



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 Everyone,**

Welcome to the July issue of the Edinburgh Clinical Medical School Athena SWAN newsletter.

**In this newsletter we discuss:**

- Lean-In Circle workshops
- Our Subcommittees
- Results from Athena Swan Survey 2017
- Carers Week 12-18 June 2017

And don't forget checking out our new website (thanks to Craig Nicol and Martyn Pickersgill for this):

[www.ed.ac.uk/medicine-vet-medicine/edinburgh-medical-school/athena-swan](http://www.ed.ac.uk/medicine-vet-medicine/edinburgh-medical-school/athena-swan)

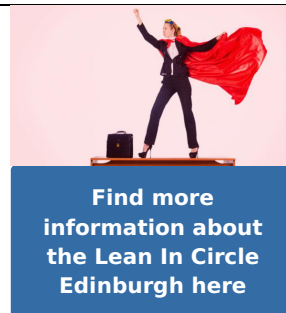
Kind regards,

Athena Swan Committee  
Edinburgh Clinical Medical School  
The University of Edinburgh

---

**Lean-In Circle workshops**

Inspired by Sheryl Sandberg's bestselling book 'Lean In: Women, Work, and the Will to Lead', CMVM ran its first Lean-In Circle workshops in November 2016 and April 2017. This new initiative was targeted at groups of similarly-staged female professional services staff and female clinical academics to help them form support networks within the Edinburgh Clinical Medical School. Participants were coached in listening, contributing, questioning and giving feedback, and at the end of the day ran their first peer-mentoring 'circles'. Feedback was very positive, and we hope to be able to run further Lean-In Circle workshops in the future.



Find more information about the Lean In Circle Edinburgh here

---

**Our Subcommittees**

Our AS subcommittees are the **CEP** (Career Equality and progression) and **OCS** (Organisational Culture and Support).

The **CEP** Subcommittee agenda is focused around gathering and evaluating data on equality within the recruitment, mentoring, appraisal and promotions processes (for all staff members) and within the postgraduate student

experience. The lead for CEP is Sue Fletcher-Watson (taking over from Donald Davidson) . We would like to thank Donald very much for all the time and effort he has put in over the past few years as lead of the CEP, which has contributed to us gaining our Bronze and then Silver AS awards. We would also like to thank Sue Fletcher-Watson for stepping forward to lead this Subcommittee.



### Sue Fletcher-Watson

Sue has been leading the recruitment working group within CEP and is based at The Patrick Wild centre at Kennedy Tower.

The **OCS** Subcommittee agenda is focused around ensuring that the culture of Edinburgh Clinical Medical School is inclusive and that there is equality in our workplace. It is lead by Julia Dorin.



### Julia Dorin

Julia is based at the MRC Centre for Inflammation Research at QMRI.

If you have any input you would like to share with a committee, or if you would like to join, please contact the relevant Lead (contact details on our new website <http://www.ed.ac.uk/medicine-vet-medicine/edinburgh-medical-school/athena-swan/about/self-assessment-team>).

**NEXT SUBGROUP MEETINGS** are on **24th October 2017** at Little France (or video link to IGMM) (10-12 for CEP and 1-2.30 for OCS). Everyone welcome just contact leads for venue detail and to register your interest.

---

### Athena SWAN Survey 2017

Many thanks to the **FANTASTIC 929** academic and professional and support staff (P&SS) responses we received to the 2016/7 Gender Equality survey for Edinburgh Clinical Medical School (ECMS). Edinburgh Clinical Medical School comprises the two Deaneries of Clinical Sciences (CS) and Molecular Genetic and Population Health Sciences (MGPHS) and as such is physically based in many University sites across the city. Special thanks to all the Athena Swan members who encouraged and cajoled their colleagues and staff at all these sites to complete the survey!

Over the next few newsletters we will update you on the survey data and discuss the development of the action plan to address some of the areas that need improvement. The graph below summaries the overall responses **YOU** gave in the survey.

