



Minutes of Equality Challenge Team Meeting
Wednesday 6 June 2018 – ORHI Lecture Theatre at 2.30pm

In attendance: Chris Dainty, Diana Sefic-Svara, Joanne English, Joe Smith, Louise Wong, Sarah Houston, Sudershana Dave, Susie Sandford-Smith, Tim Levine.

Apologies for absence: Andrew Dick, Mariya Moosajee, Karen Bonstein

1. Launch of Equality Challenge

Andrew is hosting a meeting next Tuesday 12 June to launch the new Equality Challenge application and its action plan. All staff have received an invitation email. The “PI effect”, speaking directly to managers/leaders to encourage people to attend this and any other event, may be more effective.

Action: All to invite people in their teams and others they know who might be interested

Result: event was attended by 26 (20F:6M).

Most attendees had been specifically invited, either as individuals identified by team members or as members of the Postdoc Network Committee. Response to all-staff/student-email was dismal (generated zero attendance).

2 Summer School

Last year Widening Participation gave names of children who may be interested in attending. If we had to go outside them to a local school or to Islington Council’s coordinator, we would lose lots of advantages. Dates have to fit with Pearse’s availability. Joe has tried to contact Widening Participation without success, as staff contacts are constantly changing.

Action: Tim to contact Widening Participation

3. Grant Writing Seminar

Chris, Sarah, Louise and Joe have met to plan this with others (Nick Burt, Maria Balda ...). Date: Nick has organised July 12. It was suggested that we contacted Alice Davidson and Amanda Carr to give a talk as they were both successful in obtaining fellowships. The Seminar will last 2 hours over lunch time (12 noon – 2.00pm). Maria Balda has booked a room in the OHRI.

Action: Sarah and Louise to confirm that Nick has everything planned. It was suggested that we contact Dolores Conroy to be part of the seminar

Result: Nick has a strong plan in place for July 12.

4. Action planned for this month: Career Development:

“Coordinate multiple networks (postdoc, student, ECT, and across Faculty) for an integrated events programme” to achieve “Meetings (every 6 months) to co-ordinate training for **next-but-one** 6 month period” (to be delivered by ECT – “Careers subgroup”)

Now that networks have formed, before they can plan a coordinated and integrated programme, Rachael Pearson has suggested that more clarity is need to ensure that responsibility is not diffused between Maria Balda, who has a special interest in career

development for academic and research staff, Rachael and the post-doc network, Jacqui van der Spuy and the Student Network, and the ECT.

Professional and Services Staff careers should be considered alongside, esp. in light of TOPS, even if the events do not often overlap. Note we plan to appoint PSS careers lead to support career development this Autumn (Action 54B)

Action: Tim to discuss at Deputy Directors and with Rachael

Result: HoD will decide who has responsibility for leading on careers as a first step.

Next: convene a meeting to plan events ~6-12 months in advance.

5. Other actions coming soon (3 in July):

A. Buddy Scheme for PhD Students, to be delivered by the Student network

Previously Joe has been leading on this, in discussion with Julie Mallaghan and others. An email to current students in March received only two replies. It is not clear yet what sort of scheme will be run – i.e. what level of buddying and what group being targeted as buddies.

We could run a pilot in the first iteration (whatever the scheme is).

Action: Joe to inform what sort of scheme is preferred – then we can think of ways to organise implementation.

B. Increase support for junior clinical academics: recruit at least one PGR student with a clinical career onto the team, to be delivered by the ECT

Cristin Henein is possibly interested. See point 6.

C. Proactive approach to identify pathway to promotion for academics and senior (Grade 4) research staff, to be delivered by the Senior Promotion Committee. Not discussed.

Action: Tim to check progress on that committee's activities when the 2017-18 promotion cycle has ended.

6. Refreshing the Equality Challenge team

We will advertise for new members – June newsletter then all-staff email. Some people have already come forward (Mahtab Farahbakhsh) and others have been encouraged to apply when the ad comes out (see 5B)

Action: all to identify personal contacts who might like to join and encourage them first to attend the Equality Challenge launch on Tuesday and then to respond to the ad!

Andrew to send out an all staff/student email after that.

8. Interim Co-Chair

Susie will be interim Co-Chair.

9. Any Other Business

A. Disability

Louise as DEOLO pointed out that the issues of disability (including chronic ill health, especially mental health) come within the Equality Challenge's overall mission. Other ways in which this area is addressed at IoO include through Wellbeing Champions (Susie and Jill Cowing). The ECT can offer experience and advice on how to support this group including putting information together into a pack, into electronic communications, and liaison with networks about stressors.

B. Wikipedia

The department's page must be overhauled, but the Conflict of Interest rule sensibly prevents anyone at UCL from doing this.

Publishing Wikipedia biographies of women vision scientists appears to be very difficult. The rules being applied to Jugnoo Rahi's draft page are now clearer than they were, but they are still being unfairly applied. She does meet the criteria by our judgement, but the Wikipedia community have still not agreed to publish Sarah's draft of the page. One piece of good news is that a request from the community to delete the page has been rejected.

Action: All to identify friends outside UCL/IoO who might be interested in editing the Department's Wikipedia page.

10. Date of Next Meeting

10th July at 2.00pm in the Seminar Room