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chartering for an award as a way to examine objectively gender equality in my department. We received our first award (Silver) in 2009, reflecting good practice that was already in place, and committing to a plan for future action. We renewed Silver in 2012. Looking back, engaging this early meant that we were working out what gender equality was all about at the same

time as preparing submissions and devising our next action plan. The light dawned when we worked out that gender equality really meant women and men should have exactly the same opportunities, be free that this was happening. Our size, around 100-120 people, was an advantage. This is small enough to nurture a good sense of community which meant our surveys and activities were well received, and large enough for variety and to measure impact.

Along the way I learnt that changing culture takes time but can be broken down into stages. We aligned with Kitter's established

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even if they did not know anything about gender equality, and nor could anyone reasonably object to it. Our vision and mantra is still #



1. 在 z 平面上, 以 z_0 为中心, r 为半径的圆, 记作 $C_r(z_0)$.
 2. 在 z 平面上, 以 z_0 为中心, r 为半径的圆, 记作 $C_r(z_0)$.
 3. 在 z 平面上, 以 z_0 为中心, r 为半径的圆, 记作 $C_r(z_0)$.
 4. 在 z 平面上, 以 z_0 为中心, r 为半径的圆, 记作 $C_r(z_0)$.



Sara receiving the Gold Athena award from Sir Paul Nurse, Athena SWAN Patron, in 2016.