

Athena SWAN College Meeting 23 February 2021

Imperial College London

Present:

Professor Stephen Curry	(SC)	Chair, Assistant Provost (EDI)
Professor Alex Bottle	(ABo)	School of Public Health
Mr Rob Bell	(RB)	Equality, Diversity and Inclusion Centre
Dr Jaclyn Bell	(JB)	Computing
Professor Joao Cabral	(JC)	Chemical Engineering
Dr Liz Elvidge	(LE)	Head Postdoc and Fellows Development Centre
Dr Daniela Fecht	(DF)	School of Public Health
Dr Natalia Goehring	(NG)	Dyson School of Design Engineering
Ms Sapna Halder	(SH)	School of Public Health
Dr Kim Jelfs	(KJ)	Chemistry
Professor Hector Keun	(HK)	Surgery & Cancer
Dr Katharina Kressig	(KK)	Earth, Science & Engineering
Dr Sam Krevor	(SK)	Earth, Science & Engineering
Dr Nick Linton	(NL)	Bio-engineering
Professor Julia McCann	(JM)	Computing
Professor Aimee Morgans	(AM)	Mechanical Engineering
Professor Catherine O'Sullivan	(CO)	Civil and Environmental Engineering
Dr Kenji Okuse	(KO)	Life Sciences
Mr Christopher Peters	(CP)	Surgery & Cancer
Professor Sara Rankin	(SR)	NHLI
Dr Maria Ribera-Vicent	(MRV)	Aeronautics
Mr Vahid Shahrezaei	(VSh)	Mathematics and Faculty of Natural Sciences
Professor Christian Speck	(CS)	Institute of Clinical Sciences MRC LMS
Dr Jessica Strid	(JS)	Immunology & Inflammation
Dr John Tregoning	(JT)	Infectious Diseases
Mrs Karen Twedde	(KT)	Business Studies
Professor Morgan Wasco	(MW)	Physics
Mrs Jacalyn Murphy	(JDM)	(Minutes) EA to Chair, Assistant Provost (EDI)

Apologies:

Dr Anna Barnard	Chemistry
Professor Clare Lloyd	Medicine
Professor Ferdinando Rodriguez y Baena	Engineering
Professor John Seddon	Chemistry

	Agenda Item	Action
1.	Introductions and apologies.	
	The Chair welcomed all to the meeting and apologies were read.	

2.	Minutes of last meeting held on 21 September 2020 and matters arising (paper 2)	
	The minutes of the last meeting held on 21 September 2020 were agreed as correct. The following matters were arising:	
2.1	Nursery	
	Jane Neary has entered into an agreement and 14 places are being offered to start after Easter. JN will present the details at the next Athena SWAN SAT and SC will share the slides. CP expressed his thanks for a very good result.	SC
2.2	College Athena lecture	
	Magdalena Skipper will give the Athena lecture in December 2021 – in person, hopefully, but otherwise online.	
2.3	Impact of Government and NIHR plans to reduce bureaucracy (and break link between funding and AS awards)	
	A consultation process is taking place and further details await an announcement from the Department of BEIS.	SC
3.	Chair's Report	
	<p>Following the announcement of an independent investigation in December a Working Together Task Group is being established by the Provost and Peter Openshaw, Senior Consul (update: confirmed by email on 26/2 in Staff Briefing #248). The President is also attending meetings in all departments to talk to staff.</p> <p>https://www.imperial.ac.uk/news/210693/independent-investigation-recommendations-action-plan-next/</p> <p>A discussion followed on the challenges and the important positive initiatives the College is now taking forward.</p> <p>In reply to a question from AM on whether non-disclosure agreements were used, SC will clarify this point.</p> <p>JC and SR commented on their concerns in making judgements when attending disciplinary hearings which is also very time consuming and asked why independent people are not employed. SC will ask the</p>	SC

