



THE UNIVERSITY *of* EDINBURGH
**COLLEGE OF MEDICINE
 AND VETERINARY MEDICINE**

EDINBURGH CLINICAL MEDICAL SCHOOL



We strive to promote a culture of respect and inclusion of people from all backgrounds that nurtures excellence, leadership and innovation

#betterforeveryone

Dear Colleague,

Welcome to the first issue of the Edinburgh Clinical Medical School Athena SWAN newsletter in 2018!

In this issue:

- Who are we? Athena-SWAN and Equality and Diversity Committees. An overview
- Report on recruitment at our Medical Schools
- On Athena-SWAN Carer's Conference/Training Grant
- Sexual Harassment
- Lunchtime fora
- Commentary on the book: "Inferior: How Science Got Women Wrong ... and the New Research That's Rewriting the Story" by Angela Saini
- Dates for your diary in 2018

We hope you will find all this information useful.



Athena Swan Committee
 Deaneries of Clinical Sciences and Molecular, Genetic and Population Health Sciences
 College of Medicine and Veterinary Medicine
 The University of Edinburgh

What is Athena-SWAN?

The Athena SWAN (AS) Charter arose from the Athena Project and the Scientific Women's Academic Network (SWAN). Athena is the Greek goddess of wisdom. Established in 2005, the Charter aims to advance the representation of women in science, technology, engineering, medicine and mathematics (STEMM). Athena SWAN is now managed by the Equality Challenge Unit (who also manages the Race Equality charter).

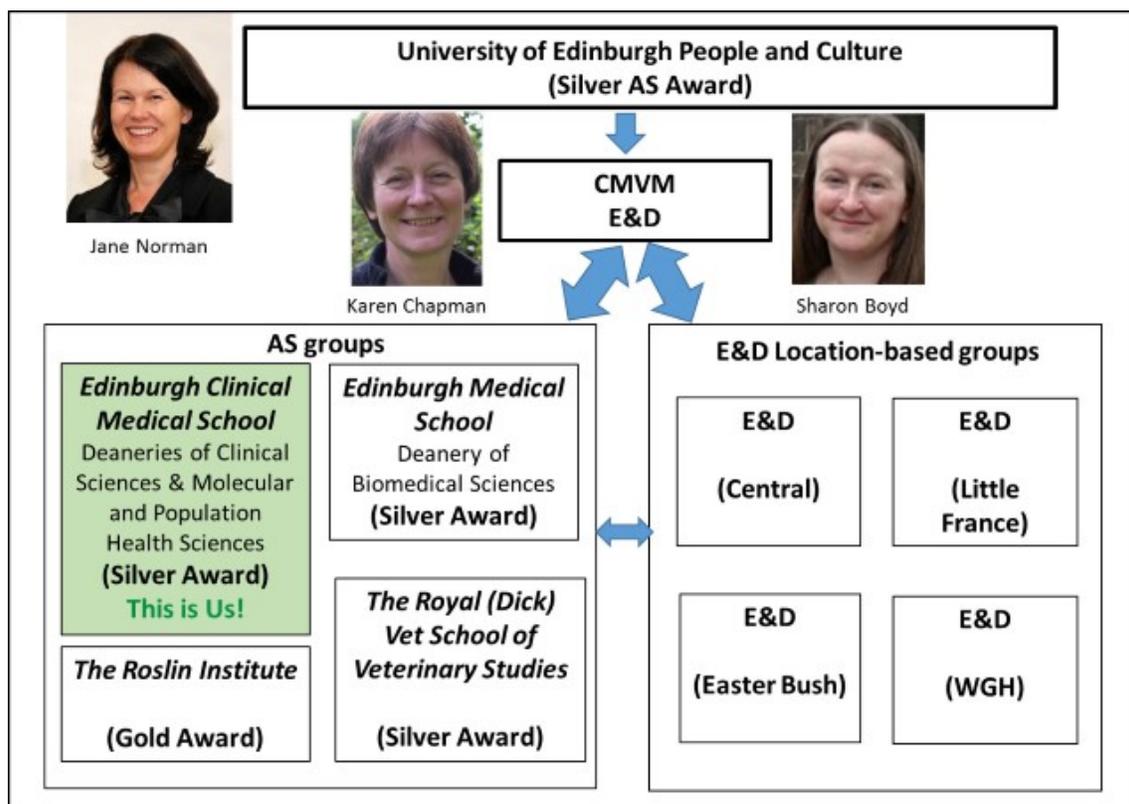
In May 2015 the AS charter was expanded to address gender equality more broadly. **It applies to women and men** in:

