

Sara Mole New Hall 1980 Professor of Molecular Cell Biology and Provost's Envoy for

chartering for an award as a way to exmine objectively gender equality in my department. We received our first award \$ilver)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

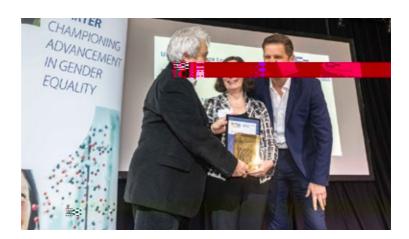
time as preparing submissions and devising our netraction plan. The light dawned when we worked out that gender equality really meant women and men should have exctly the same opportunities, be free Gender Equality, U9, U9c Gent2046 ack (m28a cally 1 to (w920 m2 24 6 acc 6 state of P5r) (w). 22 4h) 32

> that this was happening. Or 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 Ketter's established

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



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