

## **ATHENA SWAN COMMITTEE**

### **Terms of Reference (2017/18)**

1. To drive forward the Athena SWAN agenda at Ulster, in accordance with the Athena SWAN Charter and Principles.
2. To oversee the implementation and monitor progress of the University's Athena SWAN Action Plan 2017-2021, and to position the University for an Institutional Silver award in the next submission.
3. To promote gender equality throughout the University and externally, raise the level of awareness and engagement of staff and students and encourage active participation in the principles of the Athena SWAN Charter.
4. To support the expansion of Athena SWAN beyond STEM into AHSSBL Faculties, in accordance with the Charter's 2015 expansion, and to consider intersectionality and achieve greater awareness of gender equality and diversity not only for academic staff, but also professional and support staff and trans staff and students.
5. To oversee the rolling timetable for all schools/departments' submissions, in line with our 2017-2021 Action Plan.
6. To provide support and guidance, and act as "critical friends" across all faculties and schools/departments applying for Athena SWAN Awards.
7. To nominate and support schools/departments Athena SWAN Champions to promote Athena SWAN in STEM and AHSSBL faculties and associated schools/departments and to report on Athena SWAN at Faculty Board meetings.
8. To oversee and monitor the expenditure of both the Athena SWAN and the Returning Carer's Scheme budgets, on an annual basis.
9. To regularly update the University's Senior Leadership Team and to produce an Athena SWAN annual progress report.

### **Equality Statement**

In reaching its decisions, the Committee will support and promote the values contained in the University's Equality Scheme and associated policies. It will ensure that it promotes equality of opportunity and good relations among persons of different religious belief; political opinion; racial group; age; marital status; sexual orientation; between men and women generally; between persons with a disability and persons without; between persons with dependants and persons without, and that its actions do not adversely impact on any of these groups.

## University of Ulster Athena SWAN Committee

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COMPOSITION	MEMBERSHIP
Co-Chair	Dr Mary Hannon-Fletcher Professor Carol Curran
Rep. from Faculty of Computing, Engineering and the Built Environment	Professor Colin Turner Dr. Michaela Black
Rep. from Faculty of Life and Health Sciences	Professor Paul McCarron Dr Victoria Simms
Rep. from Faculty of Ulster Business School	Professor Joan Ballantine Professor Paul Humphreys
Rep. from Faculty of Arts, Humanities and Social Sciences	Dr Rosemary Moreland Dr Alastair Scott-Mckinley
Undergraduate Student	Ms Joanna Jurek
PhD Researcher	Ms Sophia Amenyah
VP Campaigns and communications, Student Union	Ms Hannah Rooney
<u>Professional Support Staff</u> Strategic Policy & Legal Manager HR Representative Staff Development Representative	Ms Maria McGilloway Mr Paul Davidson Mrs Clare Madden
Secretariat	Mrs Ayala Shmaia, Athena SWAN Officer