**ESE Athena SWAN committee meeting**

12th November 2021

13:00-14:00 Hybrid meeting using Microsoft Teams or G41

**Minutes**

*Present*: Gareth Collins (GC), Katharina Kreissig (KK), Jo Morgan (JM), Victoria Murphy (VM), Bhavna Patel (BP), David Pedreros Bastidas (DPB), Katie Rycraft (KR), Rebecca Smith (RS), Sophia Quazi (SQ), Laurene Ville (LV),

*Apologies:* Rebecca Bell (RB), Valentin Laurent (VL), Emma Watson (EW),

Teigan Collins (TC), Victoria Fernandez (VF), Alex Lipp (AL), Adriana Paluszny (AP)

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|  | **Apologies, Welcome, Introduction** |  |
|  | Apologies were received from RB, VL, and EW.Bhavna Patel was welcomed as maternity cover for Sneha from Chemical Engineering. |  |
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|  | **Agenda Item** | **Action** |
| **1.** | **Acceptance of minutes from the meeting on 10th September and matters arising.** |  |
|  | The following matter were arising: |  |
| 5. | SQ offered to find out from other Departments how Athena Swan SATs and EDI-committees are run when talking to the College’s EDIC centre. |  |
| 6. | KK hasn’t yet found the time to investigate KPI’s from our actions but suggested to use the future meetings for this academic year to talk about the newest numbers, problems and actions of the respective groups, starting with UG/PGT in January, followed by PhDs and PRDAs in March, staff in May and Culture in July. |  |
| **2.** | **Chair’s report** |  |
| 2.1. | KK sent notes from the College Athena Swan meeting from 1st November together with updates from the individual departments in advance to the meeting as PAPER 2+3. There were no questions. |  |
| 2.2. | SQ summarised that the history group published their report quite unexpectedly on the 26th October. (JM and SQ had a meeting with Anne Barrett the week before and at that point it wasn’t clear when it was going to be available.) Henry De La Beche’s views on slavery were described as “*He held enlightened views as to slavery on the family plantations, abolished whipping and prepared the slaves for eventual freedom, which he knew would come.”* As he was against the abolition of slavery and his pamphlet: Notes on the Present Condition of Negroes in Jamaica, written in 1825 (<https://books.google.co.uk/books?id=-Y4hmVTbd_oC&printsec=frontcover&source=gbs_ge_summary_r&cad=0#v=onepage&q&f=false>), is a disturbing read a meeting was held with our HoD, RB, JM, SQ, KK. Consequently, Tina van de Flierdt and JM wrote an email to Nilay Shah (chair of the history group) conveying our views and one explanatory email to the Department. The sentence has been removed from the report and no further actions relating to Henry De La Beche are deemed necessary. Regarding the statues of Wernher and Beit at the RSM entrance, actions are needed, and the history group is inviting comments and views via email to history.dialogue@imperial.ac.uk. There will also be departmental meetings, and everyone can register interest via SQ. |  |
| 2.3. | KK updated on the Athena Swan townhall meeting on the 5th November lead by Stephen Curry which 70 people attended. The College is preparing for a silver renewal. Ann Muggeridge (ESE) is on the working group. The slides from the event are uploaded on our Teams channel and show college wide data. There were many points of discussion ranging from childcare costs, pay gaps between Job families, underrepresentation of men in Athena Swan discussions, need for extension of Elsie Widdowson scholarship for PRDA’s or research only staff who do teaching.  |  |
| 2.4. | JM and GC reported on the Departmental forum on the 11th November. George Constantinides (EEE) was invited to talk about his findings regarding academic workload within the FoE. Nigel Brandon created the post of Associated Dean for Academic workload in January 2021. Wellbeing surveys indicated that academic staff work too many hours and still haven’t got “quality time to think deeply”. Commute and time fragmentation as well as ineffective college administration and sabbatical leave were raised. RB commented that some outreach activities should be considered when developing a workload model (WM). Several pilot studies are running with Aero developing a new WM, CEE is working on sabbatical leave policy and several departments including ESE are investigating a way to change the PRDP process.  |  |
| 2.5. | There will be a Faculty EDI meeting on the 17th November. |  |
