



UNIVERSITY OF
ABERDEEN

The Rowett Institute



**Athena
SWAN**

Rowett E&D team meeting

29th April 2022

Agenda 29th April 2022

Report on EDI School meetings
school application?

Staff survey

Results

Sub-group actions

Action Plan

Sub-group actions

Social events update and future planning

AOCB



Update on University and School EDI groups

School EDIT : Updates from meetings 13th March and 13th April 2022

- chaired by Phyo Myint and Asha Venkatesh, the new school EDI Theme leads, attended by the co-leads of the five individual Institute E&D groups, and the new Institute EDI Theme leads
- Phyo and Asha will lead the next School application for AS silver (or bronze) award, target date May 2023
- Currently looking for more support to write proposal, and will then look to set up a school-AS/SAT team

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

Ensures all aspects of Equality, Diversity and Inclusivity covered

School champions appointed in Race Equality (four people, generic email Email: racechampions-mmsn@abdn.ac.uk) and LGBTQI (Simeon Petrov, simeon.petkov@abdn.ac.uk)

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

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

LGBTQ Representative , Race Equality

Staff survey future surveys could be more aligned across the school

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

University-wide AS Forum – held on 29th March 2022 attended by Principal and Senior-VP

Roles of AS and EDI also merge more across the university

Full review of promotions procedures discussed

Rowett EDIT Sub-groups

Family liaison advisor Karen T

Staff resource page

Team – lead - **NEW**
Jeanette, Karen T, Justin,
Karen H

ECR resource page

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

Monitor and
update the
information on
the student
resource page

STEMM lecture organiser -Justin
Mentoring advisor - Alex

Monitor and
update the
information on
the staff
resource page

Staff/student Survey

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

**Newsletter
responsibility?**

Career development

Antonio (lead), Silvia,
Alex, Mat

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

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

Athena Swan

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

Social and Culture

AI (lead), Karen Sc,
everyone

Action Plan

2021 Student surveys

Points for us to consider:

Q7 Do you have a **career adviser**? Half students said they would like one!

Q9 There is a good level of **networking among the PhD Students** and between PhD students and Staff in my Institute? Half students disagreed

Q19 Based on your experience, do you feel **men & women are treated equally** in the following areas?

Some feeling that men were treated less favourably in several areas queried

Q28 Do you know where to find **information about your rights and responsibilities** as a Postgraduate student?
More than half agreed

Q41 When asked if you are aware of the **AS ECR resource page** – more than half said no!

Q43 Has the **STEM seminar** helped you think about your own career development? Equal split of opinion

2021 Staff surveys

Points for us to act on directly – with up to half respondents answering NO:

Q4 Have you visited the **Athena Swan webpage** and seen the cycle of business, annual report, survey summaries?

Q27 Are you aware that the Rowett Institute now has **family support advisors**?

Q45 Are you aware of the **Rowett mentoring advisor** who may help you to find a mentor?

Q77 Have you looked at the **additional resources available on the Rowett Institute AS webpages**?

Points to discuss:

Workload

Q15 I am happy with my workload - 1/3 staff answered no

Q16 I feel under pressure to work long hours (tick all that apply) Yes – self driven, Yes – employer driven

Communication – variable responses

Q21 Are communications from the management team at the Rowett Institute effective?

Q22 Are communications from the staff to the management team at the Rowett Institute effective?

Annual review– variable responses

Q30 My career progression and how the promotions process works in my institute was usefully discussed in my annual review.

Q31 The opportunities for staff development, including mentoring were usefully discussed in my annual review.

Q32 My workload is usefully discussed in my annual review

Promotions

Some training required and some disagreement that the process is transparent, people don't apply because of lack of support and lack of confidence

Disability

Need to improve the support for people with disability or health challenges

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

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

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 another (1 or more) ECRs and other members

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

Silvia Gratz has taken over as co-lead (September 2021)

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

Social events

Subgroup: Social and Culture

Alasdair Leeson-Payne, Rowett Equality and Diversity Team

Culture – Professor Margaret Rees will give a virtual talk to SMMSN on ‘Menopause essentials: A practical guide’. Likely to be in summer 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?

AOCB