

School of the Arts

Equality, Diversity and Inclusion Update

Introduction

Welcome to the first Equality, Diversity and Inclusion (EDI) newsletter for School of the Arts in 20/21!

In this edition, we wanted to update you on our plans for the next Athena SWAN application, as well as highlight the fantastic projects that are currently underway across the School.

Athena SWAN

Work has now started on the School's next Athena SWAN Bronze application, which is expected to be submitted in April 2021. The application will provide an overview of the historical and current gender (male and female) demographics within the School, for both staff and students, and provide a 4-year action plan to make effective change where challenges for women are identified.

You can find out more about Athena SWAN on [our intranet site here!](#)



Athena SWAN projects

Architecture

Improving diversity at the senior level: It is identified that there are no female staff at the professorial level in Architecture. The EDI group has been exploring the ways through which female professorial candidates would be attracted to fill a position in the department, should it become available. The areas of expertise of female researchers and research groups worldwide are being explored to gain understanding, which will help to inform the relevant job advertisement.

English

'Mind the Gap': A student-focused project to identify and analyse undergraduate and postgraduate student attainment and progression gaps. Following a successful pilot survey, the team is gathering data this term from a larger pool of students via survey and focus groups, to understand student's experiences and perceptions of their courses, and to develop strategies that address these gaps.

Music

Tackling gender imbalance in taught programmes: Music Technology is the key area among taught programmes (UG and PGT) in which there is a significant gender imbalance. Two external music-technology focused agencies have been identified in which women play significant or sole roles: Sensoria (Sheffield) and Yorkshire Sound Women network. We aim to bring in representatives from these organisations to discuss career strategies for female students. A application has been made to the University's Equality Kick Starter Fund to support this initiative.

Communication and Media

Supporting female academics during COVID crisis: The project aims to create a community of women for exchanging ideas and experiences through a monthly online informal discussion. The first activity is a publication workshop with a senior editor at Routledge to support publication plans of female staff. Another planned activity will focus on mentorship for ECRs from senior colleagues, with more actions planned for later in the year.

Philosophy

Women in Philosophy Postgraduate Taught Programmes: The project aims to analyse data related to gender diversity in our PGT provision. It also intends to review the actions taken to increase diversity in our cohorts and to overcome inequalities in assessment and rewards between female and male students.

The project will address two interrelated issues: (a) Female: Male undergraduate student progression to PGT; (b) Female: Male student performance and awards classification.

Professional Services

Guest lecture series: The group is to invite several high-profile speakers to give talks (virtually) in the School of the Arts, in the New Year, on a number of topics around the issues of diversity and equal opportunity. A programme is to be put together and advertised later in the year.



Project RISE

Colleagues from both Academic and Professional Services are invited to give their insights, ideas, and opinions to influence the future of the University's research environment via the RISE project.

For more information on the project and a link to the questionnaire, please [click here](#)

Join the SOTA Parents and Carers Network

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Teams code