



UNIVERSITY OF
ABERDEEN

The Rowett Institute



**Athena
SWAN**

Rowett E&D team meeting

10 December 2021



Agenda 10th December 2021

Bronze renewal application

Feedback, Action Plan discussion

Report on E&D School meetings

University EDT organisation structure

Staff survey

Results, initial feedback

Things to improve?

Update on team membership

Updates from EDT subgroups leads

‘Virtual’ Social events update and future planning

AOCB

Bronze renewal application

The application was submitted on 13 May 21.



University of Aberdeen
The Rowett Institute

2 August 2021

Dear Karen Scott,

An Athena Swan award review panel was recently convened to consider your **Bronze** award submission. I am delighted to inform you that the panel agreed that the submission had reached the required standard for a **Bronze** award. Your award has been conferred for five years from the announcement of results, in line with recommendations from the Athena Swan steering group. We ask that all award holders extend their action plan in the near future to support the five-year award period but there is no requirement to write to Advance HE or return a revised action plan.

Your award will be valid until **August 2026**, or the next submission deadline after that date. You are welcome to submit again before that deadline if you wish.

AdvanceHE

+44 (0)3300 416201
enquiries@advance-he.ac.uk
www.advance-he.ac.uk
in f @AdvanceHE

Information embargoed until 7th September 2021

Then announced to whole Institute, School,

Placed on Website

**Further feedback received on 9th November
communicated to IEC 18th November**

Action Plan Summary

26 actions addressing-

The self-assessment process

Communication

PG students – Gender balance and training

Career development, training and promotion

Training, promotion and contribution awards

Recruitment

Enabling outreach opportunities

Improving visibility of female role models

Mitigation of the impact of the disruption caused by CoVID

Culture

The new SMART action plan replaces the previous one and is available via our Athena SWAN webpage

<https://www.abdn.ac.uk/rowett/documents/RI%20SMART%20Action%20plan%202021-26.pdf>

It is important to make this action plan a living and breathing document during this award period

Bronze renewal application - feedback

Feedback very positive

Scored 4/5 in all four of the sections evaluated:

- An organisational structure is in place to carry the action plan forward and continue the self-assessment process
Score: 4 – Good. The application addresses the criterion very well.
- Progress has been made on the previous action plan
Score: 4 – Good. The application addresses the criterion very well.
- Learning has been demonstrated from the evaluation of progress
Score: 4 – Good. The application addresses the criterion very well.
- A specific, measurable, achievable, relevant and time-bound (SMART) action plan was provided, addressing key priorities
Score: 4 – Good. The application addresses the criterion very well.
- Key priorities have been appropriately identified, to direct future action
Score: 3 – Satisfactory. The criterion is adequately addressed.

Specifically - under-representation of female staff has been identified as an issue for the Institute to address as a key priority.

Needs better actions to include : review the wording of job adverts to avoid gender bias; no single-gender shortlists

Organisation of University Equality Diversity and Inclusivity (EDI) groups

NEW in 2022

Theme leads in EDI appointed in all 11 schools in University and all institutes
 SMMSN Phyto Myint & Asha Venkatesh
 Rowett Karen Scott

University 2040
 strategic plan

Inclusive commitments
 [wellbeing, widening access,
 eliminate pay gaps, EDI
 standards, collaboration

University application for bronze renewal AS award successful November 2021

Equality Groups

- Addressing Gender Based Violence & Sexual Harassment
- British Sign Language (BSL)
- EDI Events and Engagement Group
- Equality, Diversity and Inclusion Committees at School level (from 2021)
- Gaelic Language Plan Working Group
- Gender Action Plan (GAP)
- Institutional Athena Swan Steering Group
- Mental Health & Stress
- Race Equality Strategy Group

University Equality, Diversity and Inclusion Committee (EDIC)
 (Chair Karl Leydecker)

Equality Networks

- Athena Swan Forum
- LGBT+ Network
- Menopause Support Network
- Parents and Carers Network
- Race Equality Network
- Staff Disability Network
- Women's Development Network
- Workplace Dignity Network

Overseas University AS self-assessment

SMMSN EDI committee (Chair Bhatta)

AS Forum (Chair Doug Martin Psychology)
 All University AS co-leads
 Share good practice

IMS EDT

Rowett
 EDT

IAHS EDT

Inst Dentistry
 EDT

IEMDS EDT

Encompass AS self assessment teams

Update on University and School E&D groups

- **School EDT** : Updates from meetings 8th September and 8th December 2021
- chaired by Bhatti, the Head of School and attended by the co-leads of the five individual Institute E&D groups

Topics

EDI roles in school

Form a central EDI committee supporting Aberdeen 2040 (creates more consistency across Uni)
from 2022 will include Theme leads and EDT/AS co-leads from all institutes

Oversee and be accountable for University strategic plan

Assist in school AS application to be submitted 2023. Perhaps as Silver as all institutes hold Bronze

Ensures all aspects of Equality, Diversity and Inclusivity covered (replace EDT with EDIT?)

