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Altri autori (Persone)	RobertsonJudy WilliamsAlison JonesDerek IsbelLara LoadsDaphne MaxwellElspeth
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Nota di bibliografia	Includes bibliographical references (p. 318-338) and index.
Nota di contenuto	Front Matter -- Copyright page -- Dedication -- Foreword -- Acknowledgements -- Introduction -- -- Gender in higher education: the current landscape in the UK / Judy Robertson -- The current landscape at the University of Edinburgh / Judy Robertson -- A model for change / Alison Williams and Judy Robertson -- -- Gender balancing your seminar speakers / Vicky MacRae and Helen Sang -- Gender balancing Wikipedia entries / Melissa Highton -- Gender balancing the curriculum / Simon Fokt -- Creating a safe space for classroom discussions / Andy Hancock -- Gender balancing your scholarly journal / Ros Attenborough -- Raising your profile on a grant application / Judy Robertson and Barry Lovern -- How to become a better scientific evaluator / Meriem El Karoui and Judy Robertson -- Gender and the Research Excellence Framework / Emily Yarrow -- Be sceptical when researchers claim sex differences / Judy Robertson -- -- Unconscious bias / Derek Jones -- Likeability and the double bind /

Alison Williams -- Intersectionality / Amy Burge -- Educated Pass: engaging young males from low socio-economic status backgrounds with learning / Neil M Speirs -- Student recruitment: planning visit days / Judy Robertson -- Gender balancing staff recruitment: attracting the right candidates / Lara Isbel and Judy Robertson -- Gender balancing staff recruitment: shortlisting / Stewart Anderson -- Gender balancing staff recruitment: interviewing / Judy Robertson -- Advertise all opportunities large and small / Jane Norman -- Women, competition and beliefs / Noémi Berlin -- Proactive promotion / Jon Turner , John Ravenscroft and Lara Isbel -- Defining excellence / Lara Isbel -- Career progression on a shoestring / Anonymous -- Research isn't the only route / Anonymous -- Raising your profile within your organisation / Lara Isbel and Sara Shinton -- Career coaching for individuals / Helen Sang -- Talking about your achievements / Lara Isbel -- Salary negotiation / Judy Robertson and Alison Williams -- Get an international audience for your research without leaving your office / Martyn Pickersgill -- Approaches to planning your career / Lara Isbel -- -- Dealing with imposter syndrome / Judy Robertson -- Rose surprise: when your period comes early / Hope Bretscher -- Flexible working: being realistic / Anonymous -- Deadlines and diapers: being an academic dad / Graham Baker -- The kids are alright / Gale Macleod and Jonathan Hearn -- Show your daughters the joys of science / Danai Korre -- How to convince your family to let you study / Theresia H. Mina -- -- Stereotype threat / Judy Robertson -- A reflection on EUSA sexual harassment campaigns / Chris Belous -- A reflection on the University of Edinburgh's policy on sexual harassment / Gavin Douglas -- Tackling difficult situations: supporting your staff and students / Anonymous -- Support for students who report sexual harassment or assault / Arianna Andreangeli , Daphne Loads and Lindsay Jack -- Perspectives from students / Lara Isbel and Judy Robertson -- You can't be what you can't see: visible celebration of notable women / Jo Spiller and Sarah Moffat.

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## Sommario/riassunto

“The ivory tower, like other stately homes in the UK, might present a grand façade to the world but closer inspection reveals a dark, spidery basement full of inequalities.” Gender imbalances still exist across all areas of higher education. From salaries and promotion, to representation in the curriculum, formal approaches and good intentions rarely address the full complexity. EqualBITE digs into the messy reality of higher education gender issues, presenting people's stories, experiences and frustrations and – more importantly – what can be done. University of Edinburgh students and staff share real-life experiences of gender challenges and opportunities, and their constructive responses. The book condenses current academic research into practical actions that do make a difference. EqualBITE is a pragmatic and positive response to gender issues in academia – a catalyst for creating a culture which is better for everyone. “We were so pleased to see this new guide to one aspect of diversity—gender equality—and to see how good it is: the book is comprehensive; it is raw, honest and personal; and it is very well written. It is a book both for reading cover-to-cover and for dipping into, and it will be enormously influential.” – Jim Smith Director of Science, Wellcome Trust andamp; Gemma Tracey Diversity andamp; Inclusion Programme Manager – Science andamp; Research, Wellcome Trust “The balance between data and lived experience equip the reader with the vital understanding of the depth of institutionalised inequality... This is recommended reading for anyone working in higher education who truly wants to create a fairer culture of women.” – Talat Yaqoob Director, Equate Scotland “I really enjoyed reading the recipes - they

combine humour with practical advice on how to tackle important gender issues.” – Fiona Watt Vice-Dean Research and Impact, Faculty of Life Science and Medicine, King's College London

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