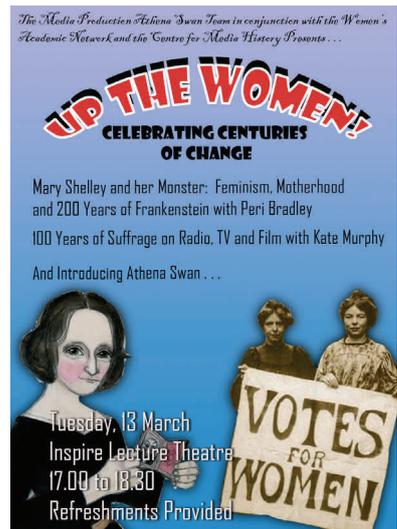


July-Oct 2018

The Department of Media Production have a Bronze SWAN Award!

Huge congratulations to the Department of Media Production who are the first BU department to achieve a Bronze SWAN Award. The award recognises the excellent work of the department in raising awareness of gender equality, scrutinising data and putting together a robust action plan. The submission was led by Dr Sue Sudbury then Dr Kate Murphy and strongly championed throughout by Dr Christa van Raalte, Head of the Department of Media Production.



Athena
SWAN
Bronze Award

The hard work and dedication of the Media Production SAT highlights the Department and BU's ongoing commitment to gender equality and inclusivity. Congratulations to the team who worked so hard on their successful submission!

Why is SWAN so important?

Working towards a SWAN award and implementing the action plan has motivated BU to scrutinise data and examine policies, practices and cultural norms to make the working environment more equitable, flexible and productive for everyone. In addition, the SWAN work is important:

- To widen the talent pool by ensuring BU has access to the *whole* population in order to avoid a wastage of skills and missing out on opportunities for talented individuals to contribute key ideas, research and teaching to the future development of the University and society as a whole.
- In some research areas future funding is already / is likely to be tied to an institution's commitment to Athena SWAN (such as the National Institute for Health Research and Research Councils UK).
- As a means of confronting existing exclusionary structures, processes and practices that contribute to continuing inequalities in Higher Education.

Other BU departments considering applying?

BU2025 aims for all departments to achieve a departmental SWAN award by 2025 and there is a new KPI measuring the number of departments that are considering/applying/achieved a departmental SWAN award. BU has two calls per year for departments wishing to start work on a submission (1 May for submission the following April and 1 December for submission the following November). If you would like to start working on a submission for the November 2019 deadline, please speak with [Julie Northam](#) or [James Palfreman-Kay](#) before 1 December and we will help you to get started.



Countdown to the November 2018 submissions

Colleagues are working hard on submissions for the November 2018 SWAN deadline. This includes:

- BU institutional submission
- Dept of Life and Environmental Sciences departmental submission (led by Dr Phillipa Gillingham)
- Dept of Psychology departmental submission (led by Prof Sine McDougall)

The BU SWAN SAT and two departmental SAT's are working hard to scrutinise the last bits of data and craft the narratives. This is a significant undertaking so thank you to everyone involved.

Outcomes will be known in spring 2019.

Ada Lovelace Day—9 October

Tuesday 9 October was [Ada Lovelace Day](#): a day to celebrate the achievements of women in STEM (science, technology, engineering and maths) fields. It was founded in memory of [Ada Lovelace](#), (1815–1852) who is known as a mathematician, an associate of Charles Babbage and the first computer programmer. Her ideas went on to inspire Alan Turing's work on the first modern computers in the 1940s. Ada Lovelace Day celebrates the achievements of women past and present and hopes to inspire the next generation of female scientists.

BU marked Ada Lovelace Day 2018 by celebrating the successes of our own female STEM researchers.

In 2016, [Vicky Isley](#), along with BU's Paul Smith and Dr Paddy Brock from the University of Glasgow, won the Lumen Prize Moving Image Award for the project [AfterGlow](#), which shows the transmission of an infectious disease through 3D animation. The project brought together animation artists and biomedical scientists to create experimental animated artworks. The resulting artworks were designed to make us think again about science and the human body.

Within wildlife conservation, [Professor Amanda Korstjens](#) is leading a project in to the effects of deforestation, human activities and climate change on the eco-systems and wildlife of the remote forests of North Sumatra.

[Professor Wen Tang](#) is supporting modern day policing through her research into gaming. This has been developed into key training and opportunities that are pivotal to preparing police officers for real-life situations.

[Dr Sarah Bate](#) has spent much of her career researching people affected by prosopagnosia or face blindness. More recently, she has begun to explore those at the other end of the spectrum: so-called 'super-recognisers'.

[Professor Kate Welham](#) who has carried out archaeological research at sites across the world such as the medieval palace city of Madinat al-Zahra in Spain.

[Professor Alison McConnell](#) explores how world class sporting innovations can influence the treatment of chronic illnesses. Her latest work has led to the creation of [Brythm](#), an app-based breathing training method that is undergoing clinical trials to see if it can be used to lower blood pressure.



Come to the Carnival of Sex, Sexuality and Gender – 9 November

The Carnival of Sex, Sexuality and Gender is a 1-day adult event to be held at BU that is open to town-and-gown throughout Bournemouth. The event features an exploration of the social science of contemporary gender relations through the creative arts together with a Q&A panel of academic experts and the opportunity to explore the meanings of gender from a personal, social and experiential perspective.

Led by Professor Sara Ashencaen Crabtree, the Carnival takes place as part of the [ESRC's Festival of Social Sciences](#).

Friday 9 November; 10:00 to 17:00

Executive Business Centre, 89 Holdenhurst Road, Bournemouth, BH8 8EB

University of Leicester's menopause policy

The menopause is often seen as a private matter but is one that we should proactively address as the number of older women in employment is increasing. Earlier this year the University of Leicester was featured by the BBC Sunday Politics show for being the first university in the UK to introduce a menopause policy. The policy was informed by research undertaken by Dr Andrea Davies, an Associate Professor at the University of Leicester. She worked as part of a team on the [2017 Department of Education's global evidence report on menopause transition and economic participation](#). The report notes reasonable adjustments employers can make to support female employees experiencing symptoms of menopause such as providing temperature controls, cool water to drink, natural light and confidential absence reporting. The [University of Leicester's menopause policy](#) takes the report's recommendations and puts them into a policy, including guidance for managers and an advice sheet. It aims to break the taboo surrounding the menopause. A similar policy is in place at Marks & Spencer who provide a range of support including a specific information line for managers via the M&S wellbeing portal and referral to a specialist team in occupational health.

The BU SWAN SAT discussed the recommendations when it met in October and a working group has been set up to take this work forward with the aim of improving support for female colleagues. We've been in contact with Dr Andrea Davies who is willing to help us with this. Watch this space!

SWAN staff survey

Thank you to everyone who completed the SWAN staff survey over the summer. We received over 450 responses and are analysing these at the moment. These will inform our institutional submission and action plan.

Interesting articles

[First woman Physics Nobel winner in 55 years](#)

[The gold standard \(a look back at the chemistry department at the University of York who have celebrated ten years of holding a Gold SWAN Award\)](#)

[Information and advice about implementing SWAN from Canada](#)

[Women's work in UK clinical trials is undervalued](#)