| 2.6. | RB gave talks about our Athena Swan application to MSc Students and PTO staff (02/11/2021) whilst KK gave it to postdocs and fellows (04/11/2021). Lowest female staff numbers are in that cohort and have been decreasing for 10 years. SQ will investigate the trend. Ideas from the audience were to check whether the # of applications from females also decreased (KK looked at the data since 2018: 18% applications from women, 6 hired for 40 positions) and to check whether contract durations decreased. There was a general feeling that the entire research council funding system needs changing. | SQIn progress |
| **3.** | **Update from EDIC committee ESE** |  |
|  | JM and SQ had about 40 interested members with about 50:50 split between staff and students. Athena SAT will be part of the EDIC. First meeting Wednesday 8th December 2021 hybrid room 147. Pablo raised that central services registry translates degrees (in many cases lowers the grades) from other countries without specific knowledge of that degree system resulting in students applying can’t compete with home students. RS mentioned that one can change it for a specific case, but the blanket process is not transparent.  |  |
| **4.** | **Update from Bhavna on the Chemical Engineering EDCC** |  |
|  | BP reported that Chemical Engineering has extended their next application deadline to July 2023 due to COVID reasons. Otherwise, is has been quiet.  |  |
| **5.** | **Update from Rebecca on the Civil Engineering EDIC** |  |
|  | Meeting on the 26th November. Post of wellbeing adviser has been changed to full time and will have EDI aspects included into the role. Work has been done to raise representation of LBGTQ+ and black students on the Alumni pages. |  |
| **6.** | **Updates on the Art Group** |  |
|  | No news on the submitted proposal to FoE to spend the money on artwork superhero cards (The Remarkablz - <https://www.theremarkablz.com/page2740949.html>) and commissioning a bust from the Royal Society of Sculptors. | Ask EW |
| **7.** | **Feedback from the SAT regarding the culture survey** |  |
|  | The survey to staff was deemed ready to be sent out.  | RB/SQ |
|  | The culture survey for students needs a little more work. VM and LV added their comments on Teams. RS asked to keep it short, add or highlight support mechanisms for harassment because the survey is anonymous and we can’t go back with help/support (add report and support tool to Q24), change question 22 to clarify where they might have seen bullying or harassment in the field or at the RSM or on the hockey field, add a question like “I am comfortable to approach either my PI or tutor in case of bullying or harassment”. Define examples for e.g. outreach or harassment. | RB/SQ/KK |
| **8.** | **SAT yearly reports** |  |
|  | It has been agreed to use the future meetings to focus on one of the sections in our action plan and discuss the newest data, any problems or concerns, the status of our actions. See point 1.6.Prepare a yearly report for the Department | SAT action owners to prepareKK/RB |
| **9.** | **Updates on EDI topics from members of the SAT** |  |
|  | VM added an article and video about flexible working onto the chat."How Flexible working can work for women" - an article and video from IC Business School by Celia Moore (Professor of Organisational Behaviour) <https://www.imperial.ac.uk/business-school/ib-knowledge/many-minds/womens-equality-flexible-working>Sam Krevor informed us about a new article which is being shared on twitter about the impact of the pandemic on research scientists, and its outsized impact on women with young children:<https://www.nature.com/articles/s41467-021-26428-z>We must come up with some ways to either highlight the long-lasting effects during our recruitment processes or mechanisms to mitigate the effects.  | ALL |
| 9.1. | Ideas are needed for the International Day of Women and Girls in Science on the 11/02/2022. Please think about something we could do and add it to the ideas box on Teams. | ALL |
| 9.2. | Preparations have started for the Women at Imperial week around the International Women’s Day on the 8th March. Ideas needed. | ALL |
| **10.** | **AOB**  |  |
|  | Nothing discussed  |  |
| **11.** | **Next meetings** |  |
|  | RB will not be working Fridays until likely March. The week including the 14th January is exam week and not suitable for a meeting. Thursday lunch time are weekly seminars. Suitable alternative would be Tuesday 13:00-14:00. ACTION KK verify suitability for other SAT members in email and rebook venue. Try to avoid asking for responses.  | KKDONE |