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## Dr Julie Scanlon

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**Consultant and trainer  
Professional development coach**

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### EXPERIENCE

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**Trainer, Facilitator, Consultant, Coach: Specialist in Gender and LGBT Equality –**  
[www.juliescanlon.co.uk](http://www.juliescanlon.co.uk), 2017- present

#### **Research:**

- Equality and Human Rights Commission. Qualitative research on good practice in gender pay gap action planning in Scotland– recruitment and undertaking of interviews and report writing, 2/2020-3/2020

#### **External Evaluation:**

- Change, Grow, Live charity, Crack and Crack Cocaine harm-reduction project, funded by National Lottery Community Fund. Evaluation support and facilitation, qualitative and quantitative data analysis and report writing, 8/2019-present

- Office of Police and Crime Commissioner for Northumbria, Domestic Abuse Practitioner Standard project, funded by the Home Office. Evaluation design and facilitation, measuring project's impact, engaging with stakeholders, deliverers and recipients of training, entailing focus groups, interviews, questionnaires and report writing, 4/2019-present

- Tyne and Wear Archives and Museums, Newcastle City Council, Women of Tyneside project, funded by Esmée Fairbairn Foundation. Evaluation design and facilitation, measuring project's impact, engaging with stakeholders, community participants ages 8-adult, entailing focus groups, interviews, questionnaires and report writing, 4/2018-8/2019

#### **Bespoke workshop design and facilitation:**

'Leading Effective Equality, Diversity and Inclusion Change', programme of 6 half-day workshops for Northumbria University staff, including sessions on intersectionality, women, LGBT and Athena SWAN, 10/2019-6/2020.

'Women in Academia: Resolutions Retreat', half-day open workshop, 1/2020; 6/2020.

Team Building and Communications Day for staff and Strategic Planning Day for staff and trustees – Girls Friendly Society, 3/2019

'(How) is gender relevant to coaching?' for Association for Coaching, Coaching Exchange, Edinburgh, 2/2019

'Women and LBT intersections' for Newcastle University's NU Women and Rainbow networks, 2/2019

'Being an LGBT Ally' for North East Business and Innovation Centre (NEBIC), 11/2018

'Righting Wrongs for Women in Academia' for Contemporary Women Writers Association annual conference, Northumbria University, 9/2018

'Coaching Taster' for Institute of Fundraising conference, Newcastle, 9/2018

'Gender and coaching' for Association for Coaching, Coaching Exchange, Newcastle upon Tyne, 10/2017

**Equality, Diversity and Inclusion Associate**, Advance HE, 2020-present

- Training and Consultancy in Higher Education

**Associate Trainer**, Changing Relations C.I.C, 2019-present

- Delivering training on domestic violence and abuse awareness to organisations, community groups and schools, using the arts as a means to engage

**Associate Trainer and Facilitator**, LGBT Federation North East, 2017- 6/2019

- 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.

**Professional development coach**, 2017-present

Coaching for a range of private clients, supporting professional development and career change.

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

Providing coaching to not-for-profits and charities predominantly in North East England.

<p><b>Athena SWAN Manager (part-time, fixed-term), Human Resources, University of Sunderland, May 2018- July 2019</b></p>
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Leading on the University's successful renewal for institutional Athena SWAN Bronze Award, the national charter mark for gender equality in higher education.

- Project management
- Collection, analysis and reporting 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 and timely submission for award against criteria
- Member, University's Equality, Diversity and Social Responsibility Group
- Member, Athena SWAN self-assessment team
- Creating and delivering unconscious bias training with regard to Research Excellence Framework (REF)
- Undertaking Equality Impact Assessment for REF Code of Practice
- Creating and delivering 'Gendered Language and Job Adverts' workshop for HR Business Partners

**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; designing and facilitating focus groups (for example with women attending 'Lesbians on Screen' film season); interviews (with local women activists); 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:*

- Established and chaired Departmental Women's Network, influencing my Department to set up a Gender Equality Champion role.
- 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 undergraduate 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.

### Voluntary experience

**Coach,** Inclusive Futures CIC, 'Coaching the Movement' – in response to Black Lives Matter, supporting individuals undertaking projects challenging racism (08/2020-present)

**Coach,** Yes We Can Coaching Collective – supporting third sector organisations in the North East in response to the Covid-19 pandemic (07/2020-present)

**Founding member and steering group member,** HASTEN - Humanities, Arts and Social Sciences: the Equalities Network - draws on academic expertise in structural inequalities from these disciplines to enrich equality, diversity and inclusion work in the higher education sector. (07/2019-present). Supported by grant from Advance HE.

**Trustee – Team Kenya CIO,** Newcastle-based small charity working in partnership with Kenyan NGO, 2017- 2019

*Trustee (Vice-Chair, 07/2018 – 5/2019):* Strategic planning and development. Charity governance and compliance. Financial planning. Risk Assessment. Policy development and review.

*Safeguarding Officer (05/2018-5/2019).* 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,** Newcastle charity offering advocacy, activities and support, 2016-2018

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

**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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**Action Learning Facilitation, ILM-endorsed certificate (ongoing)**

11/2020

**Level 5 Certificate in Coaching and Mentoring, ILM** (Institute of Leadership and Management) **2017**

**Postgraduate Certificate in Learning and Teaching in Higher Education**, Lancaster University **2005**

**PhD, English Literature: Contemporary Women's Fiction, Gender and Sexuality**  
University of Sheffield **2002**

**MA (Distinction), Modern and Contemporary Fiction**, University of Sheffield **1994**

**BA (2.1), English Language and Literature**, Birmingham Polytechnic **1991**

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**MEMBERSHIPS**

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Member of Association for Coaching **2017-present**  
Fellow of Higher Education Academy **2005-present**

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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.