- Academic roles in STEMM and non-STEMM

- professional and support staff
 - trans staff and students
- in relation to their:
- representation
 - progression of students into academia
 - journey through career milestones
 - working environment for all staff

How are Athena-SWAN and Equality and Diversity Committees organised?

Within the University of Edinburgh Professor Jane Norman is vice-Principal of People and Culture with responsibility for oversight of the University strategy and performance in the area of equality and diversity (E&D). Within this portfolio, there are several committees and networks including the Advancing Gender Equality steering group which links all the University AS groups and acts as an AS self-assessment team (SAT). This has enabled University of Edinburgh to achieve its Silver AS Award. Each college has its own (E&D) committee and also AS Departmental Teams and E&D committees (see CMVM teams below).



AS and E&D efforts complement each other and together they work towards E&D throughout the CMVM.

- The CMVM college E&D Committee is chaired by Professor Karen Chapman and Ms. Sharon Boyd, and the overall aim is to promote the mainstreaming of equality and diversity issues and awareness within the College. The college E&D committee has technical and admin representation as well as all academic roles (undergraduates to professor level).
- The leads of the four CMVM AS and E&D teams also sit on the college Equality and Diversity committee to encourage and cross-fertilise - ideas, good practice, challenges/solutions etc. See the [Equality and Diversity Committee Action Plan](#)
- The E&D teams focus on identifying equality and diversity-related issues and putting forward policy initiatives for consideration by the College E&D committee.

- AS teams focus on gender related issues and work towards retaining or achieving AS awards. These awards (bronze, silver or gold) last for 3 years and require documentation to demonstrate improvement and achievement of the goals in the Award action plan (hence the surveys).
- See here for our Edinburgh Clinical Medical School's [silver action plan](#).

Report on Recruitment at our Medical Schools

Over the past few months our recruitment working group has been gathering (thank you, HR!) and evaluating statistics from the past 3 years on gender equality in external recruitment to posts in the Edinburgh Medical School and Deanery of Biomedical Sciences. As shown in the figures below, there's good news and bad news.

