

Programme

Day 1: 7 April 2022

DIVERSITY  **20**
INTERVENTIONS **22**

Towards a Science and
Profession of Athena Swan

Time (BST)	
09:00-10:00	In-person registration
10:00-10:10	Opening & Welcome Alison Johns, Chief Executive, Advance HE
10:10-10:20	Towards a Science and Profession of Athena Swan Dr Pavel Ovseiko, Principal Investigator & Senior Research Fellow, University of Oxford
10:20-11:00	Keynote: Eliminating inequality through diversity interventions in higher education Professor Tom Welton, President of the Royal Society of Chemistry & Professor of Sustainable Chemistry, Imperial College London
11:00-12:15	The importance of funding diversity interventions Dr Anne Pépin, Senior Policy Officer, European Commission Karine Morin, Director, Policy & Interagency Affairs, Natural Sciences & Engineering Research Council of Canada (NSERC) Gillian Cowell, Global Lead, Gender & Inclusion, British Council Dr Ross Woods, Senior Manager, Gender Equality, Higher Education Authority Dr Travis York, Director of Inclusive STEMM Ecosystems for Equity & Diversity (ISEED), American Association for the Advancement of Science (AAAS)
12:15-13:15	Lunch Break
13:15-14:35	Setting up national diversity intervention schemes Sarah Dickinson-Hyams, Assistant Director of International Charters, Advance HE (Chair) Dr Wafa El-Adhami – Executive Director, Science in Australia Gender Equity (SAGE) Dr Nisha Mediratta - Head and Advisor/Scientist, Department of Science and Technology, Government of India Nathalie Podeszinski - Project Manager, Dimensions Project, Natural Sciences and Engineering Research Council of Canada (NSERC) Dr Beth Ruedhi – Director of Operations, SEA Change, American Association for the Advancement of Science (AAAS)

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14:35-14:55	Break
14:55-16:10	Implementing interventions and action plans in different settings Jenna Ardagh, Program Manager – Athena Swan, Edith Cowan University Maxine Carter, Chief Equity and Inclusion Officer, Mohawk College Vanessa McKean, Equality, Diversity & Inclusion Manager, The Institute of Cancer Research Dr Deirdre Ni Eidhin, Senior Technical Officer, Department of Physics, University of Limerick Dr Laura Richards, Dame Kathleen Ollerenshaw Research Fellow, University of Manchester Dr Darla Thompson, Project Director, SEA Change Biomedicine, American Association for the Advancement of Science (AAAS)
16:10-17:00	Advance HEs Equality Charters: Complementary directions for Athena Swan and the Race Equality Charter Dani Glazzard, Head of Athena Swan, Advance HE Sarah Fink, Head of Athena Swan (Ireland), Advance HE Dr Arun Verma, Head of the Race Equality Charter, Advance HE
18:00-21:00	Networking Reception Museum of Natural History, Oxford <i>For pre-registered attendees only</i>

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#DiversityInterventions

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Time (BST)	
09:00-10:00	In-person registration
10:00-10:25	Panel session: Professionalising EDI & Athena Swan Practitioners Eleanor McDavis – Founding Chair, Russell Group Athena Swan Practitioners’ Working Group; EDI Manager, Queen Mary University of London (Chair) Jennifer Chapin - Gender Equality and Athena Swan Policy Adviser, University of Oxford Dr Claire Hann - Equality, Diversity and Inclusion (EDI) Knowledge Hub Coordinator
10:25-10:40	Professionalising EDI & Athena Swan Practitioners In-person discussions Online attendees to self-reflect and comment in chat if desired
10:40-11:05	Panel session: Reward and Recognition for Equality & Diversity Work Dr Gemma Irvine - Vice President for Equality & Diversity, Maynooth University (Chair) Kevin Coutinho, Athena Swan Manager, University College London Daisy Hung - Programme Manager, Race Equality Task Force; Equality, Diversity and Inclusion Manager, MPLS Division, University of Oxford
11:05-11:20	Reward and Recognition for Equality & Diversity Work In-person discussions Online attendees to self-reflect and comment in chat if desired
11:20-11:40	Break
11:40-12:20	Diversity interventions across sectors Dr Rebecca Surender, Senior Research Fellow, Department of Social Policy, University of Oxford (Chair) Emma Taylor-Steeds - Head of Diversity and Inclusion, Innovate UK KTN Polly Williams, Head of Diversity and Inclusion, Royal Academy of Engineering <i>Q&A will be invited at the end of the session</i>

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12:20-12:50	A Global Culture Survey Sarah Dickinson-Hyams, Assistant Director of International Charters, Advance HE Jessica Kitsell, Equality Charters Advisor, Advance HE <i>Q&A will be invited during this session</i>
12:50-13:10	Alignment of Diversity Interventions in Higher Education David Bass - Interim Associate Director – EDI , Advance HE <i>Includes a facilitated discussion for in-person participants</i>
13:10-13:55	Lunch Break
13:55-14:10	Systematic review of the evidence on the effectiveness of mentoring as a gender equality intervention in academic medicine Professor Louise Bryant, Professor of Psychological and Social Medicine & Co-Dean for Equality, Diversity, and Inclusion, University of Leeds
14:10-15:50	Abstract Session Dr Alvin Leung, University of Oxford(Chair) Dr Helen Mott, Consultant, The British Council Dr Charoula Tzanakou, Oxford Brookes University Kevin Coutinho, University College London Dr Nicole Lotz, The Open University Angie Makri, University of Nottingham Dr Claudia Wascher, Anglia Ruskin University Professor Claire Donovan, University of Greenwich Dr Lorna Henderson, NIHR Oxford Biomedical Research Centre
15:50-16:00	Closing Remarks Sarah Dickinson-Hyams, Assistant Director of International Charters, Advance HE Dr Pavel Ovseiko, Principal Investigator and Senior Research Fellow, University of Oxford

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