

Institutional Membership

What is WHEN?

WHEN is a network for all women who work in higher education.

Who is WHEN for?

WHEN is for all self-identifying women and non-binary people who work in the higher education sector. Our primary focus is Universities across the UK. Members might also work for research councils, bodies and other organisations who would consider themselves part of the sector.

Why was WHEN set up?

Although there has been great gender equality progress across the higher education sector, it is estimated that it will take at least, another 40 years to achieve gender parity. WHEN was set up to speed up gender equality. It seeks to do this by providing a supportive, inclusive forum in which members can come together to share ideas and experiences and support one another.

How will individual members benefit?

Individual members benefit by achieving greater career fulfilment through:

Personal development	Professional development	Sector development
<ul style="list-style-type: none"> ● Hearing new perspectives and experiences ● Feeling better understood by one another ● Sharing personal perspectives and experiences ● Empowering and inspiring one another ● Having access to an inclusive and welcoming environment in which to be themselves and speak openly ● Supporting one another ● Developing new experiences 	<ul style="list-style-type: none"> ● Sharing career experiences and pathways ● Hearing experiences that they might otherwise not have come across ● Having a forum to be in conversation and ask questions to a wide peer group ● Building new skills and developing existing ones ● Creating new connections and expanding professional networks through informal mentoring, sponsorship and peer partnership ● Encouraging and being encouraged to move into developmental roles and seek greater fulfilment in existing roles ● Raising profiles – become better known across the sector 	<ul style="list-style-type: none"> ● Increasing awareness of the policies and procedure that can support better career development ● Being able to influence and maximise the positive impact of policies ● Being part of the conversation and solution to changing the status quo

What will individual women receive as members?

A) Editorial

- We curate relevant, inspiring and practical content and deliver it to members in our editorial 'The Edit'.
- We will release this to members throughout your membership year. Members can expect a combination of full length and summarised academic articles, interviews, stories, perspectives, career profiles and pathways and news relevant to speeding up gender equality in our sector.
- We encourage members to contribute to The Edit by sharing knowledge, experiences and stories.

B) Community

- Members are invited to a private online community where the mantra is: ask for whatever you need and help wherever you can! Members will create connections beyond their own institutions, disciplines and regions across the country.
- We facilitate an open, inclusive welcoming environment and encourage members to be part of existing and initiate new conversations.

C) Events

- Members are the first to be informed about WHEN events receiving a large discount on ticketed events, often up to 50%.
- Members will be invited to speak and contribute at events where it is helpful to them.

How will my institution benefit

Advancing women's careers

- Provide female colleagues access to opportunities for career development
- Provide female colleagues access to an inclusive support network
- Increase female staff retention and attract top talent
- Improve female staff satisfaction and engagement levels

Financial saving

- Save a minimum of 50% by providing staff access to University membership option
- Members receive up to 50% discount on WHEN event fees

Commitment to progress and action

- Gain evidence of action to support Athena SWAN applications and renewals
- Provide evidence your university's understanding of the need to accelerate gender equality across the sector and change the status quo as well as the inequalities faced by female staff in your institution
- Become part of the conversation and solution to speeding up gender equality progress across

What is the membership fee?

Individual membership Option 1: Individual fees of £100 per person

Institutional membership Option 2: Institutional fee (Bands A-J) + local fees of £25 per person

Band	Student numbers	Band fee £
A	1 - 10,000	1,250
B	10,001 - 20,000	2,000
C	20,001 - 30,000	3,000
D	30,001 - 40,000	4,000
E	40,000+	5,000

Institutional membership fee example:

Example	Band	#members	Without institutional membership (£100 per person)	With institutional membership (£25 per person)	Saving
1	C (£1,250)	50	£5,000	£2,500	50%
2	E (£5,000)	600	£60,000	£20,000	67%

How do I proceed?

Get your staff access to WHEN in 2 simple steps:

1. Make Institutional membership fee payment on WHEN's website
2. Receive your institutional membership confirmation and joining pack

The joining pack contains:

- > Checklist for how to make the most of your institutional membership
- > Communication guidelines for informing staff about membership
- > Memo template - all staff
- > Memo template - direct reports