School/Uni wide webpages resources (ensure all linked through our own webpages)

Staff survey

discussion groups to following up elements of the survey to ensure comments will be acted on

3 Institutes ran own surveys over the summer

future surveys could be more aligned across the school

Representatives from all protected characteristic groups to be part of University Equality networks

LGBTQ Representative , Race Equality

Revised Athena Swan charter – new shorter application process, illustrate success, focus on equality for all

AS Forum meeting

AS – Athena Swan
EDT – Equality and Diversity Team
SAT – Self-assessment team

Updates from meeting 09 December 2021

Participants:

University wide network of all AS/EDT/SAT leads, co-convened by Dr Doug Martin, Dr Anne-Michelle Slater

Network to facilitate sharing of ideas, good practice and successful submissions

Quarterly meetings

Topics covered

Discussions about EDIT versus AS – AS should be embedded within EDIT, but work towards AS applications is quite distinct

Update from all teams in all schools, including specific ‘things that work’

Useful hints – house cup competition, drop-in coffee sessions, designate teams within EDT (as we have), anonymous ‘suggestion box’

Reporting bullying

Nvision – school level ECR network – distinct from any institute AS team

2021 Staff/student surveys

Run from mid October – mid November

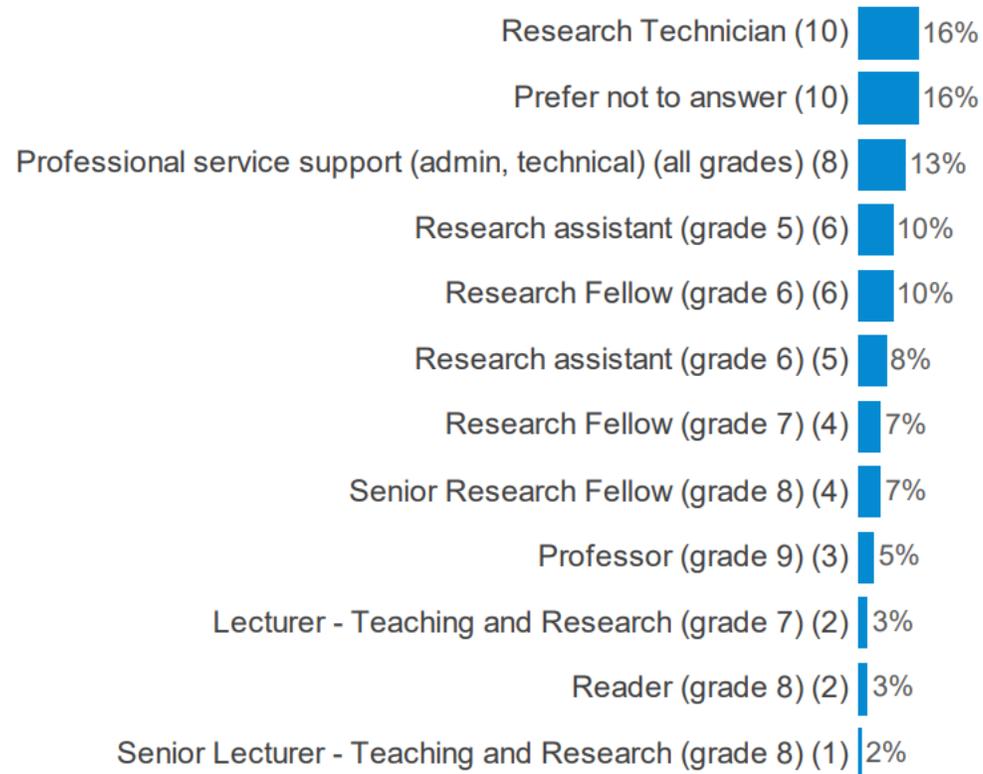
Responses – 62 completed the staff survey, 12 completed the post-grad survey
% to be worked out

Lots of free comments!!

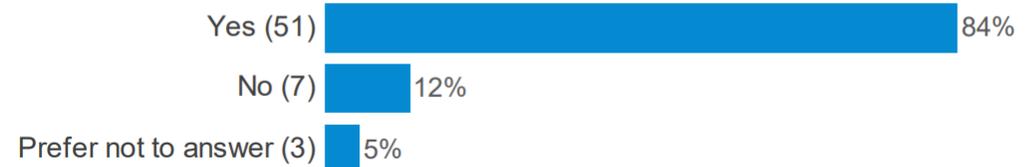
We will ask the working groups to look at some of them in more detail

2021 Staff/student survey

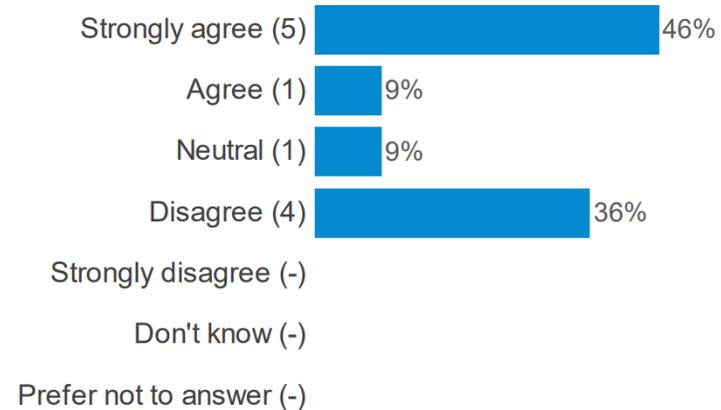
(Q8 What is your current role?)



