

Athena SWAN Annual Report- Institute of Cancer Sciences 2018-19

Athena SWAN Silver submission

After lots of hard work our ICS Silver Award application went in on Tuesday 30th April 2019. Thanks especially to our SAT (pictured) but also everyone in ICS who participated in the process. The 94% return rate for our staff survey and 77% for the student survey was one of the enormous strengths of the application and demonstrated a real enthusiasm and commitment to promoting equality, diversity and inclusion amongst all the ICS staff and students. Results of the staff survey can be found on the ICS AthenaSWAN webpages



We were delighted to celebrate the submission alongside the 5-year anniversary for WWCRC on the 1st May – we have come a long way in 5 years!



Results of the Silver submission are expected to be announced in October.

The VOICE Committee

The overall aim of our Silver award actions is for ICS to represent ***a world-class working environment which values team science, work-life balance, well-being and maximising the potential of all staff regardless of background or job family.***

We look forward to working with all staff and students to achieve this over the coming years. One of our key initiatives to support this was to expand the Athena SWAN committee to create a new committee called the VOICE (Visibility, Opportunity, Inclusion, Career development and Equality). We had our first meeting in June 2019 and already have several new members. Please get in touch (chris.halsey@glasgow.ac.uk) if you would like to join us – all welcome



Ways of contacting the VOICE committee

We would like everyone to participate in building a positive working culture in ICS. To facilitate this, we now have a dedicated AthenaSWAN/VOICE mailbox for new suggestions or to flag up any issues;

cancersci-ins-wwcrc-ics-voice@glasgow.ac.uk (ICS VOICE)

Alternatively, there is a pigeon hole in WWCRC so please address any mail to “The AS Mailbox, WWCRC”

Confidentiality will be ensured by either route.

AS Activities this year

Athena SWAN information leaflets –The AS SAT produced several information leaflets to support key elements of our action plan. These are available on-line and in social areas throughout the Institute.

<https://www.gla.ac.uk/researchinstitutes/cancersciences/athena/icsinformationleaflets/>



[Family Friendly Policies](#)

[ICS Mentoring Scheme](#)

[ICS MPA Network](#)

[P&DR](#)

[PGR Student Information](#)

[Wellbeing](#)

[Early Career Researchers](#)

New ICS initiatives for early to mid-career researchers.

In 2018-19 we launched lots of new schemes designed to support early and mid-career researchers to maximise their potential and enhance career progression. These include:

1. **The Network for Early Career Researchers Development (NERD)** previously established by 3Is and ICAMs. This network organises a range of relevant and engaging events to support career development and to act as an advocate for ECRs. It has proven really popular and feedback has been excellent. Here is the URL to the site where you can get a flavour of past and future events and what it is all about:

www.gla.ac.uk/colleges/mvls/supportforresearch/nerd/

If you want to join or want any more information please contact Chantevy Pou (Chantevy.Pou@glasgow.ac.uk) or Alice Newman (alice.newman@glasgow.ac.uk).

2. **Launch of ICS Mentoring Programme**

As part of the ICS Athena SWAN programme a new ICS Mentoring Scheme was launched on 23rd October. More information can be found at:

<https://www.gla.ac.uk/researchinstitutes/cancersciences/guinfo/icsmentoringprogramme/.ICS>

New Pre-submission Grant Review Support Scheme

To help support grant applications, ICS is rolling out a pre-submission grant review scheme - this has been developed by Karen Keeshan, Stephen Tait together with others in the ICS.

The scheme requires notification to the research office of intent to submit a grant at least **2 months** prior to deadline and mandatory peer review of a draft application by two colleagues, minimum **4 weeks** prior to the grant deadline. It is expected that reviewers will be arranged by the applicant - however Karen and Stephen, together with the research office, will help with reviewer assignment wherever needed.

The scheme is primarily aimed at project/programme type funding, covering multiple stages where relevant (e.g. preliminary, full application). This will be implemented for grants with a submission deadline **October 2019** onwards.

We really hope that everyone engages with this, it is put in place to help maximise the chance of grant success rate. Please get in touch with Karen and Stephen regarding questions or suggestions for improvement. Together with the Research Office, they will provide oversight of the scheme and monitor its (hopefully positive) impact on grant funding success.

WWCRC Who's who guide

This year saw the launch of the WWCRC who's who guide – containing pictures of staff and students on all floors as well as telephone numbers and twitter addresses. We hope that will help everyone get to know each other better and keep in touch. The link is;

<http://intranet.tcrc.gla.ac.uk/>

If you would like to add or update any details/photos then please contact Susanne - Susanne.Hendry@glasgow.ac.uk

AS Women in Science Seminar series

We held 3 fascinating Athena SWAN Women in science seminars this year – followed by lunch with the speaker for PhD students and post-docs

Date	Speaker	Title
02/02/2018	Louise Nordfors 	"My Journey from Fashion to Science"
04/05/2018	Carol Monaghan 	"From PhD to MP – views of a female scientist in politics"
14/09/2018	Prof Meike Bartels 	"Genes, the brain, and the environment; Explaining differences in Well-being"

Women in Research Network

Toni Roseweir and Karin Oien are the ICS representatives for this MVLS network. Several excellent events were held over the last year:

Date	Speaker	Event Name
30/05/2018	Panel event	"Work Life Balance"
18/09/2018	Dr Veena O'Halloran	PS Careers
07/11/2019	Prof Carron Shankland	Burn-out in Academia
20/11/2018	Dr Tracey Stead	Resilience workshop
31/01/2019	Panel event	Mental Health and Wellbeing

International Women's Day event 8th March 2019

Thanks to all those who came along to celebrate IWD with us in the WWCRC Café area. Excellent chocolates and cakes were enjoyed by all.



LGBTQIA+ network

We are delighted to host the inaugural Garscube LGBTQIA+ coffee hour. All welcome

LGBTQIA+ Coffee Hour

- Garscube Campus

Join us for coffee, cake and a chat about establishing an LGBTQIA+ network on the Garscube campus

All welcome

16th August 2019, 10.30am
WWCRC Café (Level 4)

[@Gucancersci](#) [@ICS AthenaSWAN](#) [@ICS_SC](#)
Questions? Contact: david.bryant@glasgow.ac.uk



ICS Athena SWAN webpages and twitter feed

If you want to find out more about any of the ICS Athena SWAN activities and resources, then do look at our webpages:

<https://www.gla.ac.uk/researchinstitutes/cancersciences/athena/>

and subscribe to our twitter feed: [@ICS_AthenaSWAN](#)

You will find links on the website to the minutes of all our meetings, staff survey results and our action plan. There is also plenty of information on career development, family friendly policies, cases-studies, inspirational women in ICS and unconscious bias training.



UoG_ICS_AthenaSWAN
[@ICS_AthenaSWAN](#)

Updates from the [@ICS_AthenaSWAN](#) self assessment team at the Institute of Cancer Sciences ([@Gucancersci](#)), University of Glasgow ([@UofGlasgow](#)).



- Information for Carers, Parents and Parents-To-Be
- Case Studies
- Supporting Career Development
- Events
- Inspirational Women at ICS
- Unconscious Bias

I would like to end by thanking everyone in ICS for their support over the last year.

Chris Halsey

ICS Athena SWAN SAT Chair