**Good outcomes include:**

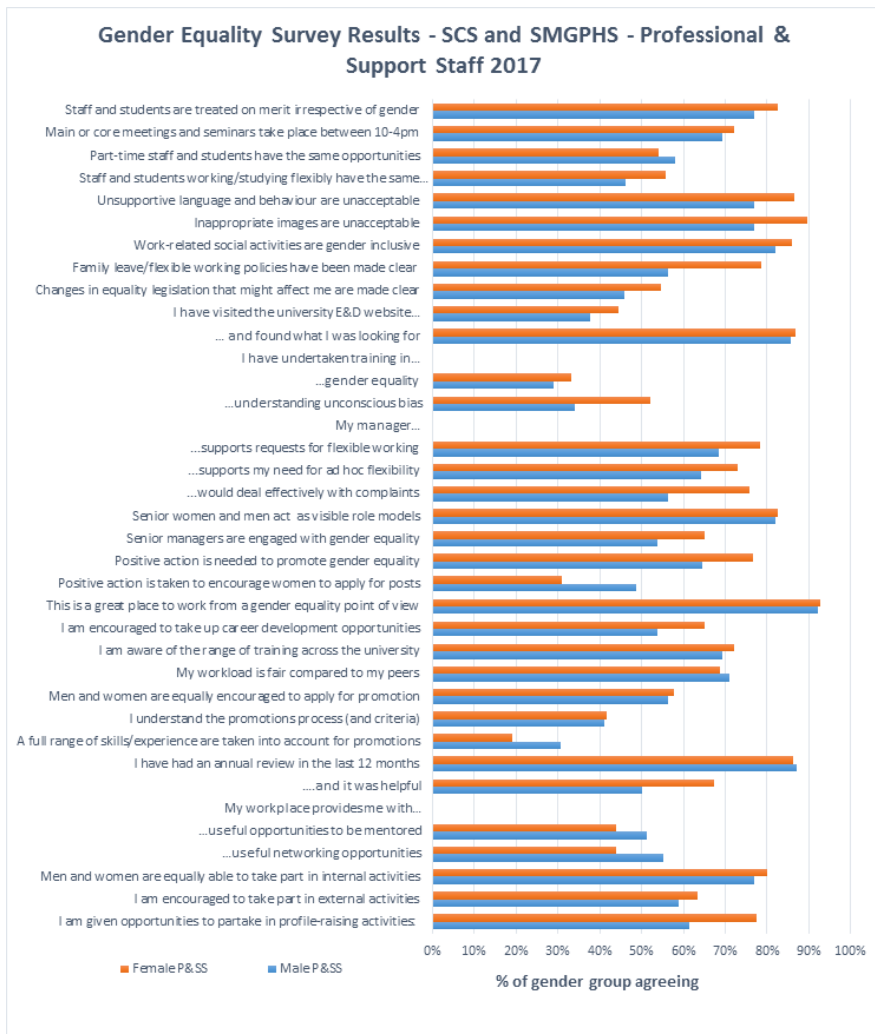
- Over 85% of women and 95% of men agree that staff and students are treated on merit irrespective of their gender
- Over 90% of men and women agree that social activities are gender inclusive
- Over 88% of women and 94% of men think that this is a great place to work from a gender equality point of view.

**Areas to improve:**

- Although the numbers undertaking equality and diversity training and unconscious bias training have significantly increased since 2013 and 2015 surveys, our survey data shows that currently only 38% of women and 60% of men have undertaken equality and diversity training and 54% of women and 67% of men have undertaken unconscious bias training.
- Our survey data shows that currently only 74% of women and 80% of men had been appraised in the last 12 months.

Carmel M Moran and Susan Farrington

Co-convenors of the Edinburgh Clinical Medical School Athena self assessment team



## Gender Equality Survey Results - SCS and SMGPHS - Academic 2017



### Carers Week 12 - 18 June

Carers Week is an annual campaign to raise awareness of the challenges faced by people balancing caring for an elderly, ill or disabled family member with holding down a job. **It is estimated that 3 in 5 people will be expected to care for someone at one point in their lives.**

This year CMVM supported this important campaign by launching a survey to find out how many people in the College are caring for someone and what difficulties they face as well as what our carers think might help them at work.

Also, many of you contributed to our cake sale, which went really well and raised £269.10, which were given to VOCAL. Well done and thanks for your help!

#### Useful links

[Equality and Diversity website](#)

[Athena Swan Edinburgh Clinical Medical Schools website](#)

The University of Edinburgh is a charitable body, registered in Scotland, with registration number SC005336.  
Unless explicitly stated otherwise, all material is copyright © The University of Edinburgh 2015.