



SAGE Pathway from Bronze to Silver Athena SWAN Awards: Design Elements

**Webinar for SAGE Bronze Member Institutional Heads
June 2020
Presenter: Dr Wafa El-Adhami, Executive Director**

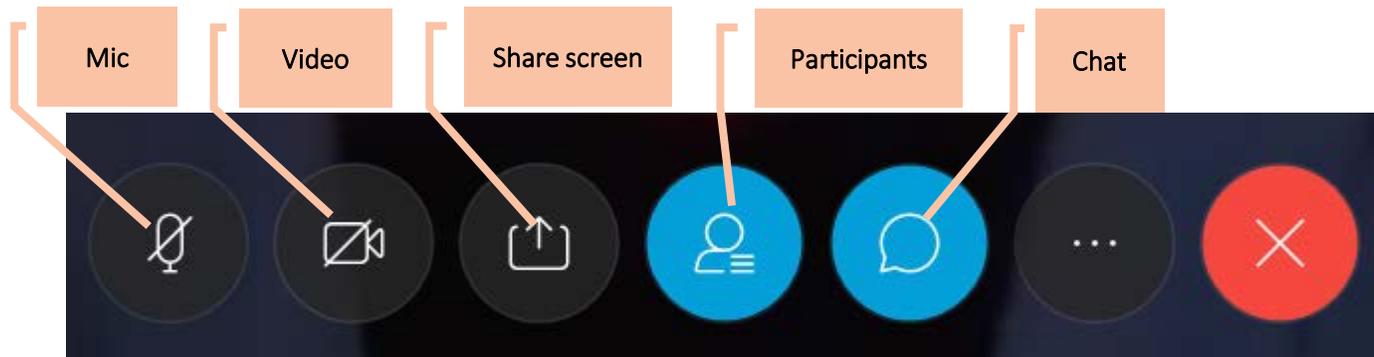


ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the ACT, the Ngunnawal people on whose land SAGE is hosted, and all Traditional Custodians of the lands and territories from where you join us - and pay our deepest respect to their elders past and present and emerging leaders.

Housekeeping

- Please mute yourself when you are not speaking.
- If you wish to ask a question while the presenters are talking, please type it in using the chat function (see diagram below).



- In the Q&A at the end, please feel free to unmute yourself to ask your question – but remember to mute again.

Purpose of SAGE

- Administer under licence Athena SWAN Charter and Awards in Australia and accredit and grant awards to HER sector for advancement of GEDI
- Raise awareness of the value of GEDI broadly
- Collaborate with HER sector & government nationally and internationally on promotion of Australia's GEDI efforts and achievement

Drivers behind the SAGE design of the Bronze to Silver Award Pathway

Listening to HER sector feedback, our reforms to the pathway focus on:

- encourage focus on holistic, large-scale and priority strategic actions;
- flexibly accommodate the scope and scale of the structural, systemic, and cultural context and change needed to advance GEDI for all staff and students in Australian HER institutions;
- prioritise outcome and impact and promote innovation in practice through collaboration between institutions; and
- reduce burden (eg assessing progress and impact as it is achieved in the interval between Bronze and Silver award).

All while

- maintaining rigour of the internationally recognised Athena SWAN self-assessment and accreditation processes

A key principle

Progress is to be measured against the stated action plan rather than data, Impact against baseline data, and also recognises:

- critical evaluation and learning from actions that did not achieve desired outcomes; and
- developments beyond those described in the action plan that:
 - arise from local innovation;
 - recognised and built on good practice in the sector; or
 - were initiated locally due to changing circumstances (eg restructuring).

What's different from the UK Process

1. SAGE Pathway framework removes the requirement for institutions to apply for Departmental Awards on pathway to Silver.
2. Each Institutional Bronze awardee can customise their own journey to a Silver Award through both organisation-wide AND local area action (which may reflect Department structures) to drive transformational change.

The Details

Two Part process for Silver Athena SWAN Award

PART A i	Institutions shape their Bronze Action Plans into 5 Key Priority Areas.
PART A ii	A Progress and Impact Report on each of the 5 Key Priority Area is submitted for assessment.
PART A iii	New SAGE Cygnet Awards are conferred as each Progress and Impact Report is certified by SAGE.
On completion of PART A go to PART B	
PART B	SAGE Athena SWAN Silver Award Application is submitted.

