

**Athena SWAN College Meeting 22 February 2022,  
10:30 – 12:00 via Teams**

**Imperial College  
London**

Professor Stephen Curry	(SC)	Chair, Assistant Provost (EDI)
Dr Anna Barnard	(AB)	Chemistry
Dr Heather Battey	(HB)	Maths
Mr Rob Bell	(RB)	Equality, Diversity and Inclusion Centre
Dr Jaclyn Bell	(JB)	Computing
Professor Joao Cabral	(JC)	Chemical Engineering
Ms Alex Dawes	(AD)	REC Co-ordinator
Ms Jo Demetris	(JD)	Business School
Dr Iain Dunlop	(ID)	Materials
Ms Sapna Halder	(SH)	School of Public Health
Dr Robert Hewson	(RH)	Aeronautics
Dr Johanna Jackson	(JJ)	Brain Sciences
Dr Josh Hodge	(JH)	Life Sciences
Mrs Darakshan Khan	(DK)	Materials
Dr Katharina Kreissig	(KK)	Earth, Science & Engineering
Dr Nick Linton	(NL)	Bio-engineering
Professor Clare Lloyd	(CL)	Faculty of Medicine
Professor Aimee Morgans	(AM)	Mechanical Engineering
Dr Thrishantha Nanayakkara	(TN)	Dyson School of Design Engineering
Professor Catherine O’Sullivan	(CO)	Civil and Environmental Engineering
Mr Christopher Peters	(CP)	Surgery & Cancer
Professor Christian Speck	(CS)	Institute of Clinical Sciences MRC LMS
Ms Sophia Quazi	(SQ)	EDI Co-ordinator, ESE & Mech Eng
Dr Maria Ribera-Vicent	(MRV)	Aeronautics
Professor Alessandra Russo	(AR)	Computing
Mr Vahid Shahrezaei	(VSh)	Mathematics and Faculty of Natural Sciences
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 Liz Elvidge	(LE)	Head of Postdoc and Fellows Development
Professor Sara Rankin	(SR)	NHLI
Dr Jessica Strid	(JS)	Immunology & Inflammation
Dr Rebecca Stewart	(RS)	Dyson School of Engineering

	<b>Agenda Item</b>	<b>Action</b>
1.	<b>Apologies and Introductions.</b>	

	The Chair read apologies and welcomed all to the meeting including new members; Rob Hewson, Co-chair Aeronautics, introduced himself, Iain Dunlop also joins from Materials replacing Julian Jones.	
<b>2.</b>	<b>Minutes of the last meeting held on 1 November 2021 and matters arising (paper 02)</b>	
	The minutes of the last meeting held on 1 November were agreed as correct. The following matters were arising:	
<b>2.1</b>	SC met with Hailey Smith, Head of Strategic Projects and Operations, to discuss inclusive curriculums and future initiatives.	
<b>2.2</b>	The low uptake of nursery places was relayed to Jane Neary, Director of Campus Services. It is anticipated there will be a need for increased childcare services as more staff return to work.	
<b>3.</b>	<p>A detailed and open discussion followed into the release of the report by John Allan, Chair of Council, into bullying and harassment by two very senior members of the College leadership team, all are aware of the background.</p> <p>The Committee expressed their strong feelings of dismay and the ramifications for the College as well as suggestions on a way forward to create the right culture. Harbhajan Brar, Director of HR, has met with groups to gather feedback and will facilitate future meetings to continue staff conversations. All of the discussions are reaching the Provost/Council and assurances have been received that action will be taken.</p> <p>The College has announced an Imperial Together action plan, overseen by Susan Littleson, Deputy Director, Organisational Development and Inclusion, HR. The Working Together Task group has merged with Values and Behaviours.</p> <p><a href="https://www.imperial.ac.uk/about/together/imperial-together-action-plan/">https://www.imperial.ac.uk/about/together/imperial-together-action-plan/</a></p>	
<b>4.</b>	<b>Athena SWAN application update (paper 03)</b>	
	The Athena SWAN application is in progress and SC thanked Rob Bell for his work. There is a summary limit of 5,500 words to assess the previous action. The deadline has been extended to the end of May; the aim is to have an application by the end of March and refine it before the deadline. Comments on departments' initiatives put in place during home schooling were invited.	

