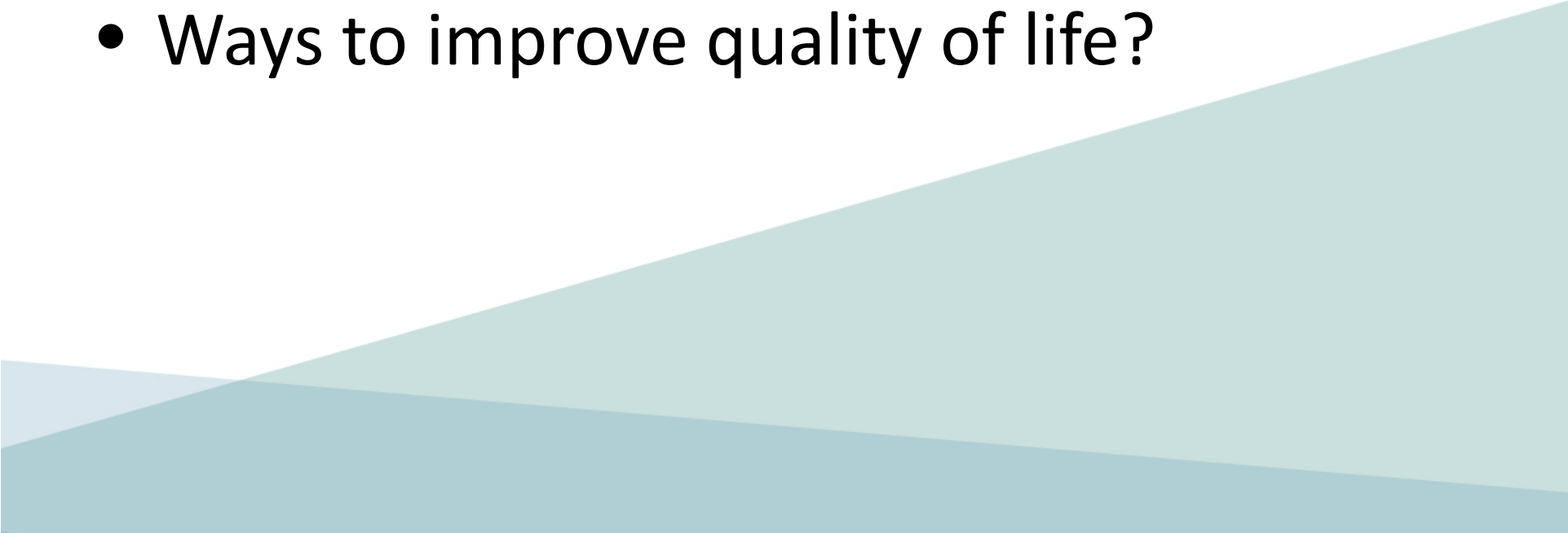




HR Equality and Opportunities

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Game changing?

- Equality issues in different countries
 - Room for conflict?
 - Ways to improve quality of life?
- 

Issues

- Gender equality within hierarchies
- Racial representation reflecting local area
- Age profile and assumptions
- LGBT openness in different societies.
- Work/life balance and the risk of burnout
- Family friendly policies.
- Mental health issues on increase.

A typical national context?

The UK Equality act

- Updates on the Disability Discrimination Act in 2010 supports people with multiple cases of discrimination
- Tightens cases for bullying and indirect discrimination based on home life, etc.
- Considers hidden disabilities

Athena SWAN

- A charter and award for UK science to foster gender equality in STEM subjects.
- Embraced by few in 2008, then in 2011 a statement by Sali Davies that all entities applying for funding from NIHR need Athena SWAN silver award by 2014
- Scramble!

Solutions?

- Awareness raising
 - Implementation of legislation
 - Lines of reporting
 - Action plans for equality
 - Mainstreaming of equality issues
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