

## Model Motion

This branch notes:

1. That the University of St Andrews aims to be “a beacon of inclusivity” and is a recipient of the Athena SWAN award which “encourages and recognises employers’ commitment to advancing the careers of women in research and higher education”;
2. That the St Andrews Institute for Gender Studies (StAIGS) is the university's largest interdisciplinary network;
3. That Alison Duncan Kerr established StAIGS and taught, designed, and developed the entire curriculum;
4. That Dr Kerr is to be made redundant from the Department of Philosophy from June 2021;
5. That only 4 out of 19 permanent members of the Department are women and the only junior female academics are on temporary contracts;
6. That no permanent member of the Department has gender as a central research interest.

We believe:

1. That this redundancy directly contradicts the commitment of the University to its strategic goals, especially with regard to diversity and inclusion;
2. That it also contradicts the commitment of the School of Philosophical, Anthropological and Film Studies to its strategy and the promises of its Athena Swan application;
3. That the Department of Philosophy is breaching its commitments to enhance interdisciplinarity and increase the diversity of its staff and curriculum.

We resolve:

1. To offer our support for Dr Kerr and to publicise this case amongst our members;
2. To write to the University of St Andrews calling on them to reverse their decision;
3. To write to Athena SWAN asking them to re-examine their awards to the University and Department of Philosophy in light of this redundancy.

## Contact information

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