

### Initial Gender Equality Plan

Through the GenderTime project we expected to thoroughly **investigate gender inequalities** in our institutional context and **devise tailored activities to counter the challenges that women face** in participating and thriving in academic research

Our **action plan objectives** were to: Evaluate existing institutional policies; Identify the 'leaky pipeline', causes and counter measures; Improve support for research staff; Review careers development and networking; Improve culture, communications and departmental organization; and Disseminate good practice

One GenderTime Transfer Agent says – ***A crucial task was conducting surveys with staff in 2014 and 2016, and qualitative interviews over the course of the project. This provided us with insights into the effectiveness of our policies and practices and their impact over time***



Left: The School of Civil & Building Engineering, Loughborough University.

Below: The Loughborough Team host the GenderTime project Consortium meeting December 2015



### Challenges

- Some institutional data needed supplementing
  - Informal nature of some existing processes
  - Not possible to have internal women-only fellowship scheme, but these are available from external funders
- Solutions include: Building good working relationships with key people in the institution

Collecting and documenting data and information to strengthen the case for actions

### Success Factors

- Institutional data was shared with the team
- Supportive environment at School and Institution level
- Proactive team members and Transfer Agents
- Institutional commitment to Gender Equality work through Athena SWAN.

The Athena SWAN Charter is a national scheme that promotes the advancement of gender equality: representation, progression and success for all in Higher Education Institutions in the UK



