



## INTERNATIONAL WOMEN'S DAY March 8 - #BalanceforBetter #ThinkUHI

### Programme

09:00 - 09:30 - Registration and coffee: Drama Studio, Inverness College UHI

09:30 - 09:40 – Welcome: Alex Walker, Professional Recognition and Development Coordinator, University of the Highlands and Islands

09:40 - 10:20 - Opening the programme: Dr Susan Engstrand, (Interim) Dean of the Faculty of Science, Health and Engineering, University of the Highland and Islands – *Introduced by Alex Walker*

10:20 - 10:40 - Our Inspirational Women: Facilitated by Alex Walker and Ann Tilbury, Academic Skills Developer, University of the Highlands and Islands

10:40 - 11:00 - Tea/Coffee Networking

11:00 - 11:50 - Keynote: Athena Swan at Swansea University: Tackling the Gender Pay Gap: Professor Diane Kelly and Professor Joy Merrell, Swansea University - *Introduced by Stuart Hall, Equality and Diversity Advisor, University of the Highlands and Islands*

11:50 - 12:20 - Student Inspirational Story: Terri-Jane White, University of the Highlands and Islands – *Introduced by Sorcha Kirker, HISA Vice-President (Higher Education)*

12:20 - 13:10 - Networking Lunch

13:10 - 14:00 - Promoting Equality: from professional practice and organisational culture to personal commitment: Maren Deepwell, Chief Executive of the Association for Learning Technology (ALT) and Martin Hawksey, Innovation, Community Engagement and Technology (ALT) – *Introduced by Keith Smyth, Head of the Learning and Teaching Academy - Recorded*

14:00 - 14:45 - Learning from our Aurorans: Raeanne Miller - Postdoctoral Research Associate, Nicola Smith - Head of Careers and Employability and Rosemary McCormack - Head of Curriculum and Programme Leader University of the Highlands and Islands– *Introduced by Ann Tilbury*

14:45 - 15:15 -Women working in the Rural Sector: Deborah Halliday, Fourth-year Geography Student, University of the Highlands and Islands – *Introduced by Alex Walker*

15:15 - 15:30 – Coffee

15:30 - 16:15 - Staff Inspiration Story: Anna-Wendy Stevenson, Programme Leader, University of the Highlands and Islands accompanied by Andrew Herrington, BA Applied Music 3<sup>rd</sup> year student - *Introduced by Ann Tilbury*

16:15 - 16:30 – Close – Alex Walker

16:30 - 18:30 - Canapés, refreshments and networking



## Our Inspirational Speakers



### **Dr Susan Engstrand, (Interim) Dean of the Faculty of Science, Health and Engineering, University of the Highland and Islands**

Sue Engstrand has recently taken up the role of Dean of the Faculty of Science, Health and Engineering. The Dean's role is to provide strategic direction and leadership for the Faculty, specifically leading the development and delivery of the Faculty's academic provision.

Sue moved from her post as Subject Network Leader for Science, Technology and the Environment at UHI, where she has led developments to expand our curriculum offering in the fast moving discipline of computing. She also represents the University with the Scottish Informatics and Computer Science Alliance and the Digital Skills Partnership. Her current research interests are in inter-professional education, and has been involved in developing an integrated approach to teaching and learning across our land based programmes, with initiatives such as the [Integrated Land Use Conference](#) .

Sue achieved Senior Fellowship of the Higher Education Academy through UHI's Alpine scheme in 2017. She is a graduate of the Leadership Foundation's Aurora programme for female leaders in academia.

Sue studied Biology at the University of Oxford and has a PhD in ecological energetics and behaviour from the University of Stirling. She has worked with conservation agencies and for 9 years as a Senior Teaching Fellow in the School of Biology at St Andrews University.

Outside of work, Sue enjoys cycling, running and walking in the spectacular landscapes of the Scottish Highlands and looking after her two boys.



