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
**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**
LGBTQT 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
Action Plan

Rowett EDIT Sub-groups

Staff resource page
Team – lead - Jeanette, Karen T, Justin, Karen H

Monitor and update the information on the staff resource page

ECR resource page
Team - Al (lead), Antonio, Mat, new

Monitor and update the information on the student resource page

Staff/student Survey
Karen Sc (lead), Lynn, Sandy Ross, new

STEMM lecture organiser - Justin

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

Newsletter responsibility?

Antonio (lead), Silvia, Alex, Mat

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

Career development

Social and Culture
AI (lead), Karen Sc, everyone

Monitor and update the information on the staff resource page

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

Family liaison advisor Karen T

Mentoring advisor - Alex

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

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

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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)

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**Suggested new activities based on social survey results:**

Virtual cheese and wine

Virtual coffee mornings also suggested

New suggestions?
AOCB