

# PALS CDED NEWSLETTER

UCL Psychology and Language Sciences | Career Development, Equality and Diversity committee



**Welcome back!**

**We have a new name and expanded mission!**

Welcome to the 7th of our termly newsletters reporting on the work of the Career Development, Equality and Diversity (CDED) committee.

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## **New Name and New Mission**

### **Who are CDED and what we do?**

The Division of Psychology and Language Sciences (PALS) is fully committed to promoting the careers and the professional development of its staff and ensuring equality, diversity and inclusion within our staff and students. The mission of the Career Development, Equality and Diversity (CDED) committee is to foster a stimulating, respectful, congenial and fair environment, to provide ample and equal opportunities for career development to all staff and students in PALS. This includes, for example, providing information and support on shared parental leave, childcare, career development, and mentoring to PALS staff and students. PALS has three times been awarded an Athena SWAN Silver award (in 2009, 2013 and 2017) in recognition of our progress in addressing the imbalance in career progression between women and men scientists. We are currently working towards an application to upgrade to a Gold Award in our next submission.

The committee was formerly known as the Academic Careers Development Committee (ACDC). The name was officially changed in May to reflect the broader scope of the committee's work and ambition: supporting equality and diversity for the entirety of PALS (including, but no longer exclusively, academics).

The work of the CDED committee is important for everyone in PALS regardless of their gender. Greater diversity of perspectives and collaboration will lead to higher quality research output and improved work-life balance. More diverse role models and mentors will increase the general satisfaction and well-being of staff. Further information: [Athena SWAN and Career Development, Equalities and Support](#)

**Follow @UCLPALS updates on twitter and look for #CDEDPALS for future news on Career Development, Equality and Diversity at PALS.**



## Flexible Working

### **Flexible Work is encouraged by the Division**

The Division of Psychology and Language Sciences encourages flexible work for its staff and PhD students.

[Flexible working and support for parents and carers.](#)

We believe that the physical as well as social and cognitive environments in which researchers work have a real impact on their creativity and we aim to provide an environment where this is stimulated. Therefore, flexible work is part of a culture that balances structure and support with freedom coupled with time and space that encourages creativity. Indeed, according to the latest (2017) UCL staff survey, freedom to work in a flexible way was highly appreciated by staff in PALS (94% positive responses). If you are not sure if you can work flexibly, discuss arrangements with your HR Department.



### **Code of Practice on Freedom of Speech**

UCL has a long tradition of seeking to safeguard freedom of speech. UCL is committed to upholding academic freedom of enquiry in its teaching and research and to ensuring that free and open discussion can take place in an atmosphere of tolerance.

Consult [UCL's Code of Practice on Freedom of Speech](#) if you plan to organize a meeting or function, related (or not) to UCL's academic or administrative business on UCL's premises.



### **Where do you draw the line?**

*'Where do you draw the line?'* is a harassment prevention approach developed collaboratively by UCL and the Universities of Cambridge, Manchester and Oxford.

The Division of Psychology and Language Sciences has organized two sessions in April 2018 (10th and 17th) for staff and PhD students. UCL will be running other sessions throughout the year for those who missed these.

The approach begins with the proposition that harassment in contemporary academia is more commonplace and widespread than we would like to think, but that it is often nuanced, coded and/or covert. For example, harassment may be ambiguous and indirect, taking the form of 'harmless' insinuations and subtly inappropriate behaviour that is apparently accepted as the cultural norm within a department or research group. Underestimating the impact of harassment not only affects the well-being of individuals and their advancement in academia, it can be damaging to wider morale, performance, attrition rates and institutional reputations. Harassment causes stress and the effects of stress impact on all of us whether we are victims or (not so) innocent bystanders.



### **International Women's Day 2018 campaign:**

#### **#PressforProgress**

International Women's Day is a global celebration of the social, economic, cultural, and political achievements of women. It is also an important day for calling for action on gender equality. It was celebrated on 8th March and the theme for 2018 is [#PressforProgress](#). The campaign is all about motivating and uniting friends, colleagues and whole communities to think, act and be gender inclusive.

Further information can be found at:  
[www.internationalwomensday.com](http://www.internationalwomensday.com)



2018 is a significant year for women, as we are celebrating 100 years since women first won the right to vote. The Representation of the People Act 1918 saw British women over 30 gain the vote, Dutch women in 1919, and American women won the vote on 26 August 1920 with the passage of the 19th Amendment (the Voting Rights Act of 1965 secured voting rights for racial minorities). Forty years before

this, UCL became one of the first universities in England to admit women on equal terms with men.

There is also very strong and growing global movement of advocacy, activism and support for women's equality fuelled by movements like [#MeToo](#), [#TimesUp](#) and more.

There are a number of events being held throughout the year at UCL, celebrating UCL women: [UCL Vote 100](#).



