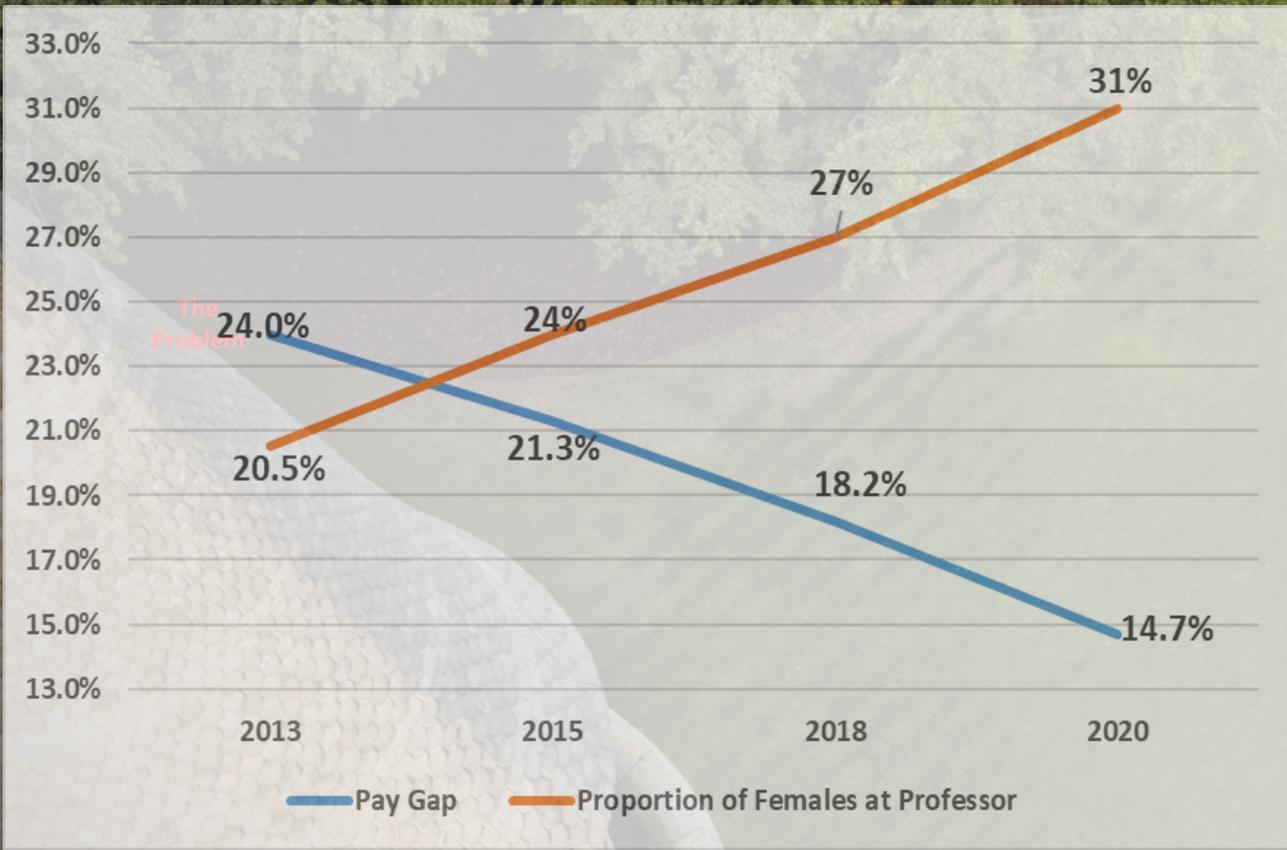
Mhairi Taylor, Head of Equality, Diversity and Inclusion

Katie Farrell, Gender Equality Officer





2020: Where are We Now?





