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Events

# Improving Equality, Diversity and Inclusion for Women in Higher Education Research

Thursday 21<sup>st</sup> November  
Event Guide





## Our Loyalty Discount

This discount entitles attendees to a 20% discount on any future conference being run by Government Events in the next 12 months. Please quote code Loyalty20 at the start of your booking.



## How to Claim Your CPD Points

Regarding CPD credits, it is the individual delegate's responsibility to evaluate their learning and record it appropriately into their CPD portfolios according to your institute's requirements.

For this Conference, you are entitled to 8 CPD points.



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# Welcome Letter

Dear Delegate,

Welcome to Improving Equality, Diversity and Inclusion for Women in Higher Education Research conference.

Today you will have the opportunity to hear presentations from key organisations from senior policymakers in addition to a series of case studies examining best practice in a range of settings.

This event will provide attendees with an invaluable opportunity to hear the latest initiatives from universities and regulatory bodies alike, as well as gain a greater understanding of the different issues of gender disparity which are still prevalent in the higher education sector. Participants will also be able to listen to case studies demonstrating successful approaches to improve different areas of working conditions for women in research, including: women in senior leadership positions, BAME women in research, supporting women in STEM careers, along with guidance as to how they can apply initiatives within their own organisations.

If you have any questions or queries please ask our onsite management team, who will be more than happy to help you. They are located at the registration desk.

We hope you have a rewarding and enjoyable day.

Yours Truly,

David Blake  
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# Our Future Events

Please look at our website, [www.GovernmentEvents.co.uk](http://www.GovernmentEvents.co.uk),  
to view our future events. These include:

## [The 2<sup>nd</sup> Annual Shaping the Future of Women in Work 2020](#)

Wednesday 29<sup>th</sup> January 2020, Central London

## [The Research Excellence Framework: Effectively Preparing for 2021](#)

Thursday 30<sup>th</sup> January 2020, Central London

## [The Future of Research and Innovation UK Conference](#)

Wednesday 12<sup>th</sup> February 2020, Central London

## [Addressing The Barriers For BAME Representation In The Workplace 2020](#)

Tuesday 24<sup>th</sup> March 2020, Central London

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For any enquiries, please call 0330 0584 285 or email [Enquiries@governmentevents.co.uk](mailto:Enquiries@governmentevents.co.uk)

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# Agenda AM

- 08:45-09:30      **Registration**
- 09:30-09:40      **Chair's Welcome Address**  
Sue Liburd MBE, Managing Director, Sage Blue
- 09:40-10:00      **Keynote Address: Athena SWAN Charter: Supporting and Challenging UK Universities to Work Towards Gender Equality**  
Dr Ruth E Gilligan, Assistant Director for Equality Charters, Advance HE
- 10:00-10:20      **Keynote Address: Returners – The Untapped Pool of Talent to Drive Out Gender Disparity in Academic Research**  
Dr Katie Perry, Chief Executive, Daphne Jackson Trust
- 10:20-10:40      **Case Study: Creating Effective Strategies to Address and Remove Inequalities Faced by Women in Higher Education**  
Professor Amelia Hadfield, Head of Department of Politics, University of Surrey and Member, Political Studies Association
- 10:40-11:00      **Question and Answer Session**
- 11:00-11:30      **Refreshment and Networking Break**
- 11:30-11:50      **Keynote Address: Identifying and Confronting Barriers Faced by Women in Higher Education: The Experiences of Historians**  
Professor Nicola Miller, Professor of Latin American History, University College London and Gender Working Group Convener, Royal Historical Society
- 11:50-12:10      **Case Study: Developing Long-Term Initiatives to Create Inclusive Gender Cultures and Environments**  
Professor Belinda Colston, Director of Eleanor Glanville Centre, University of Lincoln
- 12:10-12:30      **Question and Answer Session**
- 12:30-13:30      **Lunch and Networking**

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## Agenda PM

13:30-13:50

**Keynote Address: Utilising the Latest Statistics and Trends of Women in Research to Identify Key Areas of Female Under-Representation**

Professor Almudena Sevilla, Professor of Economics and Public Policy, University College London and Executive Member of the Committee of Women in Economics, Royal Economic Society

13:50-14:10

**Case Study: Tailoring Initiatives to Improve Gender Equality for Women in STEM Careers**

Raheela Reham, Chair, CamAWiSE  
Stephanie Höhn, Deputy Chair, CamAWiSE

14:10-14:30

**Case Study: Creating Initiatives to Highlight and Combat the Racial Disparity of Women in Higher Education Research**

Professor Trish Reid, Interim Pro Vice-Chancellor (Learning and Teaching), Kingston University London

14:30-15:00

**Question and Answer Session**

15:00

**Chair's Summary and Close**

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# Speaker Biographies

## Sue Liburd MBE

Managing Director, Sage Blue

Sue is an award-winning businesswoman, human capital innovation consultant and chair of senior business leader forums. Awarded an MBE for her services to Business, Charity and Voluntary organisations, she works across a range of sectors for some of the world's leading companies, influencing thinking at the highest levels. Sue's purpose is to have a profound impact on the way the world does business. With a special interest in assisting women and other under-represented groups achieve C-suite success, Sue is a recognised voice in promoting understanding of the importance of gender parity as a driver for organisational success. Sue is a non-executive director in ABSTRACT International which supports talented women in business to rise to senior leadership positions. A Director and Trustee of the University of Lincoln Student Union and a Guest Lecturer at the University of Westminster's Women for the Board programme.



