

Made-in-Canada Athena SWAN consultations

Guiding questions

These questions are designed to assess and improve the draft Charter in terms of identifying and articulating the commitments and changes post-secondary institutions need to make to be effective at increasing equity, diversity and inclusion.

1. The principles are the foundation of the Athena SWAN Charter and must be ambitious but implementable.
 - Looking at the draft principles, are there any additional commitments that would help make the Charter a more effective guide for post-secondary institutions as they work to implement and monitor changes to increase EDI in their institutions?
 - Are there any changes or nuances to the draft principles that would help make the Charter a more effective guide for post-secondary institutions?
2. Data requirements and data collection are a significant part of the Athena SWAN process, and carry with it several challenges, such as administrative workload, privacy concerns and the reluctance of some people or groups to self-identify.
 - How can these issues be mitigated when designing the Athena SWAN data reporting requirements and the application form?
 - Are the draft Charter principles sufficient in recognizing the role of data and evidence in the Athena SWAN process?
3. What inequalities and systemic barriers or other specific measures will need to be addressed or implemented to achieve greater equity, diversity and inclusion in post-secondary institutions?
4. What are some of the challenges and benefits of implementing a program like Athena SWAN for Canada at the institutional or departmental levels? Aspects to consider include, but are not limited to (a) commitment from senior leaders, (b) data gathering, (c) analysis and understanding of issues, (d) resourcing of actions and (e) discipline, department, institution size, location, population-specific factors.
 - What mechanisms, approaches, strategies or considerations could be implemented to address these different challenges? Please illustrate with examples from your institutions and take into account specific realities of different (and your) stakeholder groups.
 - Does the draft Charter effectively convey the institutional commitments needed to address the challenges you have identified?