**Professor Diane Kelly FHEA, FRSB, FLSW, Swansea University Medical School**

Diane began her career in London as an undergraduate and it was during this time she became interested in “Bio-transformations and Cytochromes P450” and this was developed further during her PhD, a joint project between Imperial Cancer Research Fund and Swansea University. Her post-doctoral career was begun at Sheffield University, firstly in the Genetics Department and later in The Wolfson Institute of Biotechnology, where she has pursued what has turned out to be a research focus on microbial cytochromes P450 ever since.

After a move from Sheffield to Aberystwyth University, Diane came full circle to Swansea University as Reader and then Professor in the newly formed Swansea Clinical School, now the Medical School, in 2004. Her research continues to be on Microbial Cytochromes P450 related to their biodiversity, as targets for antifungal agents in both medicine and agriculture and the associated rise in fungal resistance to current therapies. She is a member of the BBSRC pool of experts and Natural Products (NPRONET, NIBB) board member and has recently been elected as a Fellow to the Learned Society of Wales.

Throughout her career Diane has always been passionate about equality both in and out of the work place. The advent of Athena SWAN, a charter introduced by the Equality Challenge Unit in London for ensuring this, initially for women in STEMM subjects in Academia, has provided a roadmap for Universities and their constituent departments to develop this for their female staff and students. It has been taken up with enthusiasm by Swansea University and Diane had the privilege of being a member of the first University committee to gain the Bronze award, since then she has chaired the University Athena SWAN committee for the successful Bronze Award renewal in 2012 and continued as a member of the University SAT which worked towards the successful silver award. (2017) Diane chairs the Medical School’s SAT, the School was awarded Bronze in 2014 and Silver in 2016. She is a founding member of the University Athena SWAN Strategy group and chairs and sits on UK Athena SWAN assessment panels at ECU. Diane also acts as a critical friend to other departments within her own and other Institutions preparing their submissions and mentors the University Race Equality Committee chair as the University works towards the Race Equality Charter mark.



**Professor Joy Merrell, PhD, MSc, BSc (Hons) Nursing Studies, RGN, RNT, RHV, HV Tut Cert, College of Human and Health Sciences, Swansea University**

After a successful clinical career as a general nurse and a health visitor, Joy moved into Higher Education in 1989 as a lecturer in health visiting at the University of Manchester. In 1998 she came to Swansea University having been appointed to a senior lectureship (research) and subsequently was appointed to a Chair in Nursing in 2003. Joy has had a long standing interest in women's health issues dating back to her Masters and PhD work in community well woman clinics which has broadened over the years to encompass research focusing on minority ethnic health and promoting active ageing. She teaches on the specialist community public health nursing programmes, developed and is programme director for the BSc (Hons)/Grad diploma course in General Practice Nursing, teaches public health and health promotion at undergraduate and postgraduate level and provides doctoral supervision.

Since 2012 Joy has also been actively involved with Athena SWAN which is a national and internationally acclaimed Charter which recognises commitment to advancing gender equality within higher education. This important work supports the University's equality agenda to utilise all of our talent, promoting equal opportunities for all, with a particular focus on removing barriers that prevent career development.

She successfully led the College of Human and Health Sciences Athena SWAN self-assessment team to achieve a bronze award in April 2013 (the first Athena SWAN College award at Swansea University) and a silver award in April 2017. She was appointed Chair of the University Athena SWAN self-assessment team in January 2015 and led the successful submission for a University silver award in 2017. Through this Athena SWAN work she has been able to identify challenges which impact on female academic and professional and support staff career development, and has actively sought ways to address them. She acts as a mentor to staff on the Aurora Leadership Foundation programme. She serves as a member of the University Equalities committee and University Council. She acts as a mentor and peer reviewer to other Colleges and departments within the University seeking to gain Athena SWAN awards. Externally she acts as a critical friend to universities and departments submitting for an Athena SWAN award and is a reviewer for Advance HE assessing Athena SWAN submissions. She is committed to promoting gender equality and more broadly diversity and inclusivity, enabling all – staff and students - the opportunity to realise their full potential for the benefit of the individual and for the University as a whole.



