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Welcome

Welcome to the 5th Newsletter from the Athena SWAN committee for the Edinburgh Clinical Medical School! This incorporates the Deaneries of Clinical Sciences, and of Molecular, Genetic and Population Health Sciences. The Athena SWAN charter is an award scheme that recognises excellence in employment practices that advance and promote the careers of women in STEM subjects (science, technology, engineering, maths, medicine) in higher education and research. In May 2015, the remit of Athena Swan charter was extended to include AHSSBL subjects (Arts, Humanities, Social Sciences, Business and Law). Athena SWAN doesn't only impact on women; rather, the positive changes we strive for benefit everyone! Our goals are to put in place good support for all staff, to ensure fairness and transparency in university processes, and to encourage - and help to enable - an appropriate work-life balance. Over the past four and a half years, we've introduced important changes within the university and continue to monitor their impact. Read below for highlights of some of our achievements, and news for this year. More news is available on our website – and keep your eyes peeled for the new site, to be launched in 2017!

Silver Award for Edinburgh Clinical Medical School



In April 2016, the joint application from the University of Edinburgh's Deanery of Clinical Sciences and the Deanery of Molecular, Genetic and Population Health Sciences was successful in gaining a SILVER award. This is a reflection of the hard-work and enthusiasm of all members of the Self-Assessment Team (SAT) - but in particular that of the SAT Chairs: Professor Cathy Abbot and Professor Karen Chapman.



Cathy Abbott and Andrea Scott attended the Athena SWAN award ceremony in Sheffield in July 2016 to collect our Silver award. The day started with a talk by Professor Cary Cooper on issues faced by women in academia (and working life in general), followed by an eye-opening talk from Professor Helen Beebee on the sexism she had encountered in Philosophy departments.

Moving Forward

In keeping with the Athena Swan ethos and Silver Award action plan, Karen and Cathy have handed over the chair of the SAT to Dr Susan Farrington of the Deanery of Molecular, Genetic and Population Health Sciences and Dr Carmel Moran of the Deanery of Clinical Sciences.

The SAT has also been re-organised into two sub-committees: Career Equality and Progression (CEP), led by Dr Donald Davidson; and, Organisational Culture and Support (OCS), led by Professor Julia Dorin.

Membership of the current OCS sub-committee includes: Mark Arends (DoP), Kate Britton (DoP), Antoinella Busuttill-Naudi (EDI), Julia Dorin (CIR), Rachel Guest (CRH), Rob Hollis (IGMM ECRC), Amelia Howard (CVS), Renee Ingram (UI), Sarah McGlasson (CCBS), Ruby Osborn (IGMM ECRC), Martyn Pickersgill (UI), Vidya Rajasekaran (IGMM ECRC), Catherine Shaw (Surgery), Barbie Stevenson (IGMM CGEM), Maria del C. Valdes Hernandez (CCBS), Sonja Vermeren, (CIR), Elspeth Wedgwood (HR), Fiona White (ECRF) and Ariane Willems (IGMM CGEM).

Membership of the current CEP sub-committee includes: Alexandra Bannach-Brown (CCBS), Gillian Cameron (CS), Lara Campana (CRM), Donald Davidson (CIR), Paul Fitch (CIR), Sue Fletcher-Watson (CCBS), Gillian Gray (CVS), Nick Hastie (IGMM HGU), Marisza Hijryana (EDI), Lauren Johnston-Smith (HR), Jenna Langschmidt (Surgery), Sarah Lempriere (CCBS), Dasa Longman (IGMM HGU), Saturnino Luz (UI), Claire Mackintosh (CID), Cathy McLaughlin (CNR), Pauline McLeod (HR), Lorna Marson (DoHS), Veronique Miron (CRH), Katherine Oatey (ECTU), Jennifer Petrie (HR), Tracie Plant (CIR), Craig Ritchie (CCBS), Gill Roberts (HR), Ellen Stewart (UI), Evropi Theodoratou (UI), Natasha Tracey (IGMM ECRC), Emily Watts (CIR), Anna Williams (CRM) and Karen Witherspoon (CRH).

