“a framework which is used across the globe to support and transform gender equality within higher education (HE) and research. Established in 2005 to encourage and recognise commitment to advancing the careers of women in STEMM, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.”

https://www.advance-he.ac.uk/equality-charters/athena-swan-charter

Stephen Curry
Susan Littleson
Athena Swan Self Assessment Team
November 2021
Athena Swan at Imperial

Institutional silver award (2016)
All departments but one hold a departmental award
- 1 gold
- 10 silver
- 12 bronze

Application to renew institutional award due by end of March 2022
We will:

• integrate EDI into all management processes

• integrate EDI into the student experience

• take positive action to improve the opportunities and experiences of under-represented groups

• work to eliminate bullying and harassment

• gather and publish data to monitor our progress

• collaborate internally and externally to develop good practice

• be open to dialogue and challenge on our EDI ambitions

EDI is not an optional extra, or a job that falls only to managers or committees

To succeed, responsibility for promoting equality, diversity and inclusion has to be shared by everyone in our community

Formal oversight:

- EDI Strategy Group (chaired by the Provost)
- EDI Forum (chaired by the Assistance Provost (EDI))
The Athena Swan SAT at Imperial

Stephen Curry - Chair, Assistant Provost (EDI)
Rob Bell - Athena SWAN Coordinator, EDIC
Malinda Davies - ICU Gender Equality Officer
Liz Elvidge, Head of PFDC
Richard Green - Professor of Sustainable Energy Business, Business School
Sian Harding - Former HoD, NHLI
Gareth Hyde - Acting Head of Space Programme, FoM
Susan Littleson - Deputy Director - Organisational Development and Inclusion, HR
Ann Muggeridge - Professor (ESE) and College Consul
Jane Neary - Director of Campus Services
Gbemi Oluleye - Lecturer, Centre for environmental Policy
Christopher Peters - Clinical Senior Lecturer, Dept of Surgery and Cancer
Nathalie Podder - Deputy President (Welfare), ICU
Pedro Rosa Dias - Associate Professor of Health Economics, Business School
Priya Saravanapavan - Senior Strategic Teaching Fellow, Dept of Materials
Vahid Shahrezaei - Faculty Diversity Champion, FoNS
Helen Stoneham - Dept Resources Manager, Mech. Eng.
Sharron Stubbs - Senior Laboratory Manager
Jessica Wade - Research Fellow, Dept of Materials

Athena Swan SAT meeting - Oct 2021

The College Athena Swan Committee brings together the departmental leads on Athena Swan
Athena Swan application form - lots of questions & lots of data

Section 1: An overview of the university and its approach to gender equality
1. Letter of endorsement from the head of the university
2. Description of the university and its context
3. Athena Swan self-assessment process

Section 2: An evaluation of the university’s progress and issues
1. Evaluating progress against the previous action plan
2. Key priorities for future action

Data tables
1. Students at foundation, UG, PGT and PGR level
2. Academic staff by contract function
3. Academic staff by contract type
4. Professional, technical and operational (PTO) staff by job family
5. PTO staff by contract type
6. Applications, shortlist and appointments made in recruitment to academic posts
7. Applications, shortlist and appointments made in recruitment to PTO posts
8. Applications and success rates for academic promotion.
9. Applications and success rates for PTO progression

Section 3: Future action plan
1. Action plan (4-8 priorities)

Appendix 1: Culture survey data
Appendix 2: Data tables
Appendix 3: Glossary

Data analysed at College and Faculty level
Selected snapshots presented today
- Total number of academic staff has grown by 17% since 2010
- Overall, Imperial has been hiring women academics at a higher rate
- Most progress at professorial level
Lowest %F in FoE and FoNS, but trends there are positive

Business school - recent success in recruiting/promoting female professors
Research staff and Learning and Teaching Staff - by faculty

- Numbers fairly static
- Close to gender parity in the Business School and FoM
Issues with progression/recruitment?

- In all faculties, except FoE, there is a lower %F at lecturer level than in the (local) recruitment pool
PTO Staff by grade

- Majority of professional staff are women
- %F in Professional services declines beyond level 3a, but trends show increasing representation at higher grades
- Numbers fairly static in Technical and Operational roles
- Numbers of technicians at levels 4 & 5 are very small
A higher %F is shortlisted than applies – quality of applications?

A notable drop-off in %F applicants in 2020 – Covid-19 effects?
PTO Recruitment

- No evidence of bias at shortlisting or interview stages
Student numbers

- General upward trend
- Closest to gender parity at PGT (e.g. MSc/MBA) and PGRM (e.g. MRes) level
- Significant drop-off in %F at PGR (PhD) level
Student numbers by Faculty

- Notable differences between faculties (e.g. compare BS & FoM with FoE and FoNS)
- Significant drop off in %F on PhD programmes in FoE and FoNS
Actions started in the past 2-3 years

For details, see: https://www.imperial.ac.uk/equality/
Recent initiatives

Athena SWAN Town Hall Event

Susan Littleson, Deputy Director of Organisational Development and Inclusion
Imperial Together

- Umbrella campaign aligning culture change initiatives.
- The website sits under the About section.
- Links to culture campaigns contained within it - Values, Report and Support, Working Together Task Group.
People Strategy

Finding and Developing Diverse Talent

We will reach the best candidates and find new talent to fill a wide range of roles with a diverse range of background and skills.

We will ensure that we remain an attractive employer and ensure that achievement and contribution is recognised and rewarded.

We will provide high-quality data and insight to support planning at department, faculty and College level, enhancing career progression and reducing equality pay gaps.

Inclusive Leadership and Culture

We will ensure all staff are supported to perform at their best.

We will provide support for individual, group and organisational learning for all stages of Imperial careers.

We will embed common values and positive behaviours across the organisation. We will strive to eliminate bullying and harassment.

We will create policies and support to ensure that the organisation are prepared in a more flexible and dispersed environment whilst maintaining community cohesion and our culture.

We will work to ensure our staff are able to remain healthy whilst dealing with the pressures of life and work.

We will listen and respond to staff, support all areas of College to do the same and implement practical approaches to measure and improve staff engagement.

A Resilient Workplace

Clearer, more concise policies with clear governance arrangements underpinning all we do.

ERP, Service Management and Case Management solutions delivered to support HR service performance.

Operational performance must continue to improve – Service Levels continually reviewed and shared with our stakeholders.

Our systems and processes must generate high quality, accessible data and insight that drives decision making.

Foundations
College Values

- Developed via Focus Groups, survey and wider discussions
- Designed to improve culture and help build a positive environment
- Enable the community to
  - be clear about what is expected
  - recognise and reward positive behaviour
  - address poor conduct
College Values

Respect  Collaboration  Excellence

Integrity  Innovation
Report and Support

Staff support
Find further information around bullying and harassment and where staff can seek support.

Student support
Find further information around bullying and harassment and where students can seek support.
Support for those with caring responsibilities

- Elsie Widdowson Fellowship
- Parental Leave portal
- White City Nursery
- Carers support fund
- Shared Parental Leave
- Parents and Carers Networks and Workshops
- Partnerships with My Family Care, Working Families and Employers for Carers

Top 30 Employer for Working Families 2021
Thank You