

Athena SWAN Self-Assessment Team (SAT) Yearly Report 2021

During the last year the Athena SWAN SAT met five times via Teams; on 12/02; 09/04; 11/06; 10/09; 12/11/2021 and communicated effectively throughout the year via our group email and the Teams channel chat. Despite some changes, most members decided to remain for another year so that we are currently 16 members. Rebecca Smith replaced Katharina Kreissig as representative on the EDDC committee in Civil Engineering in March. Sneha Saunders from the Chemical Engineering EDCC went on maternity leave in June but is covered by Bhavna Patel. Becky Bell came back from maternity leave in June and relieved Sam Krevor as co-chair. Nicole Barnes, one of our three UG students, graduated. Gareth Collins was welcomed into the team in January and proved to be a vital link between the SAT and the ESE steering committee. Sophia Quazi was employed as EDI coordinator (shared with Mechanical Engineering) in September and joined the SAT.

The year started with several meetings between Gareth Collins and the two co-chairs, Sam Krevor and Katharina Kreissig, to adjust the autumn 2020 proposed action plan and application for an Athena SWAN Bronze award. There was serious disagreement from the steering committee over the proposed action plan mostly stemming from concerns about staff workload. The action plan contained 63 actions distributed over four sections: UG students, postgraduate students, staff, as well as organisation and culture. 13 actions had been identified as critical items by the SAT. Between February and May 2021, the two co-chairs met regularly with the steering committee and discussed compromises. The altered application and action plan were once again circulated to the department for comments and submitted before the 26th May 2021 deadline.

In February an advertising campaign specifically designed for women via LinkedIn successfully supported an increase in the number of female applicants for our Metals and Energy Finance MSc from 17 applications in February 2020 to 36 in February 2021.

To celebrate International Women's Day on 8th March the SAT organised a Teams live event. A short talk about "Who gets to speak? Voices minoritized at scientific conferences" was given by Heather Ford (Queen Mary University London) and was followed by a panel discussion with Genevieve Boshoff (National Nuclear Laboratories), Stephen Curry (Imperial College London) and Adriana Paluszny (ESE) chaired by Melanie Lee (Imperial College London).

Rob Bell, the College Athena Swan coordinator, was invited to our SAT meeting in April to talk about best practices and lessons learnt from other departments within Imperial College to implement the planned actions. The SAT also learned from Karen Tweddle about the approach the Business school took after they were awarded their bronze award 4 years ago. A live action implementation document was created, and every action has a SAT owner who takes responsibility for managing the execution of the action and works with the owner of the action. It has been agreed to use future ESE SAT meetings to discuss data and any concerns or issues corresponding to the four sections of the action plan every year.

In April, one of our members, Alex Lipp, responded to a call from the Colleges' Artwork group and compiled all artwork within the department. To increase the diversity of ESE's artwork a proposal

was submitted to the FoE in the summer to spend some money on artwork superhero cards and commissioning a bust from the Royal Society of Sculptors.

The long-awaited reforms Advance HE designed to the Athena Swan charter were finally published in June. A culture survey will be part of any subsequent application. Hence, the SAT has worked on two different yearly surveys; one intended for staff and the other for students. The results will enable the SAT to verify the success of some actions, identification of areas of concerns as well as hopefully a positive change in awareness and culture towards EDI in general.

For the International Women in Engineering Day on 23rd June, Adriana Paluszny and Victoria Fernandes led a Teams live outreach event. A mix of students, researchers and staff discussed the diverse viewpoints from women in the field in a Q&A. Panel members included undergraduate Natasha Precious, third-year students and SAT members Teigan Collins and Nicole Barnes, and postgraduate student Nihal Darraj. Valentin Laurent was instrumental giving technical support. In addition, our students and Victoria Murphy organised a quiz which was distributed via email on the day to raise awareness of women in the various fields of Engineering.

Victoria Murphy designed a Qualtrics self-reporting tool for outreach events for staff members as the SAT discovered a diverse perception of how much outreach is valued within ESE in addition to a higher proportion of women involved in outreach events.

In May Anita Murphy started within ESE as student wellbeing adviser and has become very important for students and staff alike.

In June SAT member Emma Watson won the Julia Higgins Medal and Award for her efforts to support women's health and wellbeing. She was also appointed by Advance HE as an Athena Swan reviewer. Her insight will be invaluable for the team in the future.

In August the first two female students received the new MSc Scholarship for women in Science and Engineering, funded by the Department, and Tina van de Fliedt took over the position of HoD from Mark Sephton. Several discussions were held about the format of ESE EDIC and Athena Swan SAT with the new HoD and it was finally decided that the SAT will become a subgroup of the EDIC which will be led initially by Jo Morgan and Sophia Quazi.

On the 7th September 2021 it was officially announced that ESE won the Athena SWAN Bronze award rewarding the efforts of the entire SAT since its formation in 2019. It is intended to publish the application as well as action plan online and make it accessible for everybody. Nicky Jenner publicised it throughout the Department. Becky Bell talked about the application and our plans for the next five years to PTO staff and students, whilst Katharina Kreissig talked about it during one of the Postdoc and Fellows Espresso events.

First rewards in our campaign to increase the percentage of female students could be seen in the newest figures in student numbers. Due to intensive and successful advertisement as well as the creation of fellowships for women the proportion of women in ASCE rose from 34% to 43%. The new course EDSML reached near gender parity in its first year (49% women).

At the end of October several debates were held about the history of the Royal School of Mines and particularly Henry de La Beche's involvement when the Imperial History Group published their report. The concerns that the chairs of the EDIC and SAT raised with the HoD were accepted and the wording of the report swiftly amended.

In the autumn two NERC EDI grants were submitted to Environmental Science by members of ESE. One of the grants was awarded and will be used to develop software to facilitate virtual field trips for outreach activities and current students.

In December ESE announced they would increase the number of scholarships to support women in science and engineering on the Master's programs. From 2022 there will be four scholarships.