UCL Institute of Child Health
Athena SWAN: Moving on, Moving up?

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Sackler Lecture Theatre, Cambridge Institute for Medical Research, Cambridge Biomedical Campus, Hills Road, CB2 0XY

Background
• Founded 1946
• Merged with UCL 1996
• Large department
  - 598 staff, 110 PhD students
• Long history of good practices around promoting gender equality extending back over decades
• Formed self assessment team December 2012
• Successfully applied for Silver award November 2013

The ICH front reception

Athena SWAN Self Assessment team
• Director is a key member
• Gender balanced
• Representation from each of 5 programmes
  - Range in size from 69 to 129 staff (+11 to 33 PhD students)
• Representation from professional services
• Postdoctoral representatives (male and female)
• PhD student representatives (male and female)
• Terms of reference
• Rotation of members
• Lead reports to Institute Management Team 2 monthly

Athena SWAN: Existing good practices
• Female Director
• Gender balance of senior management team
• Female staff representation on influential committees within UCL and externally
• Peer mentoring for PhD students
• Schools outreach activities

A predominantly female department
Should we be complacent?

We are targeting key career transition points

Crunch point 1: Challenges for Postdoctoral researchers

Postdoctoral Researcher Forum

- Post-doc forum and network group
- Information on UCL courses and training programmes
- Mentorship
- Bespoke Career Talks and Skills seminars
- Teaching experience and training
- Post-doc representatives on all committees
- Check point individual career assessment at 2-3 and 4-5 y
- Research excellence awards
- ICH Careers Surgeries

Athena SWAN: ICH Academic Careers & Fellowship Days

- The academic career path
- Women in academia
- Funding opportunities for women
- Career Paths workshop (100% found extremely useful/ useful)
- Mentoring workshop (70% found extremely useful/ useful)
- Networking with mentors (coffee & lunch)
- Postdoctoral researchers' workshop
- Alumnae and alternative science careers' workshop
- Presentations from British Heart Foundation, Royal Society, Wellcome Trust, Cancer Research UK, UCL European Office
- >100 - 250 attendees (from across UCL)
Promoting visible role models

https://www.ucl.ac.uk/ich/about-us/athena-swan/role-models

MADS group

- Support network for all parents at ICH
- General HR support and advice
- Promotion of UCL support mechanisms and policies, e.g. 4 weeks' full paid paternity leave
- Basic life support for children
- Close relationship with UCL PACT
- Maternity/paternity mentoring

Carers’ United

- In parallel to the MADS (Mums and Dads Group)
- Plan to stagger the meetings by several weeks
- Speakers on relevant topics (dementia, choosing care for relatives, adapting homes for changing needs etc……)
- Opportunity to link up with other colleagues to share experiences

Flexibility is key

- Core hours 10am – 4pm
- Requests for flexible working accommodated wherever possible
- Nursing mothers’ rest room
- Maternity/Paternity mentoring

Athena SWAN: Career crunch points

We are targeting key career transition points

Crunch point 2: Senior Promotion

Key actions:
- Promotions workshops run by two female professors
- Mentoring of applicants for senior promotion
Are we there yet?

- 2.2% Female Fortune 500 CEOs
- 1.8% Financial Times 500 CEOs
- FMedSci
  - 14.4% women (5% clinical academic women) [2012]
- UCL
  - Male Provost
  - 2/6 Female Vice-Provosts
  - 2/6 Female Pro-Vice-Provosts
  - 2/11 Female Deans of Faculties

What are the barriers to women's progression to the most senior roles?

Second Generation Gender Bias?

- Primary cause of women's persistent under-representation in leadership roles
- Powerful but subtle & often invisible barriers
  - Paucity of role models
  - Gendered career paths & gendered work (designed to fit men's lives and situations)
  - Tendency to recruit/promote in their own image
  - Women's lack of access to networks, sponsors, influential colleagues
  - Mismatch between conventionally 'feminine' qualities and qualities thought necessary for leadership

Ibarra, Ely & Kolb 2013 Harvard Business Review

UCL investing in leadership courses for women

- UCL Women in Leadership
  - Pilot 2015 (16 women) for Grades 9 & 10
  - 2 cohorts of 16 women in 2016
- Springboard
  - 92 women have attended (64 from STEMM depts)
- Aurora (run by the Leadership Foundation)
  - 15 women (9 STEMM) have attended
- Future Leaders Programme (gender balanced)
- Shadowing scheme?

Thank you!

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