**Maren Deepwell @marendeepwell is chief executive of the [Association for Learning Technology \(ALT\)](#) and leads its work on professional recognition and development. Martin Hawksey @mhawksey leads on innovation, community engagement and technology for ALT.**

ALT represents individual and organisational Members from all sectors and parts of the UK. Our Membership includes practitioners, researchers and policy makers with an interest in Learning Technology. Our community grows more diverse as Learning Technology has become recognised as a fundamental part of learning, teaching and assessment. ALT aims to increase the impact of Learning Technology for the wider community, strengthen recognition and representation for the Membership at a national level and lead professionalisation for individual Learning Technology professionals in a broad range of roles.

As the senior staff team of ALT Maren & Martin work with Trustee and Members on a diverse range of projects including ALT's [conferences](#), [annual survey](#), [national policy development](#) and [professional development](#). Sharing their approach to open leadership is a [monthly blog series](#) on running a virtual organisation and both actively disseminate their independent professional via their personal sites <https://mashe.hawksey.info/> and <http://marendeepwell.com/>.



The university is currently funding ten colleagues on the 2018/19 Advance HE Aurora Programme.

The programme extends the range of learning and teaching professional development activities supported by the Learning and Teaching Academy. The programme is also a fundamental part of the University's Athena Swan action plan. The Edinburgh Aurora Programme began on November 15 2018 with the first of four development days focusing on Identity, Impact and Voice.

Programme participants - left to right: Raeanne, Diana, Antonia, Helen, Rosemary, Anna-Wendy, Nicola, Fiona

2018/19 Aurora Programme participants.

- Antonia Thomas, Lecturer, Archaeology, Humanities and Gaelic, Orkney College, UHI
- Anna-Wendy Stevenson, Programme Leader, Lews Castle College, UHI
- Diana Macleod, Lecturer, North Highland College, UHI
- Fiona Gunn, Professional Development Manager, Inverness College, UHI
- Helen Coker, Programme Leader, Inverness College, UHI
- Jane Edwards, Student Engagement Officer, Perth College, UHI
- Lindsay Vare, Geochemist, Scottish Association for Marine Science, UHI
- Nicola Smith, Head of Careers and Employability, Executive Office, UHI
- Rosemary McCormack, Head of Curriculum, Programme Leader, Moray College, UHI
- Raeanne Miller, Postdoctoral Research Associate, Executive Office, UHI

Anna-Wendy Stevenson, Nicola Smith, Rosemary McCormack and Raeanne Miller will present and facilitate sessions at International Day 2019.



**Deborah Halliday** is a fourth-year Geography student studying at the University of the Highlands and Islands. Deborah's interests involve hill walking, camping and cycling. Deborah enjoys being outdoors and hopes to achieve a job in the rural sector regarding environmental conservation. In Particular, Deborah intends to become more involved in land, woodland and deer management. In addition to her environmental interests Deborah also enjoys learning languages.



**Anna-Wendy Stevenson** is the Programme Leader for the innovative BA (Hons) Applied Music degree and lecturer on the MA Music and the Environment with the University of the Highlands and Islands. A fiddler, composer and recording artist, she has performed and delivered workshops in traditional Scottish music world-wide and curated and directed events for a wide range of organisations, communities, media groups and festivals in the UK, Canada, USA, Australia and Europe. From her base in the Outer Hebrides, Anna-Wendy leads community engagement activities, developing local, national and international partnerships to facilitate learning opportunities for musicians whilst promoting Scottish and Gaelic music. Anna-Wendy is a graduate of the Extend Leadership Programme, led by Engage Arts for educators in the cultural sector and is senior fellow of the Higher Education Academy. Anna-Wendy is also a mentor through the university mentoring scheme and has just completed the Aurora Leadership Programme. Anna-Wendy is winner of the 2018 MG Alba Scots Trad Music Tutor of the Year.



