



Thursday, 12th September 2019
St. Catherine's College, Oxford

Equity in Academia:

 **#EIA2019**



ABOUT

The Nuffield Department of Medicine in partnership with Oxford Tropical Network are hosting a one-day meeting which will bring together a diverse and international audience, as well as experts working in health sciences to discuss some of the barriers to under-represented groups and to recognise current challenges for equity and diversity, with a focus on three central themes: unconscious bias, promotion of under-represented groups in academia, and barriers in academic publishing. This event will provide opportunities for reflection, networking and personal development, as well as generate insights into shared challenges and new ideas for future action steps.

SPONSORS



ORGANISING TEAM

Prof. Philippa Matthews, Prof. Lisa White, Dr. Andrea Ruecker, Evelyne Kestelyn, Dr. Melissa Kapulu, Dr. Roger Nascimento, Beth Bruce, Lauren Wedekind, Dr. André Noe and Jolynne Mokaya

PROGRAM

08:15 – 08:45	Coffee and Registration
08:45 – 09:00	Problems and solutions - Welcome and Opening remarks <i>Prof. Philippa Matthews on behalf of NDM</i>
09:00 – 09:15	Learning from this event – Data collection team <i>Lauren Wedekind, Jolynne Mokaya, Dr. Andrés Noe</i>
09:15 – 09:45	Setting the Agenda <i>Professional Coach, Rob Hale</i>
09:45 – 10:45	Hostage negotiator <i>Sue Williams</i>
10:45 – 11:15	Coffee Break <i>Flipcharts and post-it notes – share challenges in academic publishing</i>
11:15 – 12:30	Unconscious Bias Chair: Dr. Roger Nascimento Speakers <ul style="list-style-type: none">• <i>Hannah Ravenswood on behalf of People and Organisational Development</i>• <i>Elena McPhilbin, Head of HR for NDM</i>• <i>Dr. Gina Hadley, Head Tutor from Harris Manchester College</i>
12:30 – 13:15	Learning from Experiences (5min short talks) Chair: Dr. Melissa Kapulu Speakers <ul style="list-style-type: none">• <i>Prof. Helen McShane, Head of Oxford BRC</i>• <i>Dr. Cynthia Tamandjou, Postdoctoral Researcher University of Cape Town</i>• <i>Dr. Bernadette Young, NDM Clinical Researcher</i>• <i>Dr. Kartika Saraswati, D.Phil Candidate in Clinical Medicine</i>• <i>Dr. Shwe Sin Kyaw, D.Phil Candidate in Clinical Medicine</i>• <i>Dr. James Otieno, KEMRI-WTRP</i>• <i>Dr. Elham Khatamzas and Dr. Chi Eziefula on behalf of new '3D' group</i>• <i>Prof. Lisa White, PI Big Data Institute</i>
13:15 – 14:00	Lunch with networking and data collection
14:00 – 15:00	Parallel session 1 (Main Lecture Theatre) Challenges in Academic Publishing Chair: Dr. Melissa Kapulu Speakers <ul style="list-style-type: none">• <i>Elizabeth Zuccala on behalf of Lancet Women</i>• <i>Diego Baptista on behalf of Wellcome Open Research</i>• <i>Andy Nobes on behalf of INASP</i>• <i>Charles Kamau on behalf of Science communication at KEMRI-WTRP</i>
15:00 – 16:00	Professional development, retention of under-represented groups Chair: Lauren Wedekind Speakers <ul style="list-style-type: none">• <i>Dr. Proochista Ariana/Dr. Roger Nascimento on behalf of Msc in International Health and Tropical Medicine</i>• <i>Africa Oxford Initiative</i>• <i>Dr. Machilu Zimba on behalf of Oxford Equality and Diversity Unit (EDU)</i>

14:00 – 16:00

Parallel session 2 (Bernard Sunley ROOM D) – GROUP WORK

Communicating - from challenges to opportunity: Training workshop

Facilitator: Rob Hale

This interactive session run by communication and performance coach Rob Hale will explore intentional choices and approaches to communication. It is an opportunity to practice inhabiting various levels of confidence and to recognise impact when handling potentially challenging interactions.

14:00 – 16:00

Parallel session 3 (Bernard Sunley ROOM A) – GROUP WORK

Using your voice

Facilitator: Sue Williams

16:00 – 16:15

Tea Break

16:15 – 16:45

Setting priorities for practical change

Chair: Rob Hale

Panelists

- Dr. Elizabeth Zuccala
- Dr. Denise Best
- Dr. Roger Nascimento
- Prof. Philippa Matthews
- Dr. Andrés Noe
- Dr. Kui Muraya

This session will collate and summarise themes that have been discussed during the day, with the aim of drawing practical conclusions about changes we can make to improve equity within our workplaces.

An anonymous **post-event survey** has been made available on-line to be completed during or at the end of the session.