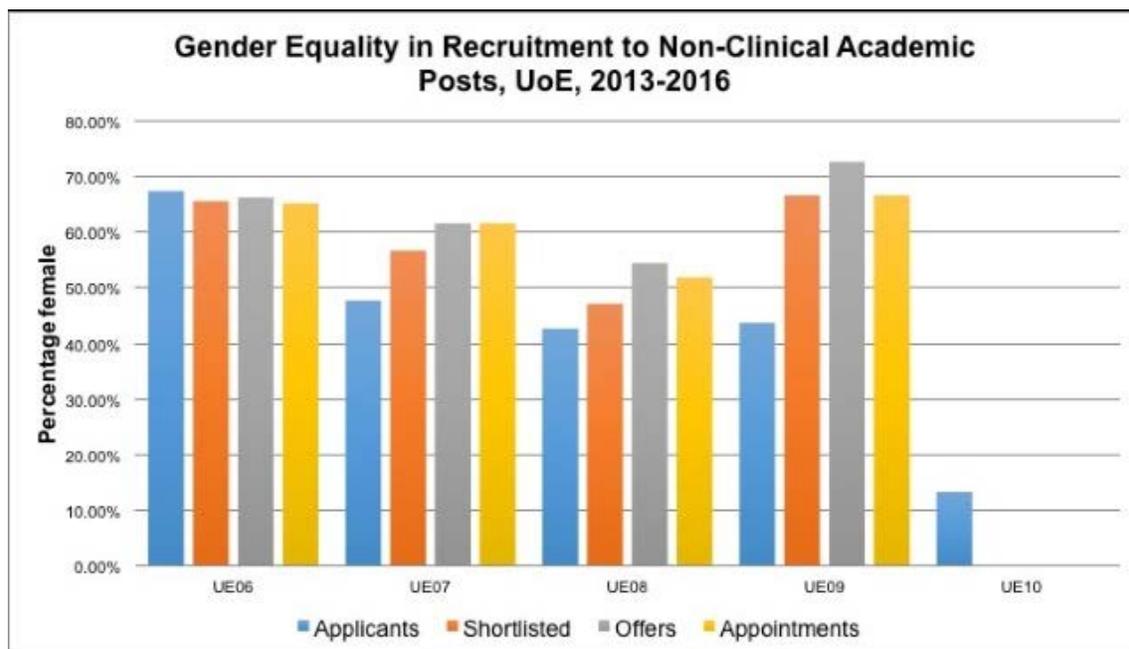
The good news is that for non-clinical academic roles, female recruitment and success is high, in spite of staff reporting concerns about gender inequality in recruitment. The bad news is that this pattern does not extend to clinical academic roles, where there is a very low proportion of females at all stages of the recruitment process in higher grades.

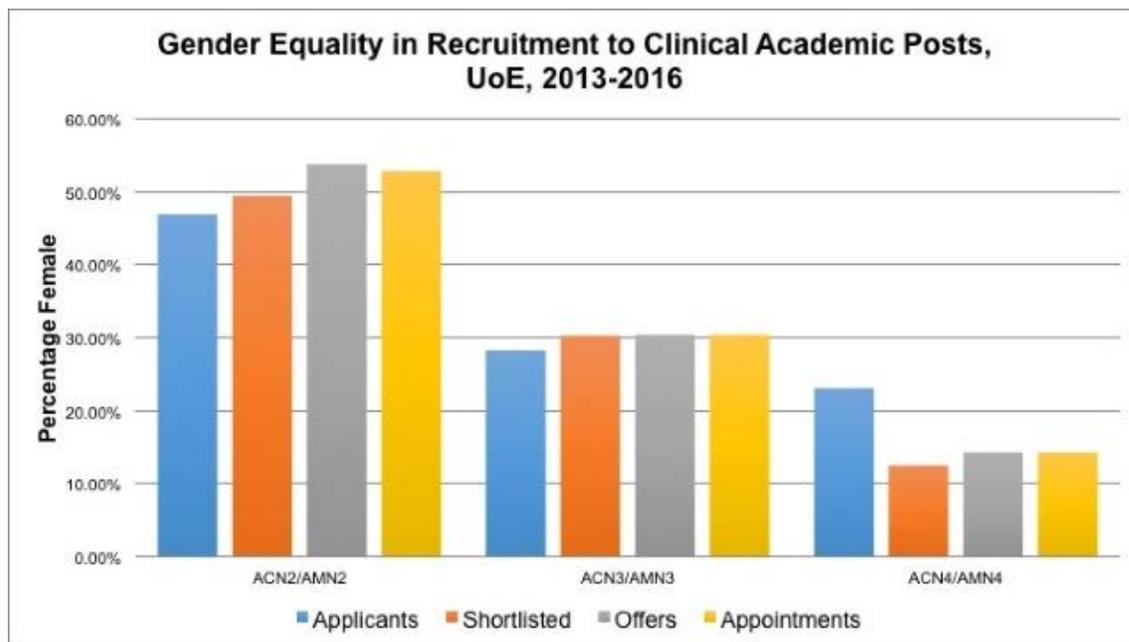
Of particular concern is the apparent mismatch in female applicants compared to shortlisted and successful candidates at the highest clinical academic grade. The same pattern can be seen for academic posts, especially grades UE07 and UE09, but in this case with the disadvantage accruing to male candidates – a worrying trend for the future. The lack of data at UE10 (no women appointed at all over 3 years) is also striking and, we think, reflects the fact that many appointments at this grade are made internally.

