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## Dr Julie Scanlon

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**Researcher, trainer and consultant specialising in gender and LGBT equality**

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### EXPERIENCE

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**Trainer, Facilitator, Consultant, Coach: Specialist in Gender and LGBT Equality – Self-Employed, 2017- present**

*Including work for:*

**Newcastle City Council: Tyne and Wear Archives and Museums, 2018-2019**

External Evaluator for Women of Tyneside project

- Impact measurement
- Research design and facilitating focus groups with community groups
- Report-writing

**North East Business and Innovation Centre (NEBIC), November 2018**

- Design and facilitation of workshop for staff: 'Being an LGBT Ally'

**Gender Equality Charter Mark, 2018**

- Consultation on self-assessment tools and resources for a new national gender equality charter mark for businesses, schools and families.

**LGBT Federation North East, 2017- present**

- Designing and delivering LGBT awareness sessions for: NHS Business Services staff, Newcastle; Stockton Riverside College students; Sunderland University Education Society; Northumbria University staff.
- Designing and delivering training for staff in various primary and secondary schools across the North East on anti-homophobic, biphobic and transphobic bullying, legal obligations, good practice, creating inclusive classrooms and school curriculum consultation for Schools Out. Working in collaboration with national LGBT Consortium and funded by Government Equalities Office.
- Facilitating focus groups and report-writing for public consultations on proposed changes to local health services for: South Tyneside and Sunderland NHS partnership; Sunderland Clinical Commissioning Group.
- Recruitment of LGBT people who are BAME and/or disabled to volunteer as Hate Crime Advocates, a project funded by the National Lottery and Northumbria Police and Crime Commissioner.

**Member, 'Yes We Can' Coaching Collective, November 2018-present**

- Coaching staff in not-for-profits and charities in the North East

**Private coaching clients, 2017-present**

- Providing a range of professional development and career change coaching.

**The Coaching Exchange, in association with the Association for Coaching, October 2017**

Designed and facilitated bespoke session on 'Gender and Coaching' for approximately thirty-five coaches and HR professionals, including how gender may impact upon their coaching practice, entailing consideration of imposter syndrome, unconscious bias, gender as a social construct, gender mainstreaming, equality and equity, intersectionality.

**Athena SWAN Manager (part-time), Human Resources, University of Sunderland, May 2018- February 2019**

Leading on the University's ambition to retain its institutional Athena SWAN Bronze Award, the national charter mark for gender equality in higher education.

- Project management
- Collection and analysis of quantitative and qualitative data
- Design of staff e-questionnaire and focus groups and focus group facilitation
- Devising four-year action plan in collaboration with colleagues
- Devising communication strategy
- Collaboratively writing application for award against criteria
- Member, University's Equality, Diversity and Social Responsibility Group
- Member, Athena SWAN self-assessment team

**'Ask Me' Change that Lasts Ambassador, Women's Aid (voluntary), 2018-present**

- Undertook training, February 2018 on the Change That Lasts pilot in Sunderland. The pilot aims to train community members in understanding domestic abuse, in offering the right response to domestic abuse disclosures, give confidence in signposting and opening up spaces for conversations around domestic abuse. In this role, I have succeeded in making connections between Women's Aid and Sunderland University to propose training for staff.

**Trustee – Team Kenya CIO (voluntary), 2017- present**

*Trustee (Vice-Chair, 07/2018 - )*: Strategic planning and development. Charity governance and compliance. Financial planning. Risk Assessment. Policy development and review.

*Safeguarding Officer (05/2018- )*. Oversee policy and process of identifying and reporting safeguarding issues.

*Lead, Education Subgroup (04/2017 – 07/2018)*:

- Managing project training Kenyan teachers in child-friendly pedagogy, eradication of gender-based violence, girl-friendly schools and behaviour management techniques to eliminate corporal punishment, leading to schools creating new policies.
- Recruitment and management of volunteers.
- Management of design of learning materials.
- Design of sessions on 'girl-friendly schools' and on 'types of learners'.
- Monitoring and evaluation.
- Collaboration with staff at partner Kenyan NGO.
- Undertook research in Kenya with schoolchildren and gave public presentations on the project to parents, teachers, children and officials.

**Trustee – West End Women and Girls Centre (voluntary), 2016-2018**

*Trustee*: Strategic planning and development. Charity governance and compliance. Financial planning. Risk Assessment. Policy development and review.

**Senior Lecturer in Contemporary Literature, Gender and Sexuality – Northumbria University, 2005 – 2017 (Lecturer 2005-07)**

Research and teaching with specialism in theoretical approaches to structures of gender and sexuality related to cultural, literary and visual media.

*Teaching*:

- Creation and delivery of modules, specialising in literature, culture and theories of gender and sexuality as well as contributing lectures and seminars to over 20 modules from literature of the Renaissance to the present day.
- Supervision of research from undergraduate to PhD level.

- Programme leader for five degree programmes, contributing to programme development, monitoring and evaluation.
- Received a Northumbria University 'Applauding and Promoting Teaching' Award for innovation in teaching and learning.

