The Equality Challenge:

*taking Athena SWAN forward*

Expanding horizons:

The *Athena SWAN charter* changed in 2015 to include professional and support staff, and trans staff. To reflect these changes, and to stress our goal in challenging all inequality, the local team has changed its name to the *Equality Challenge Team*, and we will work towards ensuring good practice and support for all.

*A brief summary of what we’ve done in 2016:*

Our *Equality Diversity and Careers* website offers a range of info and career/work-life balance support including an in-house *mentoring program*, a *career advice surgery*, and regular career support events with a focus on *fellowships applications*.

We’ve designed a *workload model* for academics and fellows, which will be used to survey work distribution. On an individual level, the tool will be used for the confidential appraisal process.

This links to a *revision of the appraisal and promotions processes* with *IoO specific guidelines* for annual appraisal to enhance and facilitate opportunities for individual development. *Appraisals* will precede *promotion* deadlines (Feb/March for Research staff; June/July for academics) with *formal guidelines*, and we have a new appraisal tree and new *promotions committee for academic staff*. We have encouraged management to identify funding sources to pay for promotion of staff on fixed term contracts.

We’ve promoted information on *bullying and harassment* and established mandatory Zero Tolerance training for new students, as well as organised with UCL a program of workshops to address these issues.

*What to look forward to in 2017 and beyond:*

Further developments of our career support, in particular early career support, including annual *mentoring scheme enrolment*, a fellowship awardee package, and a range of career events. Dialogue has started with UCL and Moorfields Eye Charity to clearly define standards for qualifying for a lectureship, and to identify funds to support career progression through this bottleneck.

Increasing the profile of women in ophthalmology: we are working with Fight For Sight to establish a new UK network for Women in Ophthalmology, and will develop both a list of female speakers available for meetings and raise the profile of women in ophthalmology through Wikipedia.

*Ultimately we are aiming at making the Institute a better place for you to work in. Do get in touch or check our website if you have any comments, suggestions or if you would like to get involved.*