Our Gender Equality Journey: Strategic and Holistic Approach

UofG Strategy
2010 – 2015

- *‘work to increase the percentage of staff who are female in professorial and level 10 roles towards equal representation’*

People Strategy
2010 – 2015

- Developing PDR processes and systems linked to strategic plan and that reward excellence
- Building leadership capacity and ensure capability development

PSED & Gender Pay Reporting

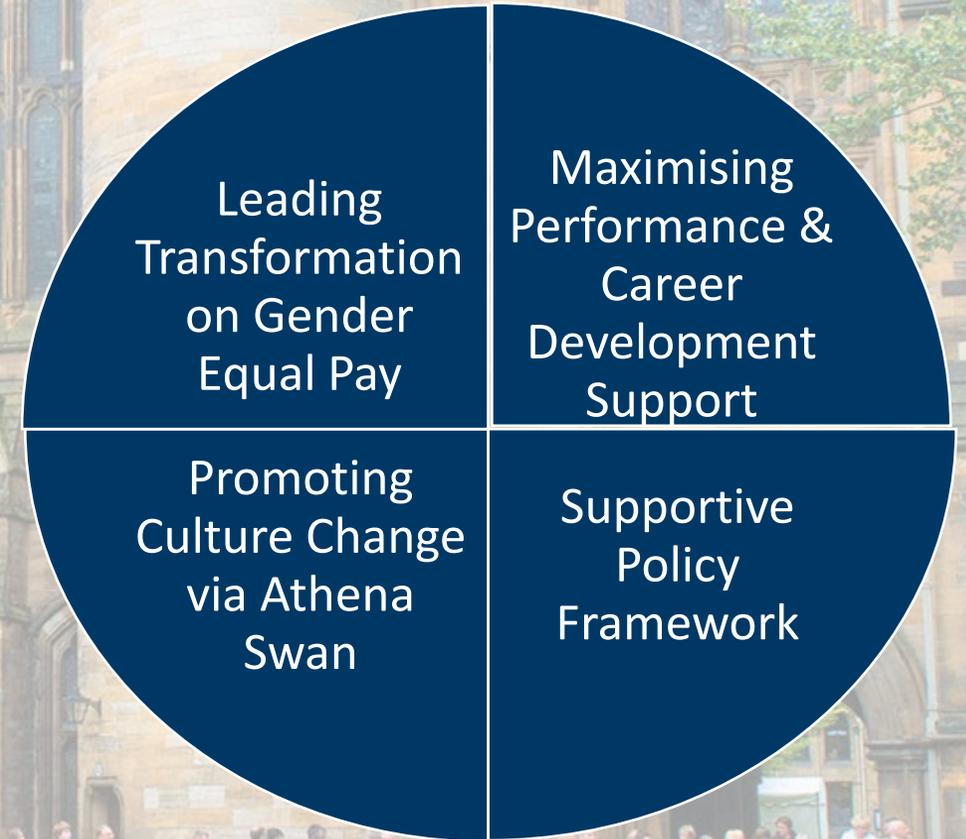
- Gender pay reporting in Scotland since 2013

UofG Strategy
2015 – 2020

- Gender KPI: 33%F in Professorial and Snr Professional roles by 2020

People Strategy
2015 – 2020

- Leading Transformation
- Attracting Talent
- Supporting Development





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Maximising Academic Performance & Career Development