*Research:*

- Broadly my research and publications (listed below) focus on giving a voice to women's perspectives and, more recently on feminist and lesbian political and cultural histories.
- Research methods: Qualitative research; theoretically-informed critical analysis; focus groups; interviews; archival research.
- Editorial board member of the international journal, *Genders* and peer reviewer for *Genders* and *Journal of Gender Studies*.
- Presentation of research at national/international conferences and to non-specialist audiences.
- Member of research ethics committees for 10 years, including Acting Lead of Departmental Committee.

*Gender equality in academia:*

- Initiated action on workplace gender inequalities, setting up a Departmental Women's Network, which I chaired, and influencing my Department to set up a Gender Equality Champion role, which I held, ultimately leading to the Humanities Department being the first non-STEM (Science, Technology, Engineering, Maths) subject in the University to aim for a national Athena Swan Bronze Award for working toward gender equality in HE.
- Co-organised 'Women in Academia' half-day event for the five North East Universities.
- Invited speaker at Sunderland University on 'Gender and Aspirational Culture'.
- External member of NU Women steering committee (Newcastle University).

*Facilitation/organisation of public events:*

- Awarded funding to organise and facilitate four public engagement events/series on gender and sexuality, engaging with local community.
- Secured feminist campaigner Caroline Criado-Perez OBE to speak at the University and facilitated her 'in conversation' in front of a public audience of 200.
- Collaborated on projects/events with partners: Newcastle City Library, Star and Shadow Cinema, Newcastle, and Tyne and Wear Archives and Museums.
- Started and managed Gendered Subjects research group Twitter account, attracting over 3200 followers in three years.

**Teaching Fellow in English Literature, Lancaster University, 2003 - 2005**

Designing and delivering courses and assessment in English Literature. Student support. Teaching Fellow representative on Departmental Committee.

**Career Note:** Part-time tutor at University of Sheffield and Barnsley College while studying for my PhD part time.

**Volunteering note:** Other recent volunteering includes hosting the LGBT Federation North East stall at Northern Pride; representing the LGBT Fed at Northumbria Police and Crime Commissioner's LGBT Diversity Group; being a steward for the Women's Zone at Northern Pride.

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**QUALIFICATIONS**

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<b>Level 5 Certificate in Coaching and Mentoring, ILM</b> (Institute of Leadership and Management)	<b>2017</b>
<b>PGCert in Learning and Teaching in Higher Education</b> , Lancaster University	<b>2005</b>
<b>PhD, English Literature: Contemporary Women’s Fiction, Gender and Sexuality</b> University of Sheffield	<b>2002</b>
<b>MA (Distinction), Modern and Contemporary Fiction</b> , University of Sheffield	<b>1994</b>
<b>BA (2.1), English Language and Literature</b> , Birmingham Polytechnic	<b>1991</b>

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**MEMBERSHIPS**

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Member of Association for Coaching	<b>2017-present</b>
Fellow of Higher Education Academy	<b>2005-present</b>

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**PUBLICATIONS**

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- ‘Feminist Perspectives: North East and National’ in *Re-Reading Spare Rib*, ed. Angela Smith (London: Palgrave 2017), 41-58.
- ‘Whose sexuality is it anyway? Women’s experiences of viewing lesbians on screen’, co-authored with Ruth Lewis, *Feminist Media Studies* 17.6 (2017), 1005-1021.
- Rev. of Mark Asquith, *The Lost Frontier: Annie Proulx’s Wyoming Stories*, in *Western American Literature* 50.2 (2015), 174-175.
- Rev. of Dana Heller, ed., *Loving The L Word*, in *Critical Studies in Television* 9.3 (2014), 122-123.
- ‘*The L Word*: Producing Identities Through Irony’, *The Handbook of Gender, Sex and Media*, ed. Karen Ross (Oxford: Wiley-Blackwell, 2012), 226-240.
- ‘Dystopia’ in *Encyclopedia of Religion and Film*, ed. Eric Michael Mazur (Santa Barbara, CA: ABC-CLIO, 2011), 163-166.
- ‘Getting *The Girl*: Wittig and Zeig’s Trojan Horse’, *Genders* 52 (2010)
- ‘Unruly Novels, Unruly Selves’, *Generic Instability and Identity in the Contemporary Novel*, ed. Madelena Gonzalez and Marie-Odile Hedin (Newcastle: Cambridge Scholars Press, 2010), 139-159.
- Rev. of Alex Hunt, ed., *The Geographical Imagination of Annie Proulx: Rethinking Regionalism*, in *Great Plains Quarterly* 30.2 (2010), 155-156.
- ‘Why Do We Still Want to Believe? The Case of Annie Proulx’, *JNT: Journal of Narrative Theory*, 38.1 (2008), 86-110.
- Ed., with Amy Waste, *Crossing Boundaries: Thinking Through Literature* (Sheffield: Sheffield Academic Press, 2001). 220 pages.
- Co-authored, with Amy Waste, ‘Introduction’ to *Crossing Boundaries: Thinking Through Literature* (Sheffield: Sheffield Academic Press, 2001), 13-16.
- ‘Sue Grafton, *O is for Outlaw*’, *Beacham’s Encyclopedia of Popular Fiction*, 14 (Farmington Hills, MI: Gale Group, 2001), 285-294.
- “‘XX+XX=XX’: Monique Wittig’s Reproduction of the Monstrous Lesbian’, *Paroles Gelées* 16.1 (1998), 73-96.