

Athena SWAN College Meeting 1 November 2021

Imperial College London

Professor Stephen Curry	(SC)	Chair, Assistant Provost (EDI)
Dr Anna Barnard	(AB)	Chemistry
Mr Rob Bell	(RB)	Equality, Diversity and Inclusion Centre
Dr Jaclyn Bell	(JB)	Computing
Dr Rebecca Bell	(ReB)	Earth, Science & Engineering
Professor Joao Cabral	(JC)	Chemical Engineering
Ms Lucy Chilvers	(LC)	Civil and Environmental Engineering
Professor Colin Cotter	(CC)	Mathematics
Ms Alex Dawes	(AD)	NHLI
Ms Jo Demetris	(JD)	Business School
Dr Liz Elvidge	(LE)	Head of Postdoc and Fellows Development
Dr Daniela Fecht	(DF)	School of Public Health
Ms Sapna Halder	(SH)	School of Public Health
Dr Johanna Jackson	(JJ)	Brain Sciences
Professor Jonathan Jeffers	(JJ)	Mechanical Engineering
Dr Josh Hodge	(JH)	Life Sciences
Dr Kim Jelfs	(KJ)	Chemistry
Mrs Darakshan Khan	(DK)	Materials
Dr Katharina Kressig	(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
Mr Christopher Peters	(CP)	Surgery & Cancer
Professor Jeremy Pitt	(JP)	Electrical & Electronic Engineering
Professor Sara Rankin	(SR)	NHLI
Ms Sophia Quazi	(SQ)	Mechanical Engineering
Dr Maria Ribera-Vicent	(MRV)	Aeronautics
Professor Alessandra Russo	(AR)	Computing
Mr Vahid Shahrezaei	(VSh)	Mathematics and Faculty of Natural Sciences
Dr Jessica Strid	(JS)	Immunology & Inflammation
Dr John Tregoning	(JT)	Infectious Diseases
Mrs Jacalyn Murphy	(JDM)	(Minutes) EA to Chair, Assistant Provost (EDI)

Apologies:

Professor Julian Jones	(JJ)	Materials Engineering
Professor Hector Keun	(HK)	Surgery & Cancer
Professor Aimee Morgans	(AM)	Mechanical Engineering
Professor Catherine O'Sullivan	(CO)	Civil and Environmental Engineering
Professor Christian Speck	(CS)	Institute of Clinical Sciences MRC LMS
Mrs Karen Twedde	(KT)	Business Studies

	Agenda Item	Action
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1.	Introductions and apologies	
	SC welcomed all to the meeting and read apologies.	
2.	Minutes of last meeting held on 28 June 2021 and matters arising (paper 02).	
2.1	AB asked for an amendment to the minutes of the last meeting: one of Chemistry's Athena action points is that their curriculum is nationally recognised as inclusive; advice was sought on how to evidence the national recognition aspect. Update: SC is meeting with Hailey Smith in a meeting to discuss inclusive curriculums as part of the REC Charter.	SC
2.2	The College has published the 2021 gender and ethnicity pay gap reports. HR is carrying out an analysis to inform the design of actions that are most likely to narrow these gaps. SEQ asked if there is data on pay gaps for different staff groups and levels, i.e., equal pay for equal work. SC commented there is a separate process through job level reviews; the pay gap arises due to under representation. RB shared data on demographics from a recent Imperial as One event. 2021 Gender and Ethnicity Pay Gap Reports Administration and support services Imperial College London	
3.	Chair's report.	
3.1	Congratulations to Earth, Sciences and Engineering on their successful bronze award application. Dyson has just qualified to apply and all other departments now hold an award.	
3.2	There is a Town Hall meeting at lunchtime on Friday 5 November for everyone to give their opinions on the last 5 years gender equality work at the College. The registration link has been shared for all Heads of Departments to relay the information.	
3.3	The Stonewall survey is open to all staff regarding awareness of LGBTQ+ issues. All are encouraged to complete the link that closes on 5 November. https://www.imperial.ac.uk/equality/staff-networks/imperial-600/stonewall-employee-feedback-survey/	
3.4	The EDI Seed Fund, which is a successful way of discovering and supporting projects around the College on EDI activities, is open for applications. The deadline is 26 November.	