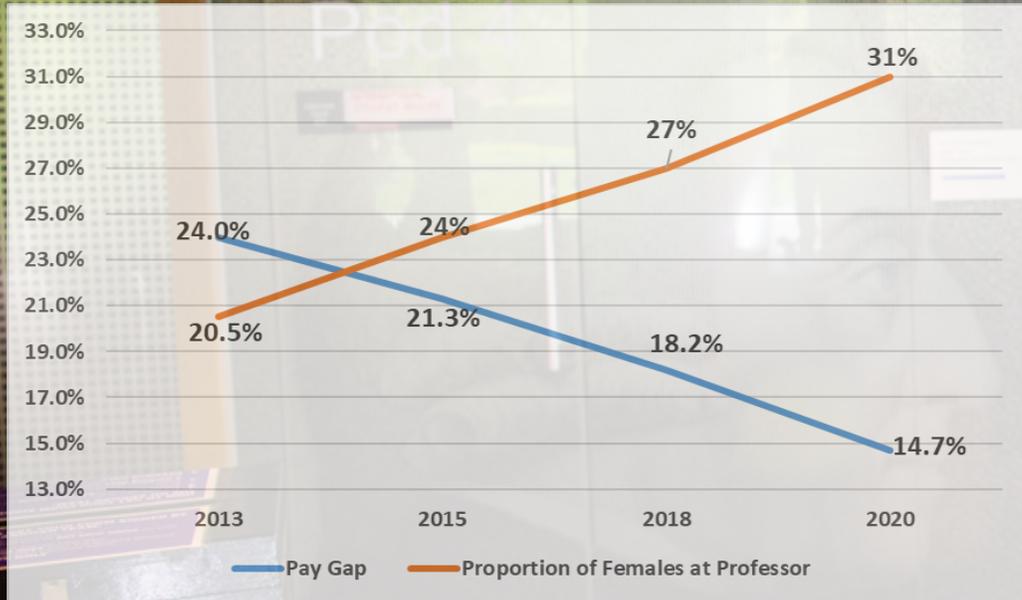
Performance
&
Development
Review

**Professorial
Zoning**

Evidence
based
Academic
Promotion
Criteria

Early Career
Development
Programme

Impact – what have we achieved?



% Female	2013	2014	2015	2016	2017	2018	2019	2020
Grade 10 (Senior managerial, professional and professors)	24.6	25.7	26.3	26.9	27.1	28.2	32	33
Professors	20.5	23	24	24	25	27	30	31



Promoting Culture Change and Supportive Policy Framework

- **UofG Athena Swan Implementation:**

2013: UofG secured Institutional Bronze → **2020:** 23 awards; 1 Gold, 10 Silver, 12 Bronze

- Investment in **leadership development** for women: 55 PSS/65 Academic women in Aurora; 29% PSS and 49% Academic participants successfully promoted/moved to promoted post

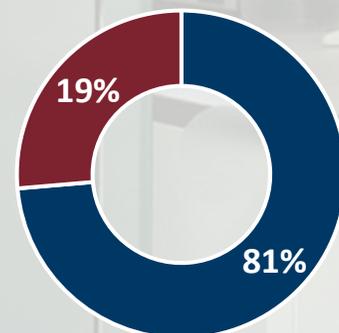
- **Academic Returners Research Support Scheme:**

- Bronze 2016: supports resumption of research on return from extended parental leave

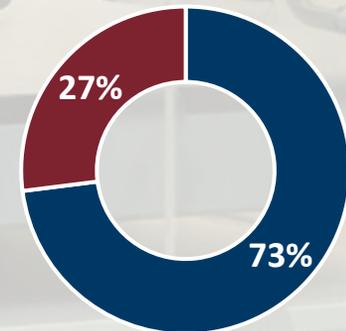
- Since 2015/16, 47 staff successfully funded to c.£381,000

- Complemented by policy changes relating to parental leave, carers support and flexible working

Did the funding support your transition back to work?



Do you feel that receiving the funding has helped your career progression?





Lessons Learned and Future Ambitions:

- **Importance of KPI as strategic driver**
 - Reflecting on this as UofG develops its 2030 strategy – ongoing discussion on approach to KPIs from EDI perspective
- **Value of collating strong evidence base to inform and evaluate action planning**
 - Building on this for post-ECDP tracking (G9 → Prof)
 - Incorporating a more intersectional lens to data analysis to support broader EDI aims, including Ethnicity and Disability Pay Gap reporting
 - Ongoing challenge re: intersectional data and low rates of disclosure – qualitative approaches will be required
- **Harnessing increased capacity around EDI stemming from Athena Swan engagement**
 - Plans to support Athena Swan committees to broaden remit towards D&I in line with University-level ambitions around historically underdeveloped equality strands



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Thank you and Questions

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