

ESE Athena SWAN committee meeting

15th March 2022

13:00-14:00 using Microsoft Teams

Minutes

Present: Rebecca Bell (RB), Gareth Collins (GC), Katharina Kreissig (KK), Valentin Laurent (VL), Jo Morgan (JM), Victoria Murphy (VM), Bhavna Patel (BP), Katie Rycraft (KR), Rebecca Smith (RS), Sophia Quazi (SQ), Laurene Ville (LV), Emma Watson (EW),

Apologies: David Pedreros Bastidas (DPB)

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

| | Agenda Item | Action |
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| 1. | Acceptance of minutes from the meeting on 18 January and matters arising. | |
| | The minutes were accepted as accurate, and the following matter were arising: | |
| 11. | There was not enough time for the current budget round to submit a proposal for a new piece of art (more diverse). It has been discussed at the ESE EDIC meeting last week. An email has gone out to staff and students on Monday 14 th March 2022 to form a working group to submit a proposal next spring. Contacts have been made and interest has been voiced from Materials and Bioengineering. | RB/KK/SQ DONE |
| 2.2. | The proposal (Impact programme Royal Academy of Engineering) to increase wider participation students' retention in engineering by providing a summer school has been successful – the news is still embargoed – so please do not spread widely. Any ideas please let us know. | ALL Now public! |
| 6 + 9 | The actions regarding information about parental leave and work on the student survey remain. | KK/ All/VM |
| 2. | UG data presentation (RS/VL) | |
| | RS presented admission data for 2021/22. The data set includes total admission numbers, numbers of offers and rejections, numbers of ESE first choice and numbers of actual turn ups. The gender spilt in the admission data for the BSc are mostly 50:50 in all courses but very male dominated for the MSci (e.g. 4 women and 15 men in Geology). From past data MSci courses were only slightly male dominated. It might be that more women decide later to switch from BSc to MSci. It might also be that this year is special in this regard. VL emphasised that Maths and Physics A-level are required for Geophysics which fewer schoolgirls take. SQ asked for possible foundation year in physics. EW reported from another university that huge effort was put in for rather low impact. VL agreed, that although it is a good idea, it needs to come from college. VM added that it is currently not offered by college. RS remarked that to influence our numbers, outreach needs to be done in schools. General opinion is that additional actions are not needed now. | |

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| 3. | First results from the Athena SWAN culture survey for staff | |
| | <p>KK gave a presentation of overall numbers from the survey regarding each question. 89 staff members completed the survey. EW provided actual headcounts, so it correlates to 59% response rate. The lowest response rate was from Research staff (38%). 26 questions (out of 42) followed the 5-option style from strongly agree to strongly disagree. 11 of those were answered mostly positive (marked as green $\geq 70\%$). 12 of those became an amber marking were positive responses lay between 50-70% and need closer look. Some of them included promotion and career development questions. Three questions had positive responses below 50% (red) which do require closer look and action. They were workload and workload distribution related. SQ suggested to also flag them to faculty and college. KK dissected one red question into job families and gender as well as part-time work. Most PTO staff, 73%, can meet job requirements without working excessive hours in contrast to the rest of the department's staff. Training how best to filter data and which programs/tools should be used would be desirable as nobody in the team seem to have much expertise.</p> <p>Action SQ and/or VM to enquire what is available.</p> <p>Discussion followed about transparency and sharing the data but at the same time ensuring that responses remain anonymous. Agreed to provide data to the SAT team in excel without open answers/comments. Action chairs to look at this spreadsheet and see whether individuals can be identified and send it to EW as a further check before uploading it to teams. Comments will be uploaded isolated in a separate document.</p> | <p>SQ/VW</p> <p>KK/RB/SQ/EW DONE</p> |
| 4. | Formation of working groups to analyse the data further | |
| | RB suggested everyone to join one group each looking at 2 categories depending on their specific interest. Each group will then present outcomes at the meeting in May. | ALL |
| 5. | Website – update needed by end of April – working group? | |
| | Not discussed during the meeting but need to be done | Chairs/partly DONE |
| 6. | Update action plan | |
| | RB reminded everybody to keep updating the actionimplementation file on teams. | ALL |
| 7. | Update from Rebecca on the Civil Engineering EDIC and Bhavna on the Chemical Engineering EDCC | |
| | RS missed their last meeting due to COVID | |
| | BP reported that Chemical Engineering had successful events for IWD (watched a documentary “picture a scientist” and had a panel discussion and snacks).At the moment they run a postdoc survey and preparing for the renewal submission next year. | |
| 8. | Updates on EDI topics from members of the SAT | |
| 8.1. | International Day of Women in Engineering: Students are interested in a career panel event led by alumni. SQ emphasised it would be great to have alumni who didn't get 1 st class degrees and distinctions but still had great careers. | Chairs Contact list started |
| 8.2. | International Women's Day: Any more feedback would be great. The brunch was nice and well attended with probably 40-50 people. The news piece and the cards were well done. Thanks to Nicky and VM. | |
| 8.3. | International Day for Women and Girls in Science: | |

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| | The deadline for proposals to do an outreach event ended on Monday with only one full submission. As the event need to be delivered before the end of July, it has been decided to look at the one proposal and grant it if suitable and publicise the outcome to raise awareness for maybe next year. EW seconded that decision on the grounds that it would be easier to process in the budget. Action: RB to evaluate proposal | RB DONE |
| 9. | AOB | |
| | EW has just finished reviewing Athena SWAN proposals and will share good practice in due course. | EW |
| 10. | Next meetings | |
| | Will be held very likely remotely 10 May – discussion about staff (KR+EW) and culture (working groups) 19 July – look at PG/PhD data Further dates set and discussed via email. | Chairs to organise |