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09:30-09:40

## Dr Ruth E Gilligan

Assistant Director for Equality Charters, Advance HE

Ruth Gilligan is the Assistant Director for Equality Charters at Advance HE, a sector agency which supports universities in putting institutional strategy into practice for the benefit of students, staff and society. Advance HE supports the sector through the provision of specialist knowledge and resources, externally recognised benchmarking and recognition schemes, and a member-focused, collaborative approach.

Advance HE's equality charters – the Athena SWAN Charter for gender equality and the Race Equality Charter – are internationally renowned frameworks which help institutions to identify and address their equality issues, with progress recognised with highly-esteemed Bronze, Silver and Gold awards. Ruth is responsible for the strategic development and oversight of both charters, which operate in the UK, Ireland, Australia, America and Canada. The equality charter framework is recognised for its potency as a methodology to effect cultural and systemic change that leads to equality.

Ruth's academic background is in organic chemistry, and prior to working in equality, diversity and inclusion, she worked in the research funding sector.



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## Dr Katie Perry

Chief Executive, Daphne Jackson Trust

Katie became Chief Executive of the Daphne Jackson Trust in 2011, having worked at the Trust for 8 years prior to that as Trust Manager. She has a background in science communication and a PhD in Physics from the University of Surrey, where she worked with Daphne Jackson. Katie manages the Trust's activities at a strategic level and liaises closely with the Trust's Board of Trustees. She works with and develops relationships with a range of stakeholders and sits on a number of UK committees addressing diversity issues in STEM careers.

Katie's drive and commitment and ability to successfully engage with its stakeholders has transformed the charity into the forward-looking organisation it is today. Under her leadership, the Daphne Jackson Trust has become a proactive and dynamic organisation that, in addition to successfully returning career-break scientists and engineers to work, also helps set the agenda for policy developments for women in scientific careers.



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10:00 – 10:20



## Professor Amelia Hadfield

Head of Department of Politics, University of Surrey and Member, Political Studies Association

Amelia joined the University of Surrey in January 2019 as Head of the Department of Politics, and Chair in European and International Affairs. Previously she worked as Director of the Centre for European Studies (CEFEUS), a Jean Monnet Centre of Excellence at Canterbury Christ Church Uni (2013-2018), after positions in Brussels at the Vrije Universiteit Brussels and the Institute for European Studies, where she directed the Euromaster degree, as well as the Educational Development (EDU). Amelia is a long-standing Jean Monnet Chair in European Foreign Affairs, researching, teaching, consulting & postgrad supervising on EU foreign policy, EU-UK relations.

Her areas of expertise include Common Security and Defence Policy, EU-Russia Energy Relations, EU Neighbourhood Policy, EU Development policy (with a focus on sub-Saharan Africa), EU relations with the US and Canada, Arctic & northern governance issues, and European energy governance. Additional areas of interest include foreign policy analysis, international and diplomatic history, the role of sovereignty in political history, International Relations theory, international political economy, public policy analysis, the Commonwealth and EU education policy. Amelia is regularly called upon as a guest speaker, external supervisor, research partner, consultant and media pundit on areas of EU foreign affairs, and of late, EU-UK relations.

Professor Amelia Hadfield is a regular commentator on a wide range of media outlets, including: BBC World Service, BBC News24, Radio 5Live, BBC Radio London, BBC Asian Network, BBC Radio Ulster, Canadian Broadcasting Company (CBC). TV appearances include BBC One, BBC News Channel, BBC Arab Network, Victoria Derbyshire Show, RussiaToday, and various outlets in Asia.



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## Professor Nicola Miller

Professor of Latin American History, University College London and Gender Working Group Convener, Royal Historical Society

Nicola Miller has convened two working parties on gender equality for the Royal Historical Society, resulting in two reports on gender equality in History in UK Higher Education, the first published in 2015, the second in 2018. She has led discussions at various follow-up events on equalities at universities throughout the UK and overseas. She is also Professor of Latin American History at UCL, with research interests in intellectual, cultural and transnational history. Her most recent work is on the history of knowledge in Latin America, a project funded by the Leverhulme Trust. The findings will be published next year as *Republics of Knowledge* by Princeton University Press.



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## Professor Belinda Colston

Director of Eleanor Glanville Centre, University of Lincoln

Belinda Colston is the founding Director of the Eleanor Glanville Centre at the University of Lincoln, UK. She has been the strategic lead for gender equality at the University since 2012, and has developed a range of sector-leading initiatives for the support and sustained career development of female academics in STEM disciplines. She is the Programme Director for the EPSRC ASPIRE programme (2018–2021), building strategies for inclusive research environments, and the founder of the Newton Academy – the Science Club for Girls, which has been engaging young girls in science and engineering (age 11-14 years) across Lincolnshire (UK) since 2014.

