

## Bioquarter Equality, Diversity & Inclusion and Athena SWAN

### Welcome to the latest ECMS-Athena SWAN newsletter!

The Edinburgh Clinical Medical School (ECMS) consists of both the Clinical Sciences Deanery and the Molecular, Genetic & Population Health Sciences Deanery (MGPHS). We have active Athena SWAN (AS) Groups who strive to promote a culture of respect & inclusion of people from all backgrounds that nurtures excellence, career satisfaction, leadership and innovation.

Our bi-annual newsletters will keep you informed of where to seek advice, information on financial support, training courses and events. If you would like to find out more, please visit our [website](#).

### Lunchtime Forums

We were delighted that the recent forum on "**Academic Progression: becoming a Professor**" was so well attended, with over 32 staff gaining excellent advice from Callum Watson, HR on how to apply for promotion, as well as hearing from Prof. Lesley Forrester and Prof. Lorna Marson about their own academic and clinical academic experiences.

Our next lunchtime forum is on Wednesday 22 January and addresses "**Professional Services Staff: Career development**". Whilst the event is now fully booked, we will post the speaker's slides onto the [website](#).

If you have any ideas for future topics and speakers, please let **Femke Morrison** (Femke.Morrison@ed.ac.uk) know.

### Dignity and Respect Advisors

We will be holding interviews this week to recruit **Dignity and Respect Advisors (DRA)** for the ECMS. DRAs are voluntary roles taken on by existing staff, as part of the University's commitment to promoting dignity and respect.





My name is Sofia, currently a **post-doctoral researcher**, at the Centre for Regenerative Medicine. As a postdoc who would like to progress in academia **presenting data at international conferences is always a priority**.

However, as my husband commutes every day to Glasgow, I am the primary carer of our son. To me, this means that my day revolves around the schedule of the nursery. I cannot start bench work before 8 am nor finish after 5 pm because, otherwise, nobody will pick up our son. We both moved to Edinburgh in 2013, and all our family is in Spain, so we have no external help. In this situation, the idea of attending an international conference was unimaginable.

The Carer's Conference Grant allowed me to take my son with me to Spain, where the grandparents enjoyed a wee holiday with him while I attended the conference in Lisbon. The application was simple and the response very quick.

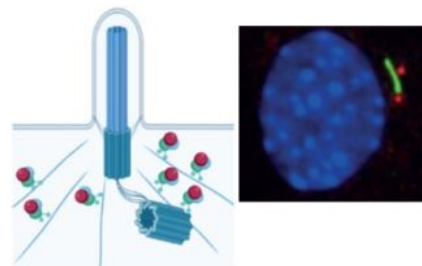
Overall it was a great experience, the conference was fantastic, and the collaborations established invaluable. **I would highly recommend applying to this scheme to any parent who needs a back up to boost their career.**

My name is Emma, a **postdoctoral researcher**, who works condensed hours Tuesday-Friday, since returning from maternity leave.

As my research focuses on cilia and microtubule-based structures, I was very keen to attend the Microtubule Meeting on Monday 19th April.

Fortunately, the **Caring for Carers grant allowed me to pay for childcare**, which meant I could attend the meeting to present my poster, as well as network with experts in my field.

[Further information is available on our website.](#)



## Bioquarter Pride

Some good news - the bake sale last semester raised £405.03 for Stonewall!

Events are now being organised for LGBT+ history month - while dates are still being scheduled, they will likely be in the first week of February, so keep your eyes peeled for future announcements. For more details please contact [gareth.hardisty@ed.ac.uk](mailto:gareth.hardisty@ed.ac.uk)



For details about ECMS Athena SWAN, please email: [AthenaSwan\\_DCS\\_DMGPHS@ed.ac.uk](mailto:AthenaSwan_DCS_DMGPHS@ed.ac.uk)

For information on the Career Satisfaction & Progression committee - contact [P.Fitch@ed.ac.uk](mailto:P.Fitch@ed.ac.uk)

For information on the EDI-AS Bioquarter committee - contact [emily.findlay@ed.ac.uk](mailto:emily.findlay@ed.ac.uk)