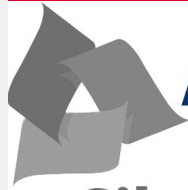




THE UNIVERSITY of EDINBURGH
**COLLEGE OF MEDICINE
 AND VETERINARY MEDICINE**



**Athena
 SWAN**
Silver Award

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 June 2018 issue of the Edinburgh Clinical Medical School Athena SWAN newsletter.

In this issue:

- Inspiring people 3
- Staying silver or going for gold?!
- EqualBITE
- On the Ingenious women course - Peer power - networks, cheerleaders and throwing down ladders
- The CMVM Leadership Programme
- The Research Leader Programme training course
- The CRUK scheme Women of Influence
- Why I am not a feminist - Book Review by Julia Dorin

We hope you will find this newsletter useful.

Athena Swan Committee
 College of Medicine and Veterinary Medicine
 The University of Edinburgh

Inspiring People 3



Edinburgh Clinical Medical School Athena SWAN

Inspiring People 3

20th September 2018

Wellcome Trust Auditorium, QMRI, Little France

09:30-16:30

The Deaneries of Molecular, Genetics & Population Health Sciences and Clinical Sciences form Edinburgh Clinical Medical School, and are holding this Inspiring People Day to encourage all staff and students to embrace and promote Equality and Diversity as the best way for everyone to achieve their career potential. This third

Inspiring Day is relevant for **EVERYONE**.

The talks will address the strategies that are being used to ensure equality and diversity becomes embedded, and career stories from individuals across the University will illustrate real life challenges and solutions.

Our Inspirational Speakers include:

Professor Dame Anne Glover FRS (*President of Royal Society of Edinburgh*)

Professor Sir Jim Smith FRS (*Director of Science at The Wellcome Trust*)

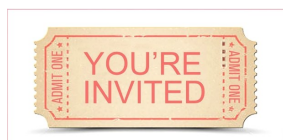
Prof. Sara Mole (*University College London*)

Prof. Candy Rowe (*University of Newcastle*)

Dr James Howie (*Founder ASCUS Art and Science*)

Career Stories

Lunch and refreshments will be provided and discussion encouraged



Book your place
here



Staying Silver or going for Gold?

BUT FIRST,

How do you see the world?



Challenge your unconscious bias for

- ✓ Fairer workplace
- ✓ Athena Swan silver award
- ✓ Employer you can be proud of

15 minutes online course : <https://www.ed.ac.uk/equality-diversity> and go to 'Training and resources'
#betterforeveryone

Edinburgh Clinical Medical School (ECMS) was awarded a Silver Athena SWAN award in 2016, but is going for Gold the next step or not?

Life is full of difficult decisions, but this was not such a hard one - there is still a lot of work to do in harmonising and highlighting all the good practices across the two Deaneries of Clinical Sciences and Molecular, Genetic and Population Health Sciences which combined are ECMS. So, with a November 2018 deadline, we are preparing an application to renew our Silver Award. Even renewal is not an easy feat or a "given" – as the awards criteria are very rigorous. Although vastly improved, our targets for Unconscious Bias and Equality and Diversity training for example have not been met (HINT HINT! – please access the training on the links below!). By completion of these courses, we will be creating an inclusive working environment for all, which encourages and supports all staff and students to achieve to the best of their abilities and to the benefit of all. A Happy and Well Supported Person will Support and Work Well!

STAFF Training:

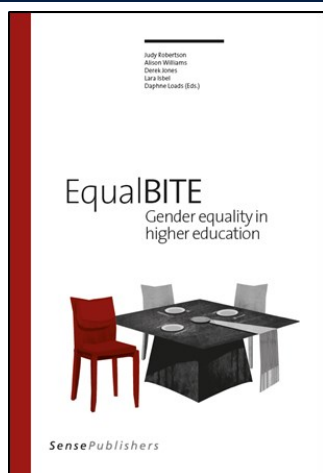
Unconscious bias : <https://www.ed.ac.uk/equality-diversity/help-advice/training-resources/unconscious-bias>

E&D : <https://www.ed.ac.uk/human-resources/learning-development/courses/e-diversity-in-the-workplace>

STUDENTS: training : <https://www.ed.ac.uk/students/academic-life/student-voice/enhancing-courses/course-enhancement-questionnaires/equality-diversity-unconscious-bias>

NB: Attending AS lunchtime forum that covers UB also counts!