Inspiring Women 2 - Inspiring everyone!

This year, on 31st May, we held our second Athena SWAN Inspiring Women conference: IW2-Inspiring Everyone. The conference was organised by a team from the Athena SWAN Organisational Culture Self-Assessment Team (Julia Dorin; Sarah McGlasson; Rob Hollis; Nick Hastie and assisted by Laura Marshall) and was supported by the Deaneries of Clinical Sciences and of



Molecular, Genetic & Population Health Sciences. Thanks to all speakers and Professors Hilary Critchley and Nick Hastie for chairing!

Dame Jocelyn Bell Burnell, gave a wonderful talk on her astonishing career - from being the only woman studying Physics at Cambridge, to identifying pulsars, to becoming President of the Royal Society of Edinburgh. She was one of the founders of the Athena SWAN movement! **Dr Linda Holliday** spoke about the recent progress of MRC and RCUK in increasing the opportunity for all to apply for grants and **Professor Tom Welton** spoke about how improving equality and diversity is all about everyone working towards making your department 'the best' in every regard. Career stories from **Luke Boulter**, **Farhat Din**, **Mohini Gray**, **Emily Gwyer Findlay** and **Evi Theodoratou** were amazing: open and honest, and granting the audience real insight into the challenges associated with various career stages. **Cathy Abbott** and **Karen Chapman** spoke about how Edinburgh Clinical Medical School gained the Athena SWAN Silver Award. The Award lasts for 3 years, so data on the continued impact of policies is required for renewal.

Comments received about IS2:

* Loved the event
* stop naming events 'inspiring women', I think it can be off-putting.
* have more for all staff

* It would be nice to see more men at these talks, particularly senior male PI's
* I really enjoyed the career stories. Very inspirational

* Brilliant day - very inspiring for all, not just women
* Young women need more mentorship

Below are the top tips from Tom Welton's presentation as summarised by Julia Dorin.

Below are the top tips from Tom Welton's presentation as summarised by Julia Dorin. You can find his full talk [here](#). More top tips for a great Department from the other presenters will follow in forthcoming newsletters. In the meantime, see their presentations [here](#).

1. **Be friendly!** Speak to everyone: a smile and a hello don't take time and are very positive actions. Unless you really don't want to be disturbed, prop your door open/make sure your blind is up. There's nothing more alienating than a shut door/closed blind.
2. **No hierarchies. Be inclusive.** Have STAFF meetings, don't divide by academic & non-academic roles. Don't categorize people merely by race or culture.

3. **Be social.** Have more parties and make sure these are inclusive – not everyone drinks alcohol! Have “welcome to the department” parties rather than just leaving parties. Remember: festive emails aren’t just for Christmas!
4. **Make sure everyone interacts.** Go to coffee and invite a new person to join you or go and sit with them.
5. **Prioritise help.** This might be for new mums, but equally for new dads! Don’t forget about returners following bereavement or illness. Help out people without funding: for instance, can some of their other responsibilities be shared out while they work on grant applications?
6. **Listen.** Hear when people find behaviour unacceptable and do something about it. Call out bullies: derogatory talk aimed at anyone is not acceptable. Be alert for unconscious bias creeping in – we all do it!

Results from the latest survey

We launched a survey in 2014 to know which areas still require improving . Good outcomes were:

1. 80% of staff/students agree that their workload is fair compared with peers.
2. 80% staff/students agree they have good support from line manager.
3. 82% female and 89% male staff/students feel they are treated equally on their merits.
4. 77% of staff/students agree that meetings, seminars and other events are held between 10am and 4pm.
5. 84% of staff/students agree that ‘inappropriate images that stereotype people are not acceptable in my workplace’

But we have still things to do:

1. Improve communication about policies relevant to gender equality (e.g. flexible working and carer’s leave).
2. Improve communication regarding information about promotions and re-grading.
3. Ensure that the same opportunities exist for staff/students working part-time/flexibly as do for those full-time.
4. Ensure all staff/students are given equal opportunities to become involved in internal activities within their centres.
5. Ensure that everyone receives and participates in a useful appraisal.