(Q75 Do you think Inclusion of Athena Swan news in the fortnightly institute newsletter promotes the values of Athena Swan in the Institute?)



Please select the phrase you agree with for each statement (There is a good level of networking among the PhD Students and between PhD students and Staff in my Institute)



Rowett Institute Equality and Diversity Team (EDT)

Now Rowett Institute Equality, Diversity and Inclusivity Team (EDIT)



Update on membership

Gender balance in current membership is 10F:7M

Departures this year - Val Currie, Richard Anderson, Peter Morgan. Also student members Olivia Watt, Qian Qian (Amy) Ni and Russ will leave soon, Perry retired (but remains on the EDT)

need to recruit at least one new PGR student in their early phase of PGR studies to the team to keep a continuous representation of students. Need more ECRs.

New members - Jules takes on the director's role on the EDT. Julia Mitchell has joined

Silvia Gratz has taken over as co-lead

Need a new co-lead to take over from Karen as her term finishes!!

Also part of the new action plan, we need to establish deputy co-leads, to ensure continuity.

Rowett EDIT Working groups

Family liaison advisor Karen T

Monitor and update the information on the staff resource page

Staff resource page

Team – lead - **NEW**
Jeannette, **Russ**, Karen T,
Justin, Karen H,
Perry

Monitor and update the information on the student resource page

ECR resource page

Team - AI (lead),
Antonio, Mat, **XXX**

STEMM lecture organiser -Justin
Mentoring advisor - Alex

Update survey accordingly.
Analyse the data,
present to staff,
IEC, AS
application

Staff Survey

Karen Sc (lead), Lynn,
Sandy Ross, **Russ**

Career development

Antonio (lead), Silvia,
Alex, Mat

Identify issues and opportunities;
mechanism to record training applications and approvals,
analyse data

Athena Swan

Silvia (lead), new co-lead,
Karen Sc, everyone

Social and Culture

AI (lead), Karen Sc,
everyone

Resources for staff

Induction Resources



University Staff Development



University Family Leave Policies and Guides



Top Tips for homeworking



Parents Network



Recruitment and avoiding unconscious bias



Framework of academic expectations and Workload



Resources for Early Career Researchers

PhD survey 2020



Parents Network



Subgroup: ECR (Early Career Researcher) Website Resources

Alasdair Leeson-Payne, Antonio Gonzalez, Tilly Potter, Mat Arcon, Qianqian Ni

1. Identified what resources are helpful for ECRs.
 1. Career and skills development
 2. Support networks including mentoring
 3. Grant and funding opportunities
2. Separate resources for “ECR students”, ECR Postdocs” and “ECR PIs” as difficult to group together.
3. Each set of resources provides various quick links to University webpages where information or contact details can be found on each subject.

Resources suggested for Staff Resources:

1. Union Representation
2. Social Groups and Events
 - IDEALL Group, Rowett Social Groups

Resources for PGR Students

PGR Student Career Development
Student Support
PhD Monitoring and Assessment
Student Union (AUSA)

Resources for Postdoctoral Researchers

Postdoctoral Career Development
Postdoctoral Support
Grant and Fellowship Opportunities

Resources for ECR Principal Investigators

Career Development
Grant Opportunities
Mentoring Scheme

Social events

Subgroup: Social and Culture

Alasdair Leeson-Payne, Rowett Equality and Diversity Team

Culture – Professor Margaret Rees will give a virtual talk to follow up her previous one in January 2019, on ‘Menopause essentials: A practical guide’. Likely to be in March 2022.

Prof Rees also mentioned this useful webpage - dedicated to menopause in the workplace <https://www.emas-online.org/emas-and-menopause-in-the-workplace-2021/>

EMAS = European Menopause and Andropause Society, will add in a link through the AS pages

Social events

Regular Events

1. Rowett Quiz Night
2. Yoga Club
3. Book Club
4. Film Club
5. Bake-offs
6. Hillwalking club

Upcoming Events:

1. Paddle boarding (£20pp 1.5hr)
2. Go-Karting (TBC)
3. Climbing Event (£10pp 2hrs)
4. Bingo (In-House)

Suggested new activities based on social survey results:

Virtual cheese and wine

Virtual coffee mornings also suggested

New suggestions?

Working at the Rowett

How can we make the current 'at work' environment better?

How can we make ensure the 'home working' policies are enacted safely and helping everyone?

Need input from all EDIT

Enable suggestions to be made (anonymously or otherwise) through a suggestion box located beside level 2 printers (from next Tuesday, Gary Cameron to empty

AOCB