EqualBITE

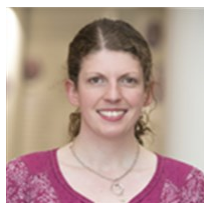


As part of the University of Edinburgh Athena Swan action plan, and with support from the Institute for Academic Development (IAD), staff and students from across the University have contributed to EqualBITE – a book that explores the messy reality of efforts to improve gender equality in Higher Education. With a mix of articles, papers, recipes for practical action, photographs and illustrations, EqualBITE provides an authentic picture of progress towards gender equality in our University and includes many examples of positive and effective practice. It also highlights continuing areas of difficulty and complexity, and should give us all pause for thought.

To obtain a free copy of the book go here:

<https://www.sensepublishers.com/catalogs/bookseries/other-books/equalbite/>

Peer Power – networks, cheerleaders and throwing down ladders



Sarah McGlasson, Research Fellow at UK Dementia Research Institute at the University of Edinburgh, is attending the Ingenious Women Scotland 2018 programme and tells us here a bit about what it involves.

Ingenious Women Scotland (IWS) 2018 is a three-part residential program bringing 30 women working in STEM from across Scotland together for workshops on **Creativity; Cash; and Control**. Founded by Sara Shinton and Janet Wilkinson it has run four times in previous years at University of Edinburgh and this year with Scottish Funding Council 'Can Do' money, it has gone national!

A major goal of this program is the development of peer networks and realising what this offers. In addition, after the program has finished, how to develop new networks and pass on what was learned. So, how do you achieve the goal of developing peer networks? One option is to throw like-minded people together for three weekends and see what happens...

What happened to me was a short period of facing my fears as I met new people, and had to tell them about myself in 50 words (try it and see what's most important for you to convey!). Over two weekends I realised that by taking that step (huge leap) outside my comfort zone, I had opened myself up to some of the most insightful and interesting discussions that I have ever had.

Of course, there are many other ways to develop networks; societies, social media, conferences and courses, etc, but they all require a proactive effort. You have to step out of your comfort zone, this is where the new opportunities await! Build yourself a diverse network of positive people in all parts of your life who will support you and celebrate your successes. These are your personal cheerleaders (thanks to the 'resilience group' at IWScot18 for this idea), and remember to be a good cheerleader in return.

A peer network differs from traditional mentoring in that it offers more mutual learning and development. Be open minded and empathetic and value that everyone is different and so have different strengths. Offer your strengths to support or guide a colleague. Finally, importantly, remember that everything you learn is something that you can communicate to someone else – think about what you wish you'd known earlier, and how you would like to be treated. Whenever you are in a position to do so, throw down ladders to colleagues.



Let's turn peer pressure on its head and start empowering each other.



To attend IWS 2018 these are the criteria:

- Must be a woman working in a STEM role (academia, industry or other)
- Must be working in Scotland
- Early to mid-career stage
- Ideally must be able to attend all three weekends (importantly, childcare options at the weekends are available if required, and feedback on this has been very positive).

The CMVM Leadership Programme



Tijana Mitić is a basic science academic in CVS, QMRI and BHF Career Re-entry Research Fellow, who enrolled this programme and tells us about her experiences

The lack of training for young research scientists during their first Principal Investigator (PI) post is now widely recognised (Noorden 2018). Moreover, [Nature survey](#) identified the lack of leadership training in the lab and personnel management as the strongest contributors to an unhealthy lab culture in research centres worldwide. A new initiative from CMVM together with Athena SWAN and [IAD](#) resulted in the development of a Research Leadership Programme for new Principal Investigators (PIs) in their first post within CMVM. Earlier this year I had an opportunity to participate on this bespoke leadership programme. Personally, it has helped me re-organize my small lab and has changed my perception on what is expected from me as a research group leader, especially following a career break.