## Notable Work by Women at PALS

- **Cristina Gardini - UCL Wellbeing Champion**



Congratulations to Cristina Gardini, who successfully completed the Mental Health First Aid Higher Education training and is now officially a UCL Wellbeing Champion. Find out more about [Wellbeing@UCL here](#).

- **Prof Nadia Berthouze featured in BBC's "Click" tv show**



Research from the UCL Interaction Centre (a.k.a. UCLIC) - one of the PALS research departments - has been featured on the BBC's "Click" tv show. Watch Nadia Berthouze and find out more [here](#).

- **Dr Julia Shaw interviewed by CEBIT**



Dr Julia Shaw has been interviewed by CEBIT about whether memory is hackable, how AI can help us outsource remembering for important emotional events events, and more. Read the full interview here: [An interview with noted memory hacker Julia Shaw, appearing at CEBIT.](#)

- **Dr Rachel Rees and Dr Rosalind Potts were awarded a Provost's Education Award**



"Rachel is an inspirational leader of students and staff, innovator of educational practice, with a real passion for quality in education."



"Rosalind has made an invaluable contribution, inspiring students, and developing curricular cohesion and programme identity."

More here: [Achievements in UCL teaching and learning recognised at Education Awards.](#)

- **Prof Sarah-Jayne Blakemore featured in The Guardian Science Weekly**



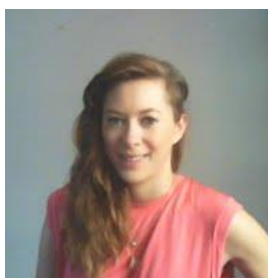
In this article, Prof Sarah-Jayne Blakemore suggests that teenagers are being damaged by the British school system because of early start times & exams when their brains are going through enormous change in this The Guardian Science article: ['Teenagers' brains not ready for GCSEs, says neuroscientist'](#).

- **Prof Sophie Scott featured in a podcast in The Guardian Science Weekly**



Prof **Sophie** Scott joins The Guardian Science Weekly podcast to discuss how we make words and why our voice is distinct. Listen to the podcast here: [Finding a voice: why we sound unique – Science Weekly podcast.](#)

Follow **@UCLPALS** on Twitter for more highlights.



### **PALS PhD student, Eleanor Palser, secured funding for event promoting women in science**

Eleanor Palser, PALS PhD student, has recently secured funding (from UCL Doctoral Skills) to organize an event promoting women in science, specifically aimed at PhD students and postdoctoral researchers at UCL. The event will be held on the 3rd July at 7pm. Her motivation for organizing this event was in part based on a recent study by MIT economist Esther Duflo, which found that in locales with long-serving female leaders in Government, the gender gap in education goals disappears, as young women set higher aims for themselves. Her aim is to emulate this effect by organising an event that increased the visibility of female scientists to early career researchers.

Suggested topics include: - How to be assertive and ask for equal pay/promotions/opportunities; - Combining academia with having a family; - Difficulties with being seen as credible; - 'Everyday sexism' and challenging discriminatory norms. Among the speakers, there will be Professor Simone Buitendijk, Vice Provost for Education, Imperial College London and Professor Kathy Rastle, Head of Psychology Department, Royal Holloway University of London.





### **The Harry's Masculinity Report**

Dr John Barry, Chartered Psychologist at UCL and founder of [Male Psychology Network](#), has published a report on masculinity in psychology, "aimed to find out what values men in 2017 think are important to them, and what factors contribute to their mental positivity. For further information, see [website abstract](#) and [full text](#). This report was also discussed by the co-author, Martin Daubney, in The Times article: ['What single men really think about Tinder's hook-up culture'](#)."



### **'Giving people who stutter a voice' - Naheem Bashir**

Naheem Bashir, a PhD student in Experimental Psychology, has won 'Focus on the Positive' project funding for his research project "Giving people who stutter a voice". Naheem was interviewed by ROGUE Solutions in November 2017 (read full interview [here](#)). His work was also featured in Times Higher Education article ['Stammering: higher education's 'invisible disability' must be tackled'](#). "At University College London, research led by Naheem Bashir, [...] is taking place to assess support, knowledge and issues around stammering in higher education settings. Ultimately, strategies will be developed to ensure that higher education environments provide appropriate support, as well as equal and fair opportunity for people who stammer."

Naheem is very active in raising awareness of stammering. Click [here](#) to watch the video of a stammering awareness-raising event he held at UCL in November 2017 and will be presenting at the annual UCL PALS Athena SWAN talk on 15th June 2018.



