



THE UNIVERSITY *of* EDINBURGH
**COLLEGE OF MEDICINE
AND VETERINARY MEDICINE**



**We strive to promote a culture
of respect and inclusion of
people from all backgrounds
that nurtures excellence,
leadership and innovation**

#betterforeveryone

Dear Colleague,

Welcome to the February-March issue of the Edinburgh Clinical Medical School Athena SWAN newsletter. This is our first 2019 newsletter full of exciting news we hope you find useful.

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- Part-time Researcher Conference - 29th April 2019
- Links of interest for staff and post-graduate students

Kind regards,

Athena Swan Committee
College of Medicine and Veterinary Medicine
The University of Edinburgh

Inspiring People Day 3 - 20th September 2018

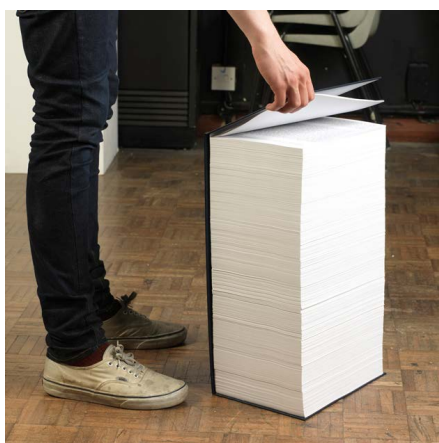
See everyone who came to the Inspiring People Day 2018 where a fantastic line-up of speakers spoke about the importance of Equality, Diversity and Inclusion.



[Click here to see the videos of Keynote Speakers and slides from CMVM Keynote Speakers](#)



2019 Athena SWAN Silver Renewal Application - Submitted!



Athena SWAN Awards require renewal every three years and our Co-Convenors Carmel Moran and Susan Farrington have been working extremely hard together with HR and the all members of the Athena SWAN Team to bring all the data together and submit the 2019 Silver Renewal. At the end of November the 14,000 word, 129 page document was submitted detailing the challenges, goals and successes in the effort to establish gender equality across the geographically widespread Edinburgh Clinical Medical School which covers two

Deaneries and 1,600 staff.

Waiting for the outcome in March 2019!

Call for new Convenors for Athena SWAN

Following submission of the AS renewal (see above), Prof Carmel Moran and Dr Susan Farrington are stepping down as Co-convenors of the Assessment team. Thank you to them both for a huge amount of hard work on our Athena SWAN submissions over the past 4 years.

This is a call for nominations or self-nominations to lead on our ongoing Athena SWAN commitment focussed on 'Career Satisfaction and Progression' and 'Organisational Culture and Support' (now merged with locality-based Equality & Diversity groups). These are important positions and come with strong support from Senior CMVM Management .

We are inviting applications for two Co-Convenors from each Deanery.

The positions require people with strong leadership and communication skills at all levels, capable of innovative suggestions and an ability to deliver.

With this in mind, nominations would be appropriate from grade UE08/AC3 and above. If you want to discuss details of the role requirements please feel free to contact either Prof Carmel Moran or Dr Susan Farrington.

Funding received to support career progression £££££

The Athena SWAN team have been awarded Wellcome Trust ISSF3 funding of £168K (grant holders Carmel Moran and Susan Farrington). This is for a period of two years to support and further implement career progression initiatives for clinical and non-clinical academic staff within the College of Medicine and Veterinary Medicine.

Watch this newsletter and our website for further updates on how these funds will be used!!!

New Committee members please!

Edinburgh Clinical Medical School AS has two subcommittees with different remits and both are looking for new members!

Organisational Culture and Support (OCS)	Career Satisfaction & Progression (CSP)
Focused on a culture of inclusivity and equality in our workplace Contact Julia.dorin@ed.ac.uk	Focused on equality within the recruitment, mentoring, appraisal and promotions processes (for all staff)

NB: OCS is merging with Equality and Diversity groups to have campus based groups (LF; Central and WGH)-see below

**members) and postgrad students.
Contact: Sue.Fletcher-Watson@ed.ac.uk**

We would be delighted to welcome members of all genders, from all areas, grades and job-types within our Deaneries

Updates in restructuring our Staff Support Committees

LATEST NEWS!!!!