These data reflect a wider pattern encountered by the Athena SWAN sub-committee on Careers, Equality and Progression. Namely, that measures put in place to ensure gender equality are working well for mid-grade academic staff, but not yet having an impact outside this specific section of the University community. As such, the committee are launching a focus on ensuring that equality measures extend to postgraduate students, professional services and support staff, clinical academics, and professorial grades.

Of course, this also means ensuring that our systems provide suitable opportunity to all candidates, regardless of gender. As some of the circumstances that historically disadvantaged women (childcare, part-time working) start to extend to men in larger numbers, it is all the more important to ensure gender equality means just that and Athena SWAN creates a working environment that is better for everyone.

Sue Fletcher-Watson CEP Subcommittee Chair





Feedback on Athena-SWAN Carer's Conference/Training Grant

Tweets Tweets & replies Media Lik



Catherine Stables · 20/06/2017
 Thanks to Athena SWAN funding for childcare, I get to attend #CVS2017 today :) Hope to get lots of visitors to poster 52!

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I used the Athena Swan Carers' Conference/Training Grant to allow me to attend our department's annual research symposium. It was on a Tuesday, which is not a day I normally work, so the grant allowed me to put our 4-year-old twins into nursery for the day. It was great to be able to go and meet colleagues from across the department, to tell them about my work and to learn more about all of theirs. Of course, in true working-parent style, I had to nip home for an hour to take the twins to their first school induction session, before dropping them back at nursery and rushing back to the symposium to catch the keynote lecture. I made it! Mainly thanks to the University's electric bike (I highly recommend it!). Logistically challenging, but definitely worth it – and it wouldn't have happened without this Athena Swan award. Thank you!

By Dr. Catherine Stables

AS Childcare Grant Scheme

Sexual Harassment



Recent reports in the media of examples of Sexual Harassment in Hollywood and Parliament has highlighted how frequently this unacceptable behaviour can occur. Edinburgh University is committed to

providing an environment in which all members of the University community treat each other with dignity and respect. If you experience or witness inappropriate behaviour then speak out. The University regards **any** incident of bullying, harassment or discrimination as a serious matter and will respond promptly and sensitively to any complaints from a victim or observer and where appropriate take formal action.

[Advice for Students can be found here.](#)

In the first instance students can contact Edinburgh University Students Association (EUSA)

Advice Place. <mailto:advice@eusa.ed.ac.uk>

[Advice for Staff can be found here.](#)

The University of Edinburgh Dignity and Respect web pages include advice for how STAFF can raise concerns

In addition, **Dignity and Respect Advisors** (DRA) can be accessed by email through the DRA Coordinator <mailto:equalitydiversity@ed.ac.uk>. Your details will be passed on to one of the trained advisors who will then contact you to arrange a meeting. Where possible, you will be assigned an Advisor outside your own School/Department.

Lunchtime Fora

These meetings are held several times a year at Central, Little France and Western General Hospital Campus locations. They have included:

- Academic Promotions (led by Pauline McLeod)
- Support Promotions (led by Pauline McLeod)
- Understanding Unconscious bias (led by Elspeth Wedgewood)
- Caring for Carers (led by Pauline McLeod and Care for Carers)
- Getting the most out of the Performance and Development Review (Pauline McLeod)

These fora have been well attended and are extremely useful to the attendees. In future, we aim to not only provide the powerpoint presentations, but also the accompanying voice over. These will be available on the AS website.