Please consider the following questions to inform the discussion:

- What can we learn about challenges and solutions, from personal experiences and each other?
- What are the most frequent challenges and barriers to equity - how might we tackle them?
- What specific challenges might be faced at different career stages?
- How can we do better at improving equity for people with disability?
- What new insights have participants gained by attending this meeting?
- What was useful / not useful about this forum?
- What have we not covered that should have been covered?
- What are our conclusions and next steps?

16:45 – 17:00

Sum up and Close

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Internet access is available to all conference guests via the academic 'Eduroam' system or 'The Cloud'

The Cloud WiFi Quick Start Instructions: If previously accessed 'the Cloud' WiFi elsewhere, you may be able to automatically pick up this access/just re-sign into your cloud log in to access it. If not, open up an internet session on your chosen device. Navigate to www.ox.ac.uk (you have to navigate to an unencrypted web site for this and so sites like Google won't work). You will then be asked if you wish to join 'the Cloud' at St Catherine's. You will be asked to provide some information to set up an account (once set up you can then access the cloud at any registered site you travel to by logging in). You will then be connected to the Cloud WiFi system. Please note: this is an external system powered by Sky and so the College is not responsible for its overall speed or coverage.

Post-event survey link: <https://www.surveymonkey.co.uk/r/WVN7FK9>

Thank you for your participation.

SPEAKERS AND/OR EVENT ORGANISERS



Andy Nobes

Andy manages the AuthorAID platform, which supports over 20,000 researchers in the global South to publish and communicate their work, through online mentoring and online courses in research writing and proposal writing. He has also trained journal editors in Bangladesh, Nepal and Sri Lanka in digital publishing practices.



Andrea Ruecker

Andrea is a Senior Postdoctoral Researcher at the Mahidol-Oxford Tropical Medicine Research Unit (MORU), Bangkok. Her main research focuses on malaria transmission blocking interventions and the transmission of malarial drug resistance. She is the co-chair of MORU's Equality and Diversity Committee and serves as the scientific content editor of the Pint of Science Thailand.



Andrés Noe

Andrés is a DPhil candidate in the Jenner Institute evaluating malaria vaccines. An aspiring clinician scientist, he trained medically in Australia and has followed this up with research in tropical medicine and international health. Andrés is currently involved in numerous projects aimed to improve equity relating to accessibility and disability.



Bernadette Young

Bernadette is an NIHR Clinical Lecturer at University of Oxford. After completing medical studies in Melbourne, Australia, Bernadette moved to the UK, training in Infectious Diseases and Medical Microbiology. Her research focuses on *Staphylococcus aureus* and uses bacterial genomics to understand virulence through within host evolution and population studies.



Charles Kamau

Charles is enthusiastic about the nexus between Science Communication and Public Engagement. He is trained Nurse and Public Health Specialist with Postgraduate Qualifications in Health Research Methods and Science Communication. He is a Global Affiliate of the Chartered Institute of Public Relations (UK). He is currently interested in the communication space occupied by private sector, government and other stakeholders towards the achievement of UHC by 2030.



Chi Eziefula

Chi is a Senior Lecturer in Infection at Brighton & Sussex Medical School and an Honorary Consultant in Infectious Diseases and Microbiology at Brighton and Sussex University Hospitals NHS Trust. She combines hands on clinical care in infection, tropical medicine and medical microbiology with global health research. Chi's research interests include malaria (transmission and clinical trials) and global women's health.



Cynthia Tamandjou

Cynthia is a Cameroonian post-doctoral research fellow with the Health Economics unit at the University of Cape town, in South Africa. Her research and expertise focus on point-of-care testing of hepatitis B virus (HBV) infection and mother-to-child transmission of HBV infection: strategies for prevention and their cost-effectiveness.



Denise Best

Denise is an Associate Director within the Oxford University Clinical Academic Graduate School.



Diego Baptista

Diego works in the Open Research team at Wellcome where he increases the adoption of open research practices through policy making, advocacy, and awarding grants. Prior to this role, and during his doctoral studies in biophysics at Harvard University, he was a Howard Hughes Medical Institute Gilliam Fellow which awards students for their scientific leadership and commitment to advance diversity and inclusion in the sciences.



Elham Khatamzas

Elham currently works as a Consultant in Clinical Infection and Honorary Senior Lecturer in Edinburgh. She has previously graduated from Humboldt University in Berlin and undertook her clinical specialty training in Oxford. Her research interests include antimicrobial stewardship, microbiome and immune signaling.



Elena McPhilbin

Elena is the Head of Human Resources at the Nuffield Department of Medicine, University of Oxford.



Elizabeth Zuccala

Elizabeth is a Senior Editor at the Lancet.



Evelyne Kestelyn

Evelyne is based in Ho Chi Minh City at the Wellcome Programme. She has been managing clinical trials since 2006 through institutions in Rwanda, the Netherlands and now Viet Nam. She joined OUCRU in January 2016 as Head of the Clinical Trials Unit. The Clinical Trials Unit manages research operations and governance for OUCRU, which includes Units in Viet Nam, Indonesia and Nepal.