AS Organisational Culture & Support (OCS) subcommittee to MERGE with the E&D Campus committees to become Equality, Diversity & Athena SWAN campus based groups.

Currently the **OCS** subcommittee deals with similar issues to the **E&D** campus committees, but focuses on gender equality. Organisational culture is often dependent on issues specific to the locality, so the two groups will merge to have an **Equality & Diversity & Athena SWAN** group, based at each campus.

Please contact your local group to be part of this exciting new initiative.	
IGMM/WGH campus	peter.tennant@igmm.ed.ac.uk ; Susan.anderson@igmm.ed.ac.uk (next meeting: Tuesday 2nd April 2019 10.15am Room S1.14 IGMM WGH)
Central campus	Liz.Grant@ed.ac.uk (next meeting to be arranged)
Little France	Emily.findlay@ed.ac.uk ; Julia.dorin@ed.ac.uk (next meeting: Wednesday 6th March 11am - 12pm. Peter Lavine room, QMRI. Little France)

New family-friendly and inclusive initiatives

To support events where researchers can bring their children, we have collected a large number of books and toys (for young babies up to ~6 years old), blankets, a bottle warmer, and socket protectors. This collection has been used for two Edinburgh events at Little France campus, a childcare service at an international conference and a welcome event for researchers new to the UK. This is completely free to use, please contact:



Veronica Miron: vmiron@ed.ac.uk

In 2018, Edinburgh Dental Institute, in partnership with the rest of NHS Lothian established a quiet Area (“Sanctuary”). This space provides a quiet, comfortable area that staff, students and patients can use to reflect, have difficult conversations in private, for nursing mothers to use, and for quiet contemplation and prayer. It is open to all and should be enjoyed by many.

If you are continuing to breastfeed following your return to work please notify your manager or local HR Advisor or local Athena SWAN Champion who can help you to locate suitable facilities in your area.

Returning Parents Coaching Programme

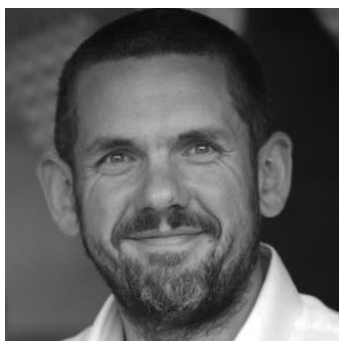
After a successful trial period in the College of Science and Engineering, University of Edinburgh is now rolling out the Returning Parents Coaching Programme to all staff with immediate effect.

The programme provides coaching sessions with a dedicated, expert career consultant from Newfuture.me. Further information can be found at:

<https://www.edweb.ed.ac.uk/human-resources/policies-guidance/leave-absence/returning-parents-coaching>

All employees returning to work from Maternity Leave, Shared Parental Leave, Adoption/Surrogacy Leave are eligible to apply.

Gender bias in recruitment



Dr Andrew McKeachie

*Clinical Research Fellow & Consultant
Psychiatrist*

The Patrick Wild Centre

Claudia Goldin is the Harvard Lee Professor of Economics at Harvard University. She is an economic historian and labour economist who has published widely on issues of gender in the labour market including the gender pay gap. Her University biography notes that her current research focus is on, “college women's aspirations for and achievement of career and family.”

Whilst much of her research seeks to understand the complexity of factors that lead to headline comparisons (e.g. the gender pay gap), I found one of

her older papers, which examined gender bias in recruitment, very powerful. Having mentioned it in passing to a colleague on the Athena SWAN committee, they suggested I perhaps write a piece for the newsletter.

Orchestrating impartiality

This is a paper from 2000 in The American Economic Review by Claudia Goldin and Cecilia Rouse. It charts from 1940 to the mid-90s the changes in gender makeup of some of the great American orchestras and the emergence and impact, during this time, of changes to hiring practices that in turn appear to have impacted on the gender balance of the orchestras. At 25 pages long, it is an epic piece of detailed, thoughtful research, which considers many of the possible confounders in the data and is a powerful piece on some of the issues at hand. The main thrust of the article is assessing the impact of the introduction of blind audition procedures to the orchestras. This is on the backdrop of orchestras with very low numbers of female musicians, apparent nepotism in shortlisting and what are reported as openly sexist attitudes.