	Director of HR to talk about the process at the next Athena SWAN meeting.	SC
3.1	Women at Imperial week 8 – 12 March 2021 has a full schedule of events. https://www.imperial.ac.uk/equality/activities/women-at-imperial/	
4.	Athena SWAN transformation update and culture survey (papers 03 and 04)	
	<p>A major review of the Athena SWAN Charter award was undertaken more than a year ago:</p> <p>https://www.advance-he.ac.uk/equality-charters/athena-swan-charter/transformation</p> <p>RB attended a consultation event on institutional applications and new documents have been released around draft criteria; there are 6 high level criteria with expectations for bronze and silver awards. Advance HE will be releasing further documents on the website. The process will be more streamlined and improved.</p> <p>RB has added a link in Teams of all documents including a draft of the mandatory culture survey and asked for all members to email comments this week as he is responding by the deadline of 5 March.</p>	
5.	Highlights of Departmental updates (paper 2)	
	<p>SC thanked everyone for sending in departmental updates.</p> <p>Business School (KT)</p> <p>KT commented the Business School won the Amber Excellence award for the EDI module it has been running this year “Working in diverse organisations”. KT has divided the Athena SWAN SAT into 6 working groups for the 41 point action plan and there has been progress. The Athena SWAN web page is in draft; items include a flexible working survey and improvements to female faculty recruitment. SC asked if KT and other departments could present at the next meeting on their approach to implementing action plans which was agreed.</p> <p>Department of Chemical Engineering (JC)</p> <p>JC commented two sessions of the workshop “Let’s talk about race” were held, run by Melanie Lee to create space to discuss racism. They received mixed informal feedback with attendance by 40 staff. JC is happy to provide a summary of the anonymised survey following attendance at the meeting.</p> <p>Chemistry (KJ)</p>	KT/SC

<p>KJ asked for clarity on carers' support for online event attendance and payments for extra childcare during lockdown for a specific circumstance e.g. writing a large grant. SC will follow up.</p> <p>https://www.imperial.ac.uk/human-resources/benefits/supporting-you-and-your-family/carers-information/carers-support</p> <p>Chemistry commented that their training plan will make use of the College provision of staff EDI training but places are not always available. SC is encouraged by the increase in demand and will follow up with the Director of HR.</p> <p>RB will suggest to his team on increasing provision. There is also an online unconscious bias course available:</p> <p>https://www.imperial.ac.uk/equality/support-for-staff/training/unconscious-bias/</p> <p>MR-V requested the micro aggressions animation link:</p> <p>https://www.imperial.ac.uk/engineering/staff/human-resources/microaggressions/</p> <p>Department of Computing (JM/JB)</p> <p>JB commented mandatory unconscious bias training was provided in-house to all MSc and PhD students; Teaching Fellows will also be attending.</p> <p>Electrical and Electronic Engineering (EK)</p> <p>EK commented the Maria Petrou scholarship is being funded by the department for a PhD studentship and has received excellent applications. E & EE has a PhD studentship committee that evaluates all of the studentships ensuring the most competitive and best students are selected.</p> <p>Department of Immunology (JS)</p> <p>The College EDI course was made compulsory for all in the department and is also discussed in the PRDP meetings which have achieved a 100% rate.</p> <p>John Tregoning, Department of Infectious Diseases</p> <p>JT commented the impact of Covid is being felt and Postdocs would appreciate extra support in the College messaging. CP and LE agreed and added these groups do a wonderful job, some are feeling vulnerable as they are in young families and not all are in the UK. SC agreed to relay this to the College Comms team.</p> <p>Christopher Peters, Hector Keun, Surgery & Cancer (paper 5)</p> <p>CP held the first Women in Academic Medicine (WiAM meaning peace</p>	<p>SC</p> <p>SC</p> <p>SC</p>
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	<p>and tranquillity) meeting which was very successful with 90 people attending virtually. Very positive feedback was received with widespread Faculty support.</p> <p>Mechanical Engineering (AM)</p> <p>In response to the Felix Open Letter on race from undergraduates a Town Hall meeting was held (with department and college representatives, chaired by Kani Kamara) in November. More regular Town Hall meetings will be planned to liaise on EDI and can be expanded to include other issues.</p> <p>AM looked at the differences in grant application rates between men and female staff during Covid and found they were not seeing big differences.</p>	
6.	REC application summary (paper 6)	
	<p>SC provided a draft summary of the REC application which has identified the low numbers of black students and other ethnic groups and areas that will be part of the action plan, including recruitment, progression, promotions and PRDP. The offer to delay the REC submission date to July due to Covid has been agreed, and it is hoped the finalised document will be available in April allowing time to ensure it is reviewed and approved by Council.</p> <p>CP commented he is also looking at PRDPs and working with HR and will report back when this work is complete.</p> <p>SC welcomes any further comments on the REC application summary from members by email.</p>	All
7.	Any Other Business	
	<p>Life Sciences International day on 12 June is detailed on the College web page.</p> <p>https://www.imperial.ac.uk/news/122908/international-day-biological-diversity-projects-imperial/</p>	
	The next meeting will be held on Monday 28 June 10:00 – 11.30 am.	
	SC thanked all for attending and their valued input.	