Gina Hadley

Gina is Associate Medical Tutor at Harris Manchester College and an Honorary Clinical Lecturer in Neurology completing an American Academy of Neurology Medical Education Research Fellowship. In addition to training in Geriatrics and Acute General Medicine she is developing professionalism teaching and patient engagement at Oxford Medical School.



Hannah Ravenswood

Hannah works in People and Organisational Development and is passionate about equality, diversity and inclusion. Hannah work closely with the Equality and Diversity Unit here at Oxford with a particular focus on LGBT+ equality and disability. She facilitates workshops for LGBT+ Role Models and for LGBT+ Allies. She also deliver bespoke work and consultancy for departments within the MPLS Division.



Helen McShane

Helen is currently Director of the Oxford NIHR Biomedical Research Centre; Professor of Vaccinology at Oxford University; Deputy Head (Translation and Personnel), Medical Sciences Division; and an Honorary Consultant Physician in infectious diseases.



James Otieno

James Otieno is Postdoctoral Scientist currently undertaking a Career Development Fellowship at the KEMRI-Wellcome Trust Research Programme, Kilifi, Kenya. He has research interests in the epidemiology of pathogens (experience in viruses and bacteria).



Jolynne Mokaya

Jolynne is a Leverhulme Mandela Rhodes scholar from Kenya. She is reading for a D.Phil in Clinical Medicine and is a member of Hertford college. Her background is in Clinical Epidemiology and Nursing and she has worked in academic and research institutions in Kenya and South Africa.



Kevin Marsh

Kevin is a Professor of Tropical Medicine at the University of Oxford and senior advisor at the African Academy of Sciences. Kevin Marsh has a particular interest in developing and strengthening research capacity and scientific leadership in Africa. He is currently supporting the development of a new platform for the acceleration of science in Africa through the African Academy of Sciences and at Oxford University he is the Director of Africa Oxford Initiative.



Kartika Saraswati

Kartika is a medical doctor and a D.Phil student in Clinical Medicine at the University of Oxford. She is working on a scoping exercise to determine the extent of scrub typhus in Indonesia and the country's readiness to diagnose and treat scrub typhus. She has a great interest in tropical medicine, particularly neglected tropical and vector-borne diseases.



Lauren Wedekind

Lauren is a D.Phil student and National Institutes of Health-Oxford Scholar researching genetic and environmental factors associated with birthweight and diabetes across populations. Throughout her training, she has co-led and served as a mentor in research and training programmes to recruit and support others from diverse backgrounds in STEM.



Lisa White

Lisa is a Professor of Modelling and Epidemiology. She heads the Oxford University mathematical and economic modelling (MAEMOD) group based in Thailand at the Mahidol-Oxford Tropical Medicine Research Unit (MORU). She initiated and chaired the MORU Equality and Diversity Committee and continues to serve on the NDM Athena SWAN committee.



Machilu Zimba

Machilu is the Policy Advisor (Race Equality, Religion and Belief) within the University of Oxford's Equality and Diversity Unit. Machilu leads on the University's participation in the national Race Equality Charter. The Charter provides a framework for analysis and results in a comprehensive action plan to promote race equality.



Melissa Kapulu

Melissa is a research scientist in infectious disease immune-epidemiology within the Centre for Tropical Medicine and Global Health. Her key interests focus on diseases of major public health importance characterising their epidemiology and immunology with the aim of identifying targets for vaccine design and efficacy evaluation. This is alongside building African research capacity and science communication.



Philippa Matthews

Philippa is a consultant in clinical infection. Funded by the Wellcome Trust, she leads a research group investigating chronic hepatitis B virus infection, with a particular interest in populations in southern Africa. She is Chair of the Department's Athena SWAN self assessment team.



Proochista Ariana

Proochista is course director for the MSc. in International Health and Tropical Medicine, Centre for Tropical Medicine and Global Health, Nuffield Department of Medicine. Proochista holds a Masters in International Health from Harvard University, a Doctorate in International Development from University of Oxford as well as a Post Graduate Diploma in Learning and Teaching in Higher Education, also from Oxford.



Rob Hale

Rob is a leadership and performance coach with over 20 years experience of working with leaders up to CEO level in multi-national organisations. His work has encompassed public sector organisations, private corporations and creative industries. Rob is currently working with a range of NGOs and public health organisations in South East Asia. He is also a theatre director and teacher in some of the leading theatre schools in London.



Roger Nascimento

Roger is Teaching Fellow of MSc. International Health & Tropical Medicine, Post-doc in Social Sciences for Health, Stevens Barlow Junior Research Fellow of Regent's Park College, and Research Affiliate of School of Anthropology & Museum Ethnography.



Shwe Sin Kyaw

Shwe Sin is a postdoctoral research fellow in Mahidol Oxford Tropical Medicine Research Unit, Bangkok. Her PhD research was the cost analysis of mass drug administration for malaria elimination in resource-limited settings. She is a medical doctor and her research interest mainly focuses on economic evaluations for the interventions of infectious diseases.