### **Also at International Women's Day...**



**Alex Walker, Professional Recognition and Development Coordinator, University of the Highlands and Islands**

Alex coordinates the university Women's Network. The Network is made up of colleagues from across the university partnership with a shared passion for gender equality. The purpose of the network is to provide a forum to discuss gender equality in education and research, and how we can all champion gender equality across the university partnership. The collaborative Network also provides a space to hear and learn from inspirational internal and external speakers. Membership is open to all university colleagues.



**Ann Tilbury, Academic Skills Developer, University of the Highlands and Islands**

The university is currently funding ten colleagues on the 2018/19 AdvanceHE Aurora Programme. The programme extends the range of professional development opportunities supported by the Learning and Teaching Academy and is a fundamental part of the University's Athena Swan action plan. Aimed at those in academic and professional roles who aspire to take on leadership roles, and who identify as women, the programme combines development days focusing on 'power and politics', 'core leadership skills', and 'adaptive leadership skills'; which are supported by self-directed study; networking and mentoring. Ann has led the selection process and the support, including mentoring support, available to the Aurorans.





**Lyndsay MacColl, Student Support Manager, University of the Highlands and Islands**

Lyndsay's main responsibilities are to ensure equity of experience for students across the UHI partnership and includes areas such as student funding, mental health and wellbeing, disabilities and gender-based violence. Support for vulnerable groups such as care experienced students, student carers and BSL students are examples that also come under the Student Support remit.

Today, Lyndsay is here to focus on the work being done in relation to gender-based violence so please speak to Lyndsay if you are interested in what is being done.



**Mary Doherty, Senior Lecturer and Head of PGR Development, University of the Highlands and Islands**

Advance HE's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women. UHI was successful in achieving a Bronze Institutional award in 2016 and is currently working towards both renewal of our accreditation and the submission of individual department awards. Our work in Athena SWAN is led by the institutional self-assessment team, which is drawn from colleagues across the University and is chaired by Dr Mary Doherty.



### **Stuart Hall, Equality and Diversity Advisor, University of Highlands and Islands**

Through his role as the university Equality and Diversity Advisor, Stuart helps to address under-representation of minority groups, and to overcome particular challenges that we face as a result of who we are. This involves looking at support the University can provide, and helping to develop strategies which ensure that all groups and individuals feel equally well supported across the UHI partnership.

Many of us face challenges that are specific to us, or to a group to which we belong. It is Stuart's job to advise the University on how to overcome or minimise these challenges. To do so effectively Stuart relies on feedback from those who feel that they are well supported, and equally from those who feel that they are not.

Stuart has newly started at the university, and would love the opportunity to discuss your thoughts and feelings as to how we can work together to make everyone feel more included. Stuart has a visual impairment, so please make it obvious that you are addressing him.

If you don't want to speak in person, please feel free to email Stuart on [stuart.hall@uhi.ac.uk](mailto:stuart.hall@uhi.ac.uk)



**With thanks to all our presenters, but also to these inspirational people....**

Alison Lochhead  
Ann Tilbury  
Elaine Sutherland  
Heather Fotheringham  
Ina Davies and Team  
Jackie Forbes  
Jessica Taylor  
Jill McNicol  
Keith Smyth  
Lyndsay MacColl  
Martin Whyte  
Mary Doherty  
Scott Connor  
Sorcha Kirker  
Stuart Hall  
Susan Szymborski-Welsh  
The Aurorans  
The University Women's Network

Who have all provided time, ideas, space, support and cakes.

#BalanceforBetter

"Through our collective political commitment, critical consciousness, and the power of love, we, together, can make a just world possible."

*In Search of Peace in a Culture of War*  
(Antonia Darder, 2012)