Professor Colston holds both a BSc Honours degree in Chemistry and a PhD (Chemistry) from the University of Manchester, UK. She worked as a Research Fellow with the Atomic Energy Authority and Nirex (UK) and for many years was a consultant to the British nuclear industry. She is a STEM career academic with 30 years' experience of post-doctoral research in UK academic institutions, and is currently Professor in the School of Chemistry.



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## Professor Almudena Sevilla

Professor of Economics and Public Policy, University College London and Executive Member of the Committee of Women in Economics, Royal Economic Society

Almudena Sevilla is a Professor in Economics and Public Policy at UCL, Senior Fellow of the Institute for the Study of Labor (IZA) and Senior Fellow of the Centre of Time Use Research at UCL. She was a Professor of Economics at Queen Mary University before joining UCL and had previously held positions at the University of Oxford, the University of Essex, and the Congressional Budget Office in Washington DC. She holds a MS in Economics from University Pompeu Fabra, and received her Ph.D. from Brown University in 2004 in the fields of family and population economics and econometrics. Almudena is an applied micro economist whose research focuses on the areas of gender. Her academic interests lie in the division of household resources and the impact on the gender wage gap, the representation of women in the academic sector, and the impact of gender policies on the appointment, retention, and promotion of women. Her work has been featured internationally including leading media outlets such as the BBC World Service radio and The Guardian. As a result of her leading work on gender, Professor Sevilla is currently heading the Royal Economic Society's Mentoring Program, which meets annually to give support to junior academic women in Economics and Finance. She is also a policy advisory committee member of the Women's Budget Group. She has recently been awarded 2M Euros from the European Research Council (ERC) to support her research agenda at the frontier of knowledge in this area.



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## Raheela Reham

Chair, CamAWiSE

Raheela Rehman works at Energy Transitions@Cambridge, as Project Officer, an interdisciplinary Research Centre established across Schools at the University of Cambridge. The Centre facilitates relationships with industry, funding agencies, UK and foreign governments and other sponsors and benefactors to secure research relationships within energy transitions.

She is Chair of Cambridge Association for Women in Science and Engineering (CamAWiSE), which aims to retain and enhance the participation of women in STEMM. CamAWiSE provides workshops, training and networking for recruitment, retention, promotion and return to a STEMM career. It is strongly networked across the region in industry and the University of Cambridge. Raheela also sits on the Cambridge City Council's Equalities Panel.

Before joining the University of Cambridge, Raheela's career spanned over twelve years as an R&D Applied Engineer in industry, with a focus in the energy sector. This included manufacturing in the Flash and Arc lamp industry, leading the break into the photovoltaic and weathering markets, and research of chemical-sensor membrane technology in the oil and gas sector. As a physicist, she started her career as an Applied Optics Engineer in a start-up, a spin-out from the University of Cambridge, in large flat-panel displays.



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## Stephanie Höhn

Deputy Chair, CamAWiSE

Stephanie Höhn is Deputy Chair of Cambridge Association for Women in Science and Engineering (CamAWiSE), which aims to retain and enhance the participation of women in STEMM. Her work sets out to reveal how cells generate the forces that shape developing tissues. When an embryo develops, its cells move and change their shape in an astoundingly coordinated way to form tissues and organs. Errors in this self-organisation can lead to severe birth defects. Many tissues, including the primal gut, the neural tube and our retina, are formed through a process of cell sheet folding that generates cavities and tubes.



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## Dr Gemma Derrick

Senior Lecturer, Centre for Higher Education Research and Evaluation, Lancaster University

Gemma Derrick is a Senior Lecturer in Higher Education at the Centre for Higher Education Research & Evaluation at Lancaster University. Gemma's research focuses on the dynamics of knowledge production and how researchers create, conform and participate in evaluative cultures within the academic workforce. In particular, she is interested in gendered approaches in the research reward system, and measures of academic productivity. Her most recent book, "The Evaluators' Eye" was published in 2018.



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## Professor Trish Reid

Interim Pro Vice-Chancellor (Learning and Teaching), Kingston University London

Trish Reid is Pro Vice-Chancellor (Learning and Teaching) at Kingston University, London. She is passionate about learning and teaching, about fair access, and about enabling students from all backgrounds to become successful graduates, equipped to carve out interesting and productive lives. She has a strong interest in students who access HE via non-traditional routes and who are in the first generation of their families to study at University. Trish is particularly proud of Kingston's work with care-experienced students and has been a key institutional lead in the University's drive to eliminate unexplained gaps in attainment.



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## Thank you for attending our conference.

We hope you found the day interesting and insightful. Speaker presentations will be made available to download on completing the post show survey which will be emailed to you within one week after the event.

We wish you a safe journey home.

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