	<p>CP commented via the departmental webinar series there were sessions on wellbeing, loneliness and computer set up that would carry on when face-to-face.</p> <p>MRV commented on the positives of the pandemic – attending meetings online allowed greater flexibility in manage childcare.</p> <p>JC added the people with most flexibility are often relied on to cover for other staff absences; there is stress for both staff with stricter jobs and those with flexibility.</p> <p>RB reported the Athena SWAN action plan is shorter and more focussed; therefore, we have to ensure the chosen priorities are the right ones for the next 5 years. All of the data is in appendix 2 that is over 100 pages.</p> <p>AB, Chemistry, is pleased to see Elsie Widdowson was included in the action plan, and asked if Research Fellows will be defined in relation to teaching. SC commented following discussions at Provost Board, much clearer expectations will be established for Research Fellows to ensure they have sufficient time for both teaching and research.</p>	
<p><b>5.</b></p>	<p><b>College activities and Departmental report highlights</b></p>	
	<p>MRV, Aeronautics, is looking into job adverts and why they are not attracting female applicants; one reason is the wording “You may have to work long hours and weekends” was interpreted as an expectation. Recommendations on wording and clarity for overseas students will be proposed.</p> <p>CO commented there is a need to look at the extra workload and College recourse for Personal Investigators who look at the pool of applicants.</p> <p>SC commented some departments e.g., Chemistry, Bioengineering and the Business School show Athena SWAN data for promoting more women; the aim is to support it happening uniformly across the College.</p> <p>AB commented that in the Chemistry department, KJ was involved in following up after applications from women candidates who were unsuccessful the first time and were given mentoring and encouraged to reapply.</p> <p>CP added one of the issues is resourcing – there is a PTO recruitment freeze affecting administrative support. SC does recognise there is a challenge with workloads. A link to the video produced by the Business School is shared below:</p> <p><a href="#">Imperial Women in Finance - YouTube</a></p> <p>JC has been receiving philanthropic donations; this week Chemical Engineering have a LGBTQ+ celebration with talks from students.</p>	

	<p>JH, Life Sciences, met with Louise Hanger, Senior Education Evaluation Officer, and requested access to examine intersectional data from applicant outcomes and was advised requests are handled as and when. JH asked if Athena SWAN could ask for this data to be more freely available. RB advised one of the issues was with small numbers for departments there are risks of identifying individuals. The power bi link was shared:</p> <p><a href="https://app.powerbi.com/groups/me/apps/097d1d5b-8e94-4b41-ad0f-54415b4966a5/reports/67438edf-c658-4143-8358-0b96ea84f75e/ReportSection">https://app.powerbi.com/groups/me/apps/097d1d5b-8e94-4b41-ad0f-54415b4966a5/reports/67438edf-c658-4143-8358-0b96ea84f75e/ReportSection</a></p> <p>DK, Materials, have purchased rainbow lanyards for LGBTQ+ History month. DK will link up with Imperial 600 who have been distributing lanyards as an encouragement to join their membership group.</p> <p>SQ, Mechanical Engineering has been working on EDI module to embed EDI in curriculum. SQ will liaise with Hailey Smith who is in charge of strategic projects and is working on issues around EDI as part of the REC application.</p>	
<b>6.</b>	<b>Any Other Business</b>	
<b>6.1</b>	<p>Women at Imperial week is 7 – 11 March 2022.</p> <p><a href="https://www.imperial.ac.uk/equality/activities/women-at-imperial/">https://www.imperial.ac.uk/equality/activities/women-at-imperial/</a></p>	
<b>6.2</b>	<p>The EDI Seed Fund had been very successful with 15 projects funded</p> <p><a href="https://www.imperial.ac.uk/equality/activities/seed-fund/">https://www.imperial.ac.uk/equality/activities/seed-fund/</a></p>	