AthenaSWAN Annual Report - Institute of Cancer Sciences 2019-20

AthenaSWAN Silver Award

We did it! We are delighted to let everyone know that we were successful in getting our Silver Award. The ceremony was held on 17th December in Brighton and Chris Halsey and Joanne Edwards were delighted to collect the award on behalf of everyone in the AthenaSWAN Self-Assessment Team (AS-SAT). Achieving this has had a major impact on the Institute with the creation of lots of new initiatives to support the wellbeing and career development for all our staff and students.

Our AthenaSWAN Silver Award trophy is on display on the shelf behind reception in WWCRC so please do have a good look when you are passing by. We will rotate it to POG sometime over the coming months as well.

The VOICE Committee

We have now incorporated our AthenaSWAN SAT into the VOICE (Visibility, Opportunity, Inclusion, Career development and Equality) committee. Our overall mission is to help ICS create 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.

Please get in touch (cancersci-ins-wwcrc-ics-voice@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 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 pigeonhole in WWCRC so please address any mail to “The AS Mailbox, WWCRC” Confidentiality will be ensured by either route.

AS Activities this year
Wellbeing Week 26/08/19- 30/08/19
Our ICS Wellbeing Week was a HUGE success. Jacqui Coutts provided massages, Dr Bike came to Garscube, there was yoga, walks, running and even some UofG ebikes. Not forgetting our healthy potluck lunch and the enormous amount of (free) fruit we got through! Wellbeing tips and desk-yoga have continued through lock-down and we are planning another wellbeing week for later this year.

Athena SWAN Seminar Series
Dr Maddie Breeze (University of Strathclyde) and Dr Barbara Read (University of Glasgow) gave an excellent talk on “Overcoming Imposter Syndrome” on the 26th September in the CRUK Beatson Institute Lecture Theatre. This informative event was very well attended, and it was clear that feelings of impostor syndrome are common among both staff and students.

We were also pleased to host an AS academic promotion seminar in WWCRC in November 2019 where David Tedman from HR was able to give us insight into the promotions process and top tips for success. We are planning to hold this as an annual event and to start a “promotion buddy” system to help people navigate the process.
Mental health awareness week October 2019

Many thanks to all those who helped organise a great series of events and information sharing for mental health awareness week in October. The importance of everybody looking after their mental health is a real priority in Covid-19 times. We will be running another week of events in October but in the meantime, we would like to signpost you to resources available to support you.

https://www.gla.ac.uk/myglashow/anywhere/wellbeing/

There is more information on our ICS AS webpages

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

International Women's Day events March 2020

The ICS Athena SWAN V.O.I.C.E. Committee/BICR IWD 2020 Organising Team organised a week of events to celebrate inspiring women. The events were held in the week before 8th March 2020 to lead up to International Women’s Day.

We had an interactive gallery of women that inspire us as well as a special journal club on challenges women face in STEMM with Dr Julia Cordero and Prof Laura Machesky.

Our International Women’s Day Special Seminar was held on Thursday 5th March at 12.00 in the BICR Lecture Theatre

“The Demise of the Rockstar PI? Team Science and Changing Research Culture in the 2020s”

We were joined by Professor Josephine Bunch (NPL Fellow in Biomolecular Analysis and leader of the CRUK Grand Challenge Rosetta team) and Dr Diego Benedict Baptista (Diversity and Inclusion Adviser on Research Culture, Wellcome Trust). We explored the changing research culture and how this intersects with equality and diversity. One of the key points was exploring how it might be possible to introduce more inclusive hallmarks of performance whilst still promoting academic excellence and cutting edge science, and how the team science agenda has impacted on this both positively and negatively. The speakers and topic were introduced by Dr Chris Halsey. There was plenty of opportunity for audience participation with a panel discussion at the end.

Women in Research Network

The ICS VOICE committee also helped organise a WiRN network meeting via Zoom

TEAM SCIENCE IN THE 2020S- PROGRESS AND BARRIERS
A paradigm shift towards recognition of the team nature of science is occurring, which hopefully will lead to a more inclusive, collaborative, diverse and productive research environment. However, much still needs to be done. We were delighted to welcome Professor Anne Ridley FRS FMedSci, as our invited speaker to the MVLS Women in Research Network in May 2020. Anne served as Chair the Academy of Medical Sciences’ 2016 Team Science report which focused on how to improve the recognition of scientists involved in team science projects.

A recording of the event is available on the ICS AS webpages:

https://www.gla.ac.uk/researchinstitutes/cancersciences/athena/events/

**LGBTQIA+ network**

The inaugural Garscube LGBTQIA+ coffee hour took place on 23rd January at 10.30am WWCRC Cafe. This provided a venue for LGBTQIA+ staff and students, as well as allies to the community, to get together and discuss potential initiatives to support the LGBTQIA+ community in ICS. A second coffee hour occurred over Zoom on 06th May at 10:00am during lockdown, with more planned over Zoom later in the year. The AS committee will further work to identify ways to support the LGBTQIA+ community that may be feeling particularly isolated during lockdown. If you would like to join these Coffee Hours, please contact the VOICE committee Chair (david.bryant@glasgow.ac.uk).

**Covid19 Impact Survey**

Thanks to all staff members who took part in our Covid-19 survey – a brief summary of the results was discussed at the recent ICS Townhall meeting. This identified that the majority of staff were working remotely, even if partially. Caring responsibilities (family, children) and shielding status (roughly) equally reported across genders. The largest gender split was furlough vs partially/fully returned to work. Female staff were furloughed at twice the levels of male staff. (F 19% / M8%). Overall, female staff reported easier adaptation to new working conditions, and felt that productivity levels roughly stayed the same. Male staff reported more difficulty in adjusting and a strong decrease in productivity.

Major concerns are lack of access to lab and mental health (personal and work circumstances). Many concerns were shared equally between genders. Female staff reported being particularly concerned about career progression/employment and social isolation. Male staff reported being concerned about time in lab and networking opportunities. Major concerns from individual comments are employment and career opportunities, including networking, maintaining a sense of community, and career progression.
We will be reviewing the results in detail in the VOICE committee with a view to designing some initiatives to address areas of concern. Particularly, working on Mental Health and a sense of community in new mixed modes of working, career progression and new modes for scientific networking, perhaps as part of the seminar series.

**ICS initiatives for early to mid-career researchers.**

As part of our Silver application 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. **ICS Mentoring Programme**

   The ICS Mentoring Scheme is open to all academic staff grades 6-8. More information can be found at:

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

3. **Career Development and Fellowship Committee**

   We have recently held the inaugural meeting of the new ICS Career Development and Fellowship Committee. This committee will help support fellowship applications both for ICS staff wishing to apply and for external candidates wanting to come to ICS from elsewhere. They will also help support other career development opportunities for all ICS postdocs. Details of how to engage with the committee will be available shortly and advertised on the AS webpages.

**Pre-submission Grant Review Support Scheme**

To help support grant applications, ICS has a pre-submission grant review scheme. 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).

**WWCRC Who’s who guide**

Just a reminder 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

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.

We would like to end by thanking everyone in ICS for their support over the last year. Dave Bryant has now taken over from Chris Halsey as chair of the VOICE committee with Julia Cordero as deputy Chair. Please contact Dave or the VOICE mailbox with any queries

Chris Halsey & Dave Bryant
Outgoing & Incoming ICS VOICE Chair