The next [survey](#) will be launched on Monday the 12th of December and will run until the 28th of February 2017.

Please help us to improve our work practices for everyone and fill it in!

Lunchtime fora

Little France site

- Supporting Carers in the Workplace - VOCAL representative - 10th June
- Academic Promotions - 3rd October
- Administrative and Support Staff Promotions - 24th October
- Unconscious Bias - 21st October

WGH site

- Let’s Talk about Vivas - how to run a successful viva - 3rd February
- Support for Carers - VOCAL representative - 8th June
- Academic Promotions - 13th September
- Unconscious Bias - 8th December

Central site

- Finding a Work-Life Balance: Family Friendly Policies and Support at the University” - 17th May
- Academic Promotions - 13th September

If you are involved in recruitment of staff/students, teaching or management of people then it is a requirement to complete Unconscious Bias training. This can be done either online via the University’s online [unconscious bias training module](#) or at the one hour presentation on this topic that Elspeth Wedgwood in HR has put together.

This popular lunchtime forum has been held both at Little France Site and WGH site over the past 2 months with more dates to follow in 2017. Any additional suggestions for lunchtime fora topics please email the lunchtime fora team: sarah.mcglasson@ed.ac.uk, vrajasek@ed.ac.uk, or ringram2@ed.ac.uk.

Caring for carers

Elsbeth Wedgwood organised a talk at IGMM from Vocal (<https://www.vocal.org.uk/>), a local organisation that provides help and support for unpaid carers (in the most general sense). Jane from Vocal spoke about the services they offer, including advice on accessing services from health and social care and also about welfare rights, and then answered any questions. During the coffee break there was an opportunity to catch up with others in a similar position. Watch out for the next activities for carers and come along.

As part of our Athena SWAN Silver Award, the two Deaneries agreed to fund up to 5 grants per year of up to £300 accessible by academic and support staff with caring responsibilities who otherwise would be unable to attend (international conferences/training due to caring responsibilities). The funds are designed to be used flexibly. Application forms are available from Andrea Scott or Viven Smith. The University's guidance on Caring for Carers can be found [here](#).

Parent Buddy Scheme

We know it can be helpful for new parents to learn more about the experiences of other parents who have already gone through maternity, paternity, adoption or shared parental leave processes. For that reason the College has set up a parent buddy scheme for new parents to link with other parents so that they can gain informal tips and guidance about how policies and processes can work in practice. [Find out more here](#).

Related news

With the theme LEAD BEYOND, the Women In Engineering (WIE) International Leadership Conference (ILC) 2017 will be held on 22-23 May 2017 in San Jose, California. From its inception in 2014, WIE ILC has grown to reach four times its initial audience. WIE ILC was key in advancing 2400 women in tech, connecting another 2000 virtually, providing 184 international travel grants and initiating 25+ new, technology product ideas. Find more information [here](#).

Wiley has joined the publishers promoting inspirational stories about women in STEMM. You can find a timeline infographic, showing "firsts" in engineering history [here](#). Stories of inspirational women in engineering can be read [here](#).

Every year, the Elsevier Foundation provides grants to institutions around the world, with a focus on support for the world's libraries and for scholars in the early stages of their careers. Since 2002, The Elsevier Foundation has awarded more than 60 grants worth millions dollars to non-profit organizations focusing on helping the world's libraries, nurse faculties, and women scholars during their early and mid-careers. See the latest call for funding applications at: www.elsevierfoundation.org

Taylor & Francis Publishing has also joined the list of publishers that promote women. See their white paper [Women, Naturally Better Leaders for the 21st Century](#) – this looks at the reasons why we have a confluence of women playing a greater role on the world stage in the workplace. It also covers the reasons behind some of the cultural barriers that hitherto have kept them from achieving parity at the most senior levels.

Have a great winter holidays and see you in 2017! ❄️ ❄️

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<http://athena-swan.igmm.ed.ac.uk>