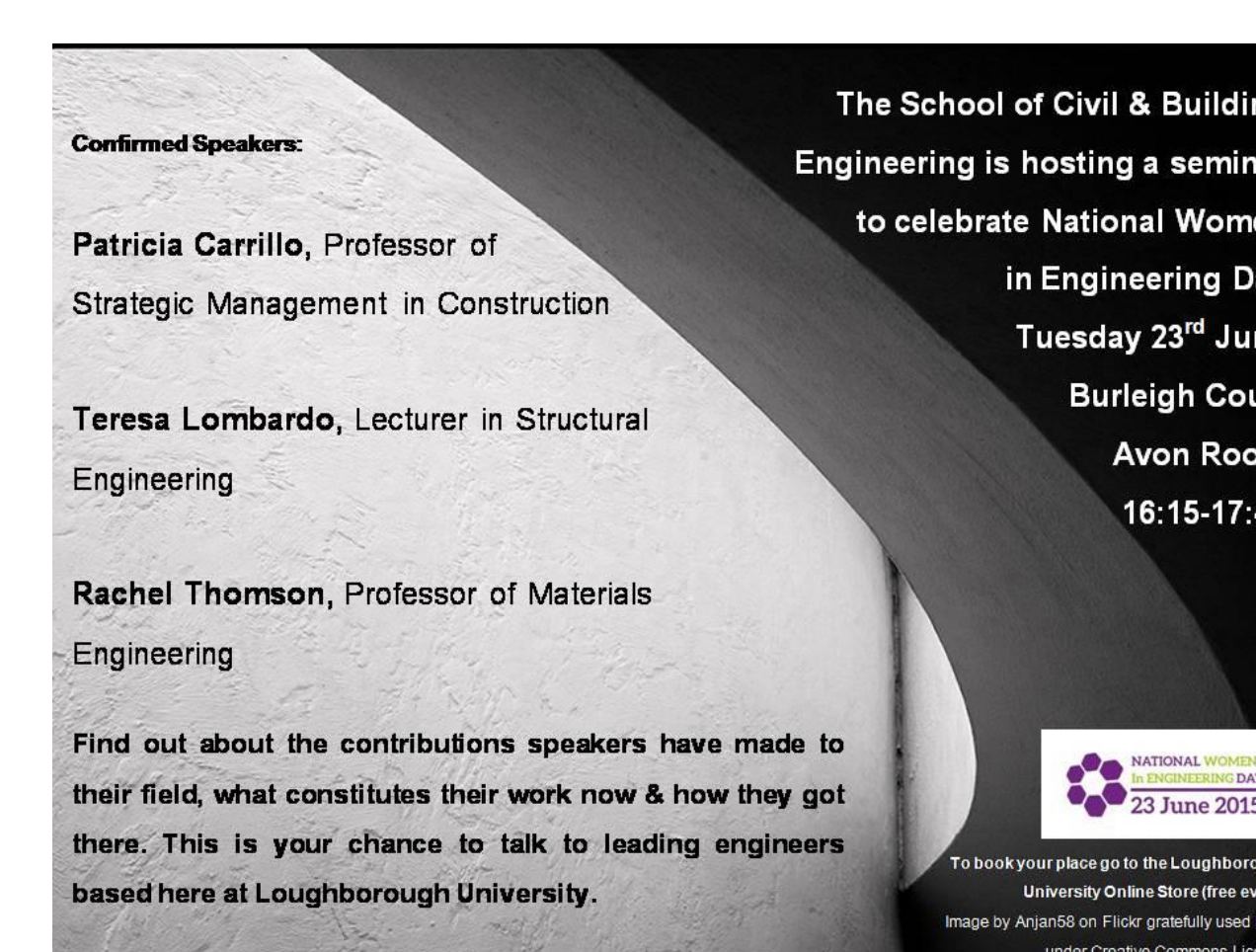
### Achievements and Reflection

- Over a twelve month period six female researchers from the School have moved onto lectureships: There is **an increase in the success of female ECRs in securing permanent academic appointments**
- The staff surveys conducted in 2014 and 2016 show perceptions of **an improvement in useful networking opportunities** and a large increase in understanding why the School takes action to encourage underrepresented groups to apply for posts, with **increasing support for actions to tackle gender inequalities**
- **Sustainability legacy of the project is ensured** as committees established will continue and in the Athena SWAN action plans
- The LoU team **Transfer Agents** – one Associate Dean for Research, the other the School Operations Manager - **have played a crucial role in ensuring the project objectives have been met**



Left: Team members attend an on-site visit at IFZ, Graz, Austria, June 2015.

Below: Poster for seminar celebrating National Women in Engineering Day 2015, organised by the team.



### Good Practice Example

To improve the culture, communications and departmental organisation two new committees were established

**The Hub Committee** is made up of and represents research staff and PhD students in the school and is centred on the working environment. The committee has held regular professional development seminars and social events

**The Welfare and Communication Committee** is made up of representatives from a range of staff groups and students in the school. One of the key aims of the committee is to promote gender equality

The purpose of these committees is to encourage better information flow across all members of the school and to support initiatives that develop an inclusive working environment. Both committees are fully established in the School structure and will continue beyond the duration of the GenderTime project

### Research Papers

Barnard, S., Hassan, T., Bagilhole, B. & Dainty, A. (2013) '**A European Approach to Gender Equality?**', paper presented at the Work, Employment and Society Conference, University of Warwick, UK, 3-5 September 2013.

Barnard, S., Freitag, D., Bagilhole, B., Dainty, A., Hassan, T., Hofstätter, B. & Thaler, A. (2014) '**Research as a Mechanism for Change: Doing Gender Action Research in Higher Education Organizations**'. Paper presented at Gender, Work and Organisation conference, Keele University, June 24-26, 2014.

Barnard, S., Bagilhole, B., Dainty, A. & Hassan, T. (2014) '**The Gendered Experience and Impact of Academic Culture in the UK**'. Paper presented at the 8th European Conference on Gender Equality in Higher Education conference, Vienna Technology University, September 3-5 2014.

Barnard, S., Hassan, T., Dainty, A & Bagilhole, B. (2015) '**Doing Action Research in STEM Research and Academia: What are the Possibilities for Addressing Gender Inequality in Higher Education Contexts?**' Paper presented at the European Sociological Association Conference in Prague, 26-28 August, 2015.

Barnard, S. Dainty, A. & Hassan, T. (2016) '**The Challenge of Contesting Structures that Reproduce Gender Inequalities: The Dual Power of New Managerialism and Masculine Norms in Academic Settings**', Paper presented at the Gender, Work and Organisation Conference, Keele University UK, 29 June-1 July 2016.

Barnard, S. Hassan, T., Dainty, A. Polo, L. & Arrizabalaga, E. (2016) '**Using communities of practice to support the implementation of gender equality plans: lessons from a cross-national action research project**', Paper presented at the GenderTime Conference, Paris, 29-30 September 2016.