

Athena SWAN College Meeting 20 June 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
Dr Adam Byrne	(AB)	NHLI
Professor Joao Cabral	(JC)	Chemical Engineering
Ms Amy Cook	(AC)	Institute of Clinical Sciences
Ms Jo Demetris	(JD)	Business School
Dr Liz Elvidge	(LE)	Head of Postdoc and Fellows Development
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
Dr Thrishantha Nanayakkara	(TN)	Dyson School of Design Engineering
Professor Catherine O'Sullivan	(CO)	Civil and Environmental Engineering
Mr Christopher Peters	(CP)	Surgery & Cancer
Dr Maria Ribera-Vicent	(MRV)	Aeronautics
Professor Alessandra Russo	(AR)	Computing
Mr Vahid Shahrezaei	(VSh)	Mathematics and Faculty of Natural Sciences
Dr Rebecca Stewart	(RS)	Dyson School of Engineering
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:

Ms Alex Dawes	(AD)	REC Co-ordinator
Dr Iain Dunlop	(ID)	Materials
Ms Sophia Quazi	(SQ)	Mechanical Engineering
Dr Beata Wojciak-Stothard	(BW-S)	NHLI

	Agenda Item	Action
1.	Apologies and Introductions.	
	The Chair read apologies and welcomed all including new members Adam Byrne and Beata Wojciak-Stothard who have taken over as Co-Chairs of the NHLI Athena Swan Committee from Sara Rankin.	
2.	Minutes of the last meeting held on 22 February 2022 and matters arising (paper 02)	
	<p>JC requested that section 5 Departmental updates are amended to “JC reported that Chemical Engineering has received a series of philanthropic donations and that the EDC committee has created a focus group to inform decisions based on ED&I priorities (from “JC has been receiving philanthropic donations”).</p> <p>The wording on item 5 paragraph 2 is amended to “principal investigators” (from “personal investigators”).</p>	JM
2.1	The uptake numbers for the nursery has now increased to a much higher rate for childcare services as more staff have returned to work.	
3.	Chair’s report	
	<p>The College has increased its ranking in the Stonewall workplace and is now in the top 100 employers.</p> <p>There have been a number of activities around the REC action tracker including a town hall meeting held in May.</p> <p>Consultants Develop Global have been engaged to conduct a review of the PRDP process, work should be complete by the end of the summer.</p> <p>The College has introduced a resolution policy to resolve grievances at an early stage with external mediators engaged.</p> <p>The Behaviour insights team, part of the Imperial together workforce, is looking at methods to encourage people to speak up when dealing with bullying and harassment.</p>	
4.	Athena SWAN application (paper 4)	

	<p>The Athena SWAN application at silver was submitted on 31 May, SC thanked the self-assessment team and RB. Several actions were included that are already adopted as part of other action plans (e.g. the REC, gender and ethnicity pay gaps).</p> <p>SC is happy to visit any department who would like him to talk about Athena SWAN. RB commented one of the actions is to have annual reviews and as well as EDI generally to identify the work in different areas of departments to work towards embedding EDI throughout the College.</p> <p>A discussion followed on guidance if departments are unsure of what action they need to take, particularly around recruitment. JC commented he would also like to help with a list of questions and scenarios. RB suggested speaking to Rob Farace, Head of HR Operations, to hold a workshop on best practice including staff recruitment. It was agreed by the committee to proceed with a workshop that would include an overview of the legislation and questions.</p>	RB/ SC
5.	Departmental updates (paper 3)	
	<p>Brain Sciences have supported a scholars' initiative to encourage different ethnicities to be part of neuroscience and have sponsored mentoring for those with scholars that include PhDs and Postdocs. PRDPS have been updated and relaunched using the PRDP Surgery and Cancer template that CP will share.</p> <p>The Business School have renewed their bronze award under the new transformed charter. KT had drafted on the old form and converted to the new scheme and will add a link to share the feedback from the panel and their application.</p> <p>KT commented on the project started by Prof. Dot Griffiths, "My mother worked" that has now been completed. The resulting booklet has testimonies from children of female staff on how they were affected by having a mother who worked at Imperial. The booklet is ready to be circulated and will be launched at the Julia Higgins awards ceremony in July. SC thanked KT for completing the project.</p> <p>Chemistry have identified staff who are happy to act as anti-bullying and harassment advisors who are outside of management and will produce leaflets that will be shared. The dept has also introduced silver and gold badges relating to the number of courses staff have undertaken are awarded, e.g., gold for the mental health first aider training.</p> <p>CO commented that Civil Engineering have an away day on 4 July on departmental culture and aim to identify how to make people more aware of the importance of having a positive culture. CO asked for members' experiences of running away days that explored cultural issues.</p> <p>CP commented pre-Covid they held a question and answer session where they invited questions on any topic. The LDC took some of the</p>	

	<p>themes and held facilitated discussions that worked well and these sessions have continued on a termly basis.</p> <p>JT commented he is speaking direct to Nicola Stallwood, Lead for Values, who is looking for Values Champions. NS is Head of People and Organisational Development that was the LDC and is leading the PRDP review.</p> <p>JC commented for the values exercise that Chemical Engineering rewards good behaviour. The reward is on a sliding scale e.g., days of leave and Amazon vouchers. JC will send CO the details.</p> <p>KK commented ESE has completed the cultural survey with 60% participation. All field course leaders are encouraged to watch a seminar on making field trips more inclusive for more training and awareness; the link will go out with their newsletter.</p> <p>CP commented on Surgery & Cancer's key findings on the staff survey relating to a lack of promotions in certain areas and workload. Senior meetings in Medicine are being dedicated to this topic to complete the data and Medicine's response. SC commented he is happy to pass the findings onto Peter Lindstedt, Assistant Provost, Academic Promotions.</p> <p>VS is part of the College's phase 2 working group on workload will send SC the group membership.</p>	<p>JC</p> <p>VS</p>
<p>6.</p>	<p>Any Other Business</p>	
	<p>Many departmental Athena Committees that historically focussed on gender issues are now broadening their discussions to include wider EDI issues. The departmental updates discussed at this meeting include greater diversification of activities reported. This has raised the question that it may now be an opportune time to consider broadening the scope of the Athena SWAN Committee meeting to align and integrate EDI issues into discussions. SC asked for members' views.</p> <p>A discussion followed and the committee agreed there is support for this idea. SC will review the way forward.</p>	<p>SC</p>