PART A i : Institutions shape their Action Plans into 5 Key Priority Areas

Key Priority Areas are to include:

Organisation-wide barriers to GEDI (AT LEAST ONE)

- Actions in these Key Priority Areas aim to drive structural, systemic, and/or cultural change across the whole institution (i.e. horizontal actions).
- Examples include, but are not limited to: Recruitment/Pathways to advancement (including promotion) /Flexibility in work practices/Supporting specific under-represented groups/Bullying, harassment, and discrimination prevention

AND

Organisational sub-units with specific challenges to GEDI (AT LEAST ONE)

- Actions aim to drive local change (i.e. vertical actions).
- Organisational sub-units may be considered as reflecting the 'Departments' of the UK Athena SWAN system but may also be defined differently based on the institution's structure and needs (e.g. you may consider particular groups of staff).
- Institutions should prioritise those sub-units in which their data identify that specific challenges to GEDI exist.



PART A ii : Progress and Impact Report on each Key Priority Area is submitted for assessment

- submit a Progress and Impact Report once sufficient evidence can be demonstrated for each Key Priority Area.
- These Reports may be submitted individually or together, at any time throughout the Bronze Award validity period (5-years since obtaining Bronze).
- A total of five Progress and Impact Reports will be submitted over the Bronze Award validity period.
- SAGE Guidance for Progress and Impact Reports will be developed.

PART A iii: New **SAGE Cygnet Awards** are conferred as each Progress and Impact Report is certified by SAGE

- SAGE will recognise demonstrated progress and impact in each of the five key Priority Areas (assessed by expert reviewers) with a new SAGE Cygnet Award.
- Five SAGE Cygnet Awards are required before an institution may submit its SAGE Athena SWAN Silver Award Application.
- Institutions may market each Cygnet Award as achieving significant progress and impact on GEDI in a particular priority area.

PART B : SAGE Athena SWAN Silver Award Application

Overview of the reporting requirements for a SAGE Athena SWAN Silver Award

	Information submitted for a Silver Athena SWAN Award
Retrospective element #1 Evidence of progress and impact in the 5 Key Priority Areas identified in Bronze Award Action Plan	<ul style="list-style-type: none"> 5 SAGE Cygnet awards <p>Note: The full 5x Progress and Impact Reports certified at SAGE Cygnet Award are NOT resubmitted (these are already held by SAGE as detailed reference material)</p>
Retrospective element #2	<ul style="list-style-type: none"> Assessment of current state of GEDI – Includes highlight/ overarching short narrative of the Progress and Impact relative to current state of GEDI (You can reference Cygnet’s in this part – ie. no need to re-write).
Prospective element Setting of GEDI priorities and goals for the future	<ul style="list-style-type: none"> Identify new 5 Key Priority Areas going forward (<i>these may be the same as those identified in the Bronze Award Action Plan if these continue to remain the key barriers to GEDI in the institution</i>) and Develop a SMART Action Plan to cover these new 5 Key Priority Areas

Begin your journey to Gold once awarded a Silver Athena SWAN Award

Design Benefits



Flexible

- Institutions have freedom to define and focus on their own Key Priority Areas for action.
- Institutions can submit Progress and Impact Reports at any time during the Bronze Award validity period.

Reduced burden

- Progress and Impact Reports staggered across the 5 years with action timelines aligned to institutional strategic priorities.
- No longer require Departmental Bronze applications for 50% of an institution's Departments.
- Cygnet process, certification and SAGE support covered by institutional subscription fees.

Maintains rigour

- Data-driven self-assessment against defined institutional endpoints and independent peer review are still core to accreditation.

Institutional AND local action

- SAGE Cygnet Awards ensure that organisation-wide AND targeted local area change is made and, importantly recognised nationally.

Get to Silver Award sooner

- Progress and impact are assessed as you go (via SAGE Cygnet Awards).
- Silver Award Applications focus on assessing the current state of GEDI and planning your next steps.

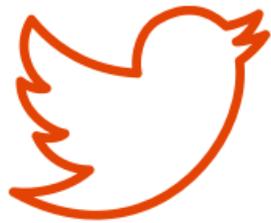
Next Steps

- Formalise SAGE design with Advance HE (June 2020).
- Publish Design (end of June 2020).
- Finalise and publish technical specifications and guidance for Progress and Impact Reports (July - August 2020). *This will also include the Silver Application Form.*
- Roll out training and support (from September 2020).

Want to know more?



sciencegenderequity.org.au



@SciGenderEquity



sage@science.org.au