Many thanks to the presenters who have done an excellent job and to the Forum organisers at each site! These are:

Danijela Gasevic danijela.gasevic@ed.ac.uk for Central;

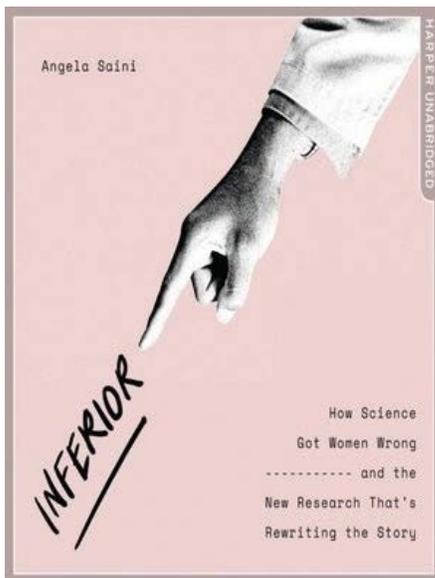
Sarah McGlasson Sarah.McGlasson@igmm.ed.ac.uk for Little France and

Vidya Rajasekaran vrajasek@exseed.ed.ac.uk at WGH.

Any suggestions for additional Lunchtime Forum topics a please contact the Forum Organisers.

IMPORTANT NOTICE: Sarah and Danijela are stepping down after doing a great job organising the lunchtime fora at the LF and Central sites – many thanks to them from the AS Self Assessment Team. PLEASE contact us (julia.dorin@ed.ac.uk) if you think you might be able to fill this important role at either site.

Inferior: How Science Got Women Wrong.....and the New Research That's Rewriting the Story



Angela Saini is a science graduate and award-winning journalist and as such she has produced an informed and very enjoyable read.

In this fascinating book she investigates the research behind our biological sex differences and gender stereotypes, including how scientists have on occasions produced data that have misled the discussion. Saini is rigorous in investigating the (sometimes lax) methods used in the science and further increases the appeal of the book by including the dialogue she has had with some of the people involved in the research. I read this book on the train and every day my fellow commuters were treated to me telling them my new-found facts. These included Charles Darwin upholding the Victorian view of the “inferior intellect of women”; the discovery of sex hormones; the patriarchal chimpanzee behaviour in contrast to their female-dominated bonobo cousins to name but a few. I really enjoyed this book and am off to read Saini’s previous book *Geek Nation*.

Commentary by Julia Dorin

Dates for your diary in 2018

AS subcommittee meetings:

If you want to join one of these subcommittees, just come along or contact the leads for more information. Skype links to IGMM will be available.

Wednesday 31st January 2018: Organisational Culture & Support (OCS&S) 1-2:30pm Mary Kinross QMRI Little France (Julia.Dorin@ed.ac.uk)

Thursday 1st February 2018: Careers, Equality and Progression (CEP) 2-4pm Mary Kinross QMRI Little France (sue.fletcher-watson@ed.ac.uk)

Tuesday 13th March 2018: BBC Expert Women event at BBC Scotland, 40 Pacific Quay, Glasgow G51 1DA. Free media familiarisation day for women with particular expertise who are interested in appearing as contributors or potential presenters on television, radio and online. Visit the [Expert Women Scotland 2018](#) website.

Thursday 20th Sept 2018: Our 3rd Athena SWAN Inspiring People Day in Queen's Medical Research Institute at Little France Campus. Keynote speakers: Professor Dame Ann Glover (President elect of Royal Society of Edinburgh) and Professor Sir Jim Smith (Director of Science for Wellcome Trust). This event aims to inspire all staff across Edinburgh Clinical Medical School by promoting Equality & Diversity in our workplace ([#betterforeveryone](#)).

Useful links

Equality and Diversity website

Athena Swan Edinburgh Clinical Medical Schools website