The [Research Leader Programme](#) is run by IAD. The focus is primarily on the challenges research leaders face as they are establishing themselves. Over 4-days (and you must commit to attend all 4 days) the course empowers networking with other new PIs from across the College, in round-table discussions. This enabled us to exchange experiences and learn of different leadership styles that each of us has adopted. Each day of the programme is built on earlier content covering time and people management, seeking funds and building your research profile. Such approach helped to reflect on discussions and draw on feedback from all participants. The course was very practical with a balanced structure that encouraged dialogue and gave plenty of time for reflection.

The course was facilitated by Dr Sara Shinton, an excellent speaker who discussed the competitive nature of science and ever-increasing pressure on scientists to secure grants, publish papers and earn promotions. The guest presenters, [CMVM Research support](#) advisor and Head of Research (Prof Charles French-Constant), gave personal overviews on how they balanced time between managing projects and funds, and being a successful PIs. More impressively, they demystified what we might have expected a successful researcher to look like. Many of the participants on the programme were not UK nationals and this programme enabled them to learn how to build and extend their research profile within and beyond the UK and increase their leadership presence. Those with collaborative projects gained knowledge on how to strengthen such partnerships to lead to publications. Active and lively discussions were had around better time management through delegating, how to position ourselves as leaders on each project, and allocate responsibilities within the research group.

Following this course, I strongly felt that IAD have assessed the training gaps and have identified what is needed to help newly established and aspiring PIs within CMVM to ensure that they can grow and develop into bright scientific leaders.

Reference

Noorden, R. V. (2018). "Some hard numbers on science's leadership problems." [Nature](#) 557 557: 294-296.

The Research Leader Programme Training Course



Martin Reijns, Senior Research Fellow at MRC Human Genetics Unit, MRC IGMM at the University of Edinburgh, writes about attending the Research leader programme training course

As a Senior Research Fellow at the MRC Human Genetics Unit I am considering my options of becoming more independent, by applying for research funding as a Principal Investigator. When an email was sent out by the Athena SWAN committee from the College of Medicine and Veterinary Medicine to tell us about a Research Leader Programme training course I felt this would be an ideal opportunity. I applied and was fortunate to be selected to take part in this programme, which took place on four separate days between February and April 2018. Each of these days had a theme: 1) Role of

the Principal Investigator; 2) Managing successful research projects – the deliverables; 3) Managing people; 4) Building your research profile. On each of these days there was a good balance between presentations and discussions, for which the 18 or so participants were often divided into smaller groups. The programme was delivered by Sara Shinton from IAD and Robin Henderson, an external consultant, but talks were also given by a number of guest speakers.

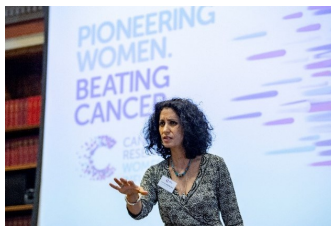
I learned a lot and feel I now have a better understanding of what it takes to become a successful PI and to lead a research group. Particularly helpful to me was to be told more about: 1) the university's expectations of its PIs; 2) different personality types and the impact of this on effective ways of communication; 3) understanding project stakeholders and how these change over time; 4) rolling waves of planning (from small well-defined work items up to strategic goals); 5) how to motivate, delegate and give feedback. For me personally, the most important take-home message was to create space for developing my skills beyond "simply" doing research, to really think about things such as management and leadership, rather than just winging it.

Altogether I found this programme extremely helpful and would recommend it to any others who are expecting to take on the role of PI in the near future or have relatively recently become a PI.

This course is run at College level during Semester 2. Participants are nominated by their College, so if you are interested in attending, please speak to your Head of Deanery/Director of Research. <https://www.ed.ac.uk/institute-academic-development/research-roles/research-only-staff/leadership-in-research/rfp>

The CRUK scheme Women of Influence

Introduced in 2014 as a means of linking CRUK female Fellows with some of the UK's leading business women, CRUK's Women of Influence scheme offers support and mentorship from outside of the academic sector and aims to help support our Fellows in tackling some of the barriers they may face as they progress through their careers. Whilst Fellows usually have scientific mentors who can help with the technical aspects of their work, this scheme provides additional insight into the experience and wisdom of businesswomen who have reached the top of their own fields – women who have faced similar challenges and decisions in a different environment.