	https://www.imperial.ac.uk/equality/activities/seed-fund/	
3.5	Planning has begun for Women at Imperial week 2022; the focus will be on exploring women's health and the impact of climate change on gender equality. SC asked for suggestions on speakers.	
3.6	Magdalena Skipper, Editor of Nature, the first woman to hold this role, is presenting the College's Athena lecture at lunchtime on 2 nd December live on campus and the event will be recorded	
3.7	Imperial Together have announced the work on College Values and Behaviours that includes the findings and recommendations from the Working Together Task Group and the Report and Support tool. Report and Support has had a soft launch, it was designed to report sexual harassment and is now facilitated for reporting all forms of bullying and harassment at the College for staff and students. https://www.imperial.ac.uk/about/together/	
4.	Progress and Challenges on Gender Equality	
	<p>As part of the departmental reports all committee members had been asked to reflect on the most notable signs of progress and challenges on gender equality at the College in the past few years.</p> <p>JD, Business Studies commented practices have become embedded in procedures, male speakers have declined talks without women speakers and there has been positive progress to flexible working, which has increased staff satisfaction. Returning to campus has become the biggest focus with a working group and data gathering (see https://www.imperial.ac.uk/about/covid-19/staff/rethinking-the-workplace--returning-to-campus/)</p> <p>There is no timeline due to the current uncertainty with Covid-19.</p> <p>A discussion followed on returning to work, LE is basing decisions on efficiency and well-being and Chemistry is looking at individual roles. CP commented that Teams meetings have been a huge benefit and many staff agree flexible working is more efficient, particularly for administrative work. KK commented they have had several hybrid meetings that have worked very well. JC commented he concurs with everyone's comments but they have experimental groups that need peer-to-peer learning; there can also be mental health consequences to some staff working from home in isolation.</p> <p>The Business School highlighted challenges in access to data and the dashboards; JD commented Managers need to access data for their own staff through dashboards e.g. from short listing to exit interviews and to identify what data we could benefit from that is not currently available.</p>	

	<p>Chemistry commented there is improved EDI training, gender-neutral provision for toilets and work around trans awareness. AB commented the Elsie Widdowson should cover research fellowships as all research fellows contribute to teaching. KJ and LE have discussed this issue for several years and LE would like a solution. ReB commented this is her first meeting after maternity leave and Elsie Widdowson has been an enormous help.</p> <p>A brief discussion followed on the artwork round the College, there is a new artworks committee chaired by Sian Harding.</p> <p>JT, Infectious Disease commented more females and BAME appointments are needed for lecturer, PTO and senior staff appointments; an Imperial as One meeting had highlighted more diversity as a key challenge. SC commented the Business School have done well in professorial appointments with “know your pool”, a proactive approach to target and talk to staff.</p> <p>The Business School, Bioengineering, Chemistry and the Faculty of Medicine have been writing up case studies and working with Rob Farace, HR, who has recently produced documentation on how to write references that are gender bias free, which RB shared.</p> <p>CP commented his experience is that many staff are doing too much in too little time; there has been work to develop Workload Principles, which is important, but the vast majority will see an increased amount of work with no time left for research.</p>	
<p>4.</p>	<p>College activities and Departmental report highlights (paper 03)</p>	
	<p>Brain Sciences has completed PRDPs.</p> <p>The Business School is working with an external company to develop EDI visuals to provide a consistent identity for EDI initiatives, the timescale is between now and Christmas, starting with interviewing all female academics.</p> <p>Chemistry - AB has access to ICIS and has looked at training in the department but many training records are not up to date and there are some inaccuracies. SC commented that improving training records is one of the REC’s actions and understands there is a plan to create a personal training records for staff.</p> <p>AB raised a concern regarding the nursery and the low intake numbers, which SC will follow up with Jane Neary. The issue was originally brought up by a member of the EDI early years nursery committee.</p> <p>Update from SC: Jane Neary confirmed that there is no immediate threat to the nursery at Old Oak, but as with any College facility it has to be viable. Initial uptake has been low partly because of being announced in the summer months and because Covid-19 conditions have perhaps reduced demand. We need to continue to ensure that the facility is clearly</p>	<p>SC</p>

	<p>communicated to staff at Hammersmith and White City and renewed comms have been sent out through Heads of Departments. This can continue in the New Year.</p> <p>Civil Engineering have provided updated guidance on staff promotions and invitations for staff to provide summary CVs. Civil Engineering want to make the promotions process more open and transparent, with EDI built in. LC shared the updated staff support leaflet with the group.</p> <p>In Computing JB is delivering unconscious bias training and has had invaluable contributions from the students. The departmental values have been launched following a staff survey to collect the values.</p> <p>Sofia Quazi introduced herself as the EDI Co-ordinator for Earth Sciences and Engineering and Materials.</p> <p>Maths have noted a downturn in gender and admissions despite recent actions. CC commented there is an admissions test which has changed a lot since last year and more work will be carried out with the data.</p> <p>CP, Surgery and Cancer carried out a survey on the clinical academic promotion process and this highlighted the need to improve communication in language. Gender balance has improved at all levels of the academic job family up to professorial level and it is hoped the creation of Women in Academic Medicine (WiAM) group will accelerate this further.</p> <p>MR-V has also seen a big drop in females with half the number of female students from 2 or 3 years ago and has not yet seen all the numbers in admissions.</p>	
<p>5.</p>	<p>Any Other Business</p>	
<p>5.1</p>	<p>There are College wide plans to tackle period poverty and provide free products, a number of departments have taken initiatives and the College has agreed to undertake provision in one women's toilet and one accessible toilet per building per campus. A review will be carried out in the Summer to look for improvements:</p> <p>https://www.imperial.ac.uk/estates-facilities/buildings/facilities/free-period-products/</p>	
<p>5.2</p>	<p>RB commented there is a slide show from Advance HE about the transformation of the Athena charter in today's meeting papers. Advance HE are running a webinar series about the new charter starting in November with no caps on numbers and plans to record them.</p> <p>The transformed UK Athena Swan Charter: Evaluating your action plan and evidencing success Advance HE (advance-he.ac.uk)</p>	