# BITS
## MAGAZINE

# Celebrating community

## Equality and diversity

## Keeping your data safe

## Processions banner making

## 60 second interview

If you require this publication in an alternative format, please contact Viki Galt, Disability Information Officer on 0131 650 6645 or email **viki.galt@ed.ac.uk**

**SUBMISSION DETAILS**

The deadline for submissions for the next issue of BITS is 21 September 2018.
If you would like to submit an article, or tell us about some news, please email:
**BITS@ed.ac.uk**

To keep up to date with IS news:
**www.ed.ac.uk/is/news**

**FSC LOGO**



# Editorial

As our regular readers across the University will know, each issue of the Information Services Group BITS magazine has a theme. In this issue we have looked across all of our projects and services to highlight the ways in which we contribute to supporting the University values around equality, equity, inclusion and access. As usual, our feature article showcases work across each of our groups and directorates which support learning, teaching, research and engagement.

Working within such a large institution, we are able to attract a wide range of staff to work with us in ISG. The richest source of new colleagues is our student community. Each year ISG hosts a large number of student workers and student interns. They bring fresh ideas and new thinking to our services. This issue of BITS magazine is designed by our Graphic Design Intern working alongside our established team.

I am very pleased that we are able to welcome new staff into our organisation and to celebrate the achievements and awards won by our teams, including some new awards for our work in equality and diversity. We welcome a new Head of Operations, Claire Dorrity, to EDINA on page 1 and spend 60 seconds with Kevin Brogan, Head of Operations in Learning, Teaching & Web Services, on page 13. Our back page features some of the many events that staff in ISG contribute to at the Edinburgh festivals over the summer. I hope you will be able to engage with and enjoy them.

If you would like to know more about any of the projects described in this magazine, or about the ways we aim to embed equality and diversity expertise which has a direct and significant positive impact on our organisation, please keep up to date with our celebrations and news via our websites, social media and events across the University.

**Melissa Highton**
Director of Learning, Teaching and Web

## ISG news

# **New** people

## Claire Dorrity

Claire Dorrity has joined EDINA as Head of Operations. Claire has a wealth of operational management experience, working with Capita to transition IT managed services into hundreds of schools across England and Northern Ireland. More recently, Claire worked at Heineken in their newly formed Digital Commerce Europe team, using her service management expertise to provide B2B solutions for the UK and supporting delivery of the solution across multiple European countries.

> **I am delighted to join EDINA and to lead an exceptionally talented operations team. We have many exciting projects underway, with innovation at the forefront and a passion to provide excellent service to our customers. I am thoroughly enjoying the challenge and am proud to be a part of EDINA's bright future.**

# **Widening digital** skills training

### Andrew Kirk

The Digital Skills Team and IS Helpdesk continued their collaboration with the Lothian Equal Access Programme for Schools (LEAPS) Summer School this year by providing Digital Creation and Information Skills training. Andrew Kirk from the Digital Skills and Training team provided Media Hopper training for the 80 students, who used video to reflect on their course material and then upload it to the Summer School Media Hopper channel. Nicola Edwards from the IS Helpdesk held workshops designed to help the students access the Library's digital and print collections.

**www.leapsonline.org**

# Awards

### PlayFair Steps

The PlayFair Steps equality and diversity initiatives in ISG have been recognised as excellent by the judges at the Universities Human Resources awards.

The initiatives focus on ensuring that barriers and bias are addressed and a more inclusive workplace is experienced by all. After two years this work is now able to show positive impact, report on metrics for improvement and use data-driven decision-making for management practice.

### Building conservation

St Cecilia's Hall has won another architectural award – the RICS Building Conservation Award for Scotland.

The judges from the Royal Institute of Chartered Surveyors awards panel praised the project team for cleverly enhancing the space and access, while sensitively restoring this significant building. This resulted in the University being able to offer more performances and increase the opening times of the museum.

### Student employment

We're delighted to announce that ISG has been awarded prizes for our student employees, and as an excellent employer, in the Student Employee of the Year Awards.

> **I've been given the opportunity to plan and lead my own work and it has been extremely eye-opening to learn about the many issues that shape women's careers in STEM and beyond. These are invaluable insights which have given me an opportunity to think extensively about careers and employment beyond university.**

**Vicki Madden, Digital Recruitment and Marketing PhD Intern**

# Equality and diversity in ISG

**In ISG we take a proactive approach to celebrating equality and diversity. We know that the experiences of our staff at work are shaped by many different factors and that engaging with new ideas and new ways of thinking in our teams and groups brings a richness to the projects we deliver and the services we provide.**

For many staff and students at the University, the colleagues they interact with in ISG