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29<sup>th</sup> April 2014

Dear Sarah

I fully support the Athena principles and am committed to making whatever changes that may be necessary to redress the present inequality of female opportunities and representation in science. This aim is part of the culture in the MRC Clinical Sciences Centre and is critically important for our aspiration to recruit the most promising and productive scientists and to provide them with the means to excel. To do this effectively, we must be better at attracting and retaining excellent women at each career stage, and particularly to foster the very best independent scientists into senior roles.

As the CSC's Director, and Head of the Institute for Clinical Sciences at Imperial College, I am proud to encourage and actively promote female scientists. The CSC's first Director was Professor Dame Kay Davies and the CSC has provided a robust springboard for the careers of many female scientists by providing a secure base to obtain scientific independence, and to compete successfully for leadership roles within the wider scientific community.

We have chosen to make this joint application for the Institute for Clinical Sciences, Imperial College and the MRC Clinical Sciences Centre because they are intimately interlinked. Our action plan will impact on all employees and students in both organisations, and will hopefully have a wider influence across academic institutions in London.

The Athena Survey and focus groups provided very valuable feedback across a variety of areas, and the action plan which has been formulated by the Self-Assessment Team to tackle these issues will undoubtedly help the CSC/ICS to improve its support for female scientists at all levels.

I look forward to the positive impact that delivering the action plan will have locally, and to making a future application for a Silver award.

Yours sincerely,



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