## Upcoming Events at UCL

- **Expanding Diversity - a Minorities in STEM Symposium to Promote Careers, Communication and Engagement**, 10 July 2018: 10am-4.30pm

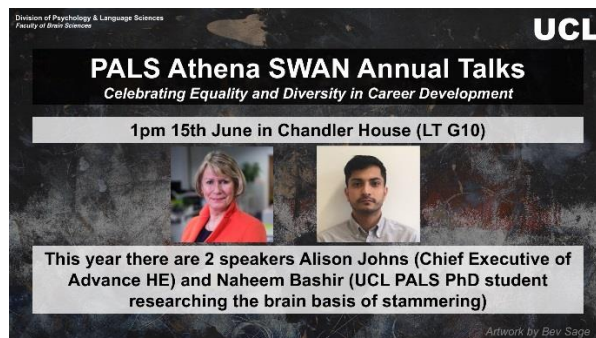
This free one-day symposium is aimed at BAME postgraduate researchers from STEM backgrounds focusing on three areas of engagement, where Ijeoma Uchegbu (Professor, UCL School of Pharmacy) and Nazira Karodia (Dean, Faculty of Science and Engineering, University of Wolverhampton) discuss their unique pathways that led to professorship and beyond.

- **UCL Arena Exchange: Trans Awareness: The Basics**. 04 July 2018: 1pm-3pm

Student Support and Wellbeing is working with Gendered Intelligence to deliver this session which is open to all staff at UCL involved in supporting students. The session will introduce the key ideas and information about trans-related matters, including: what 'trans' means and the diversity of those who might use the term, key concepts crucial to understanding trans people and how we can work towards being trans-inclusive.

## Past (recent) Events at UCL

- **The UCL PALS Athena SWAN Annual Talks: Celebrating Equality and Diversity in Career Development**, June 15th in Chandler House (G10).



- **Academic Career and Life: Balancing Career Development Responsibilities (UCL Equality, Diversity and Inclusion Initiatives)**, 20 June 2018

This seminar, funded by UCL Bartlett's Doctoral Equality, Diversity and Inclusion initiative, invited all PhD students, (in particular early career) postdoctoral researchers, teaching and research fellows, and academic staff from different departments, background, gender, race, and experience levels. The event included three talks and one discussion/working session. See here a research presented by Dr Emily F. Henderson: [In Two Places at Once](#), exploring how academics' caring responsibilities intersect with their attendance of and participation in conferences.

- **Clare Elwell: "From PhD student to Professor – Part Time"**. 12 June 2018

Birkbeck has organised a seminar on Women in Psychological Sciences as part of their Athena Swan efforts: Annette Karmiloff-Smith Women in Psychological Sciences Seminar. Clare Elwell from UCL spoke about her work and her career.

- **Inaugural 'UCL Women in Leadership Forum'**. 11th June

Held at the The Wellcome Collection Conference Centre in London, the forum was aimed at women leaders from across the institution.

#### **Other Events**

- [London 2018 Women Leaders in Global Health Conference](#), November 8–9, 2018
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## World Economic Forum's 2017 Global Gender Gap Report

Unfortunately, data shows that the gender gap is widening, so there desperately needs to be new ways of thinking if the world is to close the gender gap. Progress is regressing and moving backwards. Instead of taking 170 years to close the gap at the current rate of progress, it is estimated that gender parity across the world will take over two centuries, 217 years to be exact.

While women worldwide are closing the gap in critical areas such as health and education, significant gender inequality persists in the workforce and in politics. The rate of progress for women has been slow over the past decade with the proportion of female leaders increasing by an average of just over 2 per cent across 12 industries studied by the World Economic Forum (WEF).

WEF's data shows that when women are more present and participating in leadership roles, more women are hired right across the board at all levels. This detail holds true even when taking into consideration the disparities in the size of female talent pools across various industry sectors. If the proportion of women in leadership is not increasing fast enough, yet we know that diversity in leadership positions is a critical factor in closing the economic opportunity gap, then it is clear that women's participation at the most senior levels of leadership and management swiftly need to increase and accelerate.

You can download the [Global Gender Gap Report 2017](#) from World Economic Forum's [website](#).

See more on [Where Women Work](#) page.

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## In the News

[What I Learned From Being The Only Black Person At My Graduation](#), HuffPost, 26 November 2017

[It's Been Emotional](#), BBC News Channel, Click, 31 May 2018

[An interview with noted memory hacker Julia Shaw](#), CEBIT, 18 May 2018

[Teenagers' brains not ready for GCSEs, says neuroscientist](#), The Guardian, 29 May 2018

[Finding a voice: why we sound unique – Science Weekly podcast](#), The Guardian, 1 June 2018

[What single men really think about Tinder's hook-up culture](#), The Times, 28 October 2017

[Stammering: higher education's 'invisible disability' must be tackled](#), Times Higher Education, 22 October 2017



## Links to useful online information at UCL

- [Athena SWAN and Career Development, Equalities and Support](#)
- [Flexible working and support for parents and carers](#)
- [Work Life Balance Policy](#)
- [UCL PACT network](#).
- [UCL Parental Leave and Pay Policy](#)
- [UCL's Code of Practice on Freedom of Speech](#)



## Contribute to the CDED newsletter

If you would like to contribute to future editions of the ACDC Newsletter, please email [Daniela Singh](#) or [Elizabeth Wonnacott](#).