The findings are clear – the use of blinded (in this case by the use of a screen) auditions significantly increased the progression of female musicians through the rounds of audition and increased the proportion of females hired. From the article's concluding paragraph, "***Using the audition data, we find that the screen increases— by 50 percent—the probability that a woman will be advanced from certain preliminary rounds and increases by several fold the likelihood that a woman will be selected in the final round. By the use of the roster data, the switch to blind auditions can explain 30 percent of the increase in the proportion female among new hires and possibly 25 percent of the increase in the percentage female in the orchestras from 1970 to 1996.***"

Whilst not designed so as to be a controlled trial of the introduction of blind auditions, and whilst a number of caveats are covered in the article, it provides strong evidence of the impact of introducing blinded procedures to recruitment. Later work by Moss-Racusin et al (2012) shows similar gender bias in the assessment of lab manager applications. I suggest that we should consider this evidence, especially when screening applications for advertised positions; be they in orchestras or elsewhere.

Claudia Goldin Harvard webpage

<https://scholar.harvard.edu/goldin>

Goldin & Rouse 2000

Orchestrating Impartiality, The Impact of “Blind” Auditions on Female Musicians

<https://pubs.aeaweb.org/doi/pdfplus/10.1257/aer.90.4.715>

Moss-Racusin et al 2012

Science faculty's subtle gender biases favor male students

<https://www.ncbi.nlm.nih.gov/pubmed/22988126>

Little France needs a Staff Pride Network Representative



Kings Buildings, Central and WGH/IGMM have a very successful Staff Pride Network (SPN) presence and SPN are looking for people at Little France (and Roslin) to be responsible for promoting SPN news and activities within their designated areas. The aim is to hold a coffee and cake get together once a month and liaise with the local communications managers to help promote SPN news and events. Anyone interested should contact

Peter.Tennant@igmm.ed.ac.uk

Note February is LGBT+ history month and Staff Pride Network has organised a series of events to which everyone is welcome. See here for details

https://www.ed.ac.uk/files/atoms/files/spn_lgbthm_events.pdf

International Women's Day Lecture - 8th March 2019

The poster features a stylized illustration of a woman with long dark hair, wearing a white top, set against a background of a rainbow. The text on the poster reads:

THE UNIVERSITY OF EDINBURGH
INTERNATIONAL WOMEN'S DAY LECTURE
Diversity – makes life better for everyone
Professor Dame Anne Glover FRS, PRSE
Molecular biologist and President of the Royal Society of Edinburgh
Friday 8 March 2019, 5.20pm
Michael Swann Lecture Theatre, Swann Building,
Max Born Crescent, The King's Buildings, EH9 3BF
Book online
www.eventbrite.co.uk
Free but ticketed

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International Women's Day Lecture - Book here

Part-time Researcher Conference - 29th April 2019



THE UNIVERSITY of EDINBURGH



COLLEGES OF MEDICINE AND VETERINARY MEDICINE AND SCIENCE AND ENGINEERING

Creativity and Challenges of being a Part-Time Researcher

29th April 2019

ECCL: 10am-4pm



A one day
conference to
support part-time/
flexible working
research scientists.

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Influencing the world since 1583

- Are you a part-time University employee doing research?
- Would becoming part-time be useful for you for the moment?
- Do you have a flexible working pattern or is this something you need to consider?
- We have a limited number of places available on a conference/workshop exploring these research roles and the challenges and creativity involved.

This will feature talks from External and Internal providers on the available policies and a University Career Consultant to talk about time management. Career talks from Academic researchers that have successfully managed a part-time career path.

[Register here](#)

Links of interest for staff and post-graduate students

Reminder : The staff part-time scholarships available for ALL staff to complete a postgraduate qualification relevant to their work. Closing dates are: 30 April and 31 July 2019. More information can be found here:

<https://www.ed.ac.uk/medicine-vet-medicine/staff-and-current-students/staff-scholarships>

We have a new postgraduate-students' page on our Athena SWAN website!

<https://www.ed.ac.uk/medicine-vet-medicine/edinburgh-medical-school/athena-swan/postgraduate-students>

Equality and Diversity website

Athena Swan Edinburgh Clinical Medical Schools website

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