Women of Influence scheme

Why I am not a feminist - Book Review



Julia Dorin is a Professor at the Medical Research Council Centre for Inflammation Research in the Queens Medical Research Institute and also the leader of the Athena-SWAN Organisational Culture subcommittee. Julia shares with us her thoughts on this interesting book.

Why I am Not a Feminist: A Feminist Manifesto by Jessa Crispin published by Melville House Publishing (RRP £12.04)

When I first heard about this book, I was of course intrigued. Why would anyone not want to be a feminist (Dictionary definition of feminism being: *The advocacy of women's rights on the ground of the equality of the sexes*)?

However, the point that Jessa Crispin is making is that feminism is no longer an uncomfortable, challenging movement for a minority, but is now fashionable for women and trending.

So, all good? No! She believes that making feminism more palatable to all, has the result that it can no longer make the drastic changes still required. In addition, a feminism where everyone feels comfortable is just working for self-interests rather than being a movement working for the interests of all. Currently, the majority of women buying into feminism are middle class well-educated white women and to a much lesser extent, those of colour, with disability, economically disadvantaged or LGBT+.

Crispin does not want to be a feminist where success of women is judged only by how much money and power women can gain and then ignores the fact that the success is often based on practises that have no regard for workers conditions, the environment or equal pay. She points out that women brought up in a patriarchal society may emulate that structure as they themselves become successful

Why I Am Not a Feminist

But I don't think that for something to be universally accepted, it must become as basic, as non-threatening and as difficult as possible. Hence the pose. People don't like change and so feminism must be as close to the status quo—with minor modifications—as it can be in order to recruit large numbers. In other words, it has to become entirely pointless. Radical change is scary. It's terrifying, actually. And the feminism I support is a full-on revolution. Where women are not simply allowed to participate in the world as it already exists—an inherently corrupt world, designed by a patriarchy to subjugate and control and destroy all challengers—but are actively able to re-shape it. Where women do not simply knock on the doors of churches, of governments, of capitalist marketplaces and politely ask for admittance, but create their own religious systems, governments, and economies. My feminism is not one of incremental change, revealed in the end to be the same old story. Mine is a cleansing fire.

Jessa Crispin
"Why I Am Not a Feminist" is nonsense work. The only task worth doing is fully dismantling and replacing that system. This is why I cannot associate myself with a feminism that focuses dementedly on "personal choice," whose goals include not the full destruction of corporate culture but merely a higher percentage of female CEOs, a feminism that requires no thought, no discomfort, and no real change. If feminism is universal, if it is something that all women and men can "get on board" with, then it is not for me. If feminism is nothing more than personal gain disguised as political progress, then it is not for me. If by declaring myself a feminist I must reassure you I am not angry, I pose no threat, then feminism is definitely not for me. I am angry. And I do pose a threat.

A Feminist Manifesto
progress, then it is not for me. If by declaring myself a feminist I must reassure you I am not angry, I pose no threat, then feminism is definitely not for me. I am angry. And I do pose a threat.

within it. She is disbelieving of the idea that once “inside”, change can be more effectively made and the equality issues of the majority who are still excluded are not addressed.

What is the solution to Crispin’s problem with a “universal feminism that requires no thought, no discomfort and no real change and is nothing more than personal gain disguised as political progress”? Well that isn’t very clear, there is a lot she doesn’t like (although I would have liked a bit more referenced examples and there are a few top UK women politicians past and present she could easily use).

She says ***“If by declaring myself a feminist I must reassure you that I am not angry and I pose no threat, then feminism is definitely not for me.”*** Crispin is certainly angry and many of her points are valid and having read her words I certainly feel inspired to be more angry and demanding of both men and women in power. I encourage you to read the book and draw your own conclusion and solutions.

Useful links

[Equality and Diversity website](#)

[Athena Swan Edinburgh Clinical Medical Schools website](#)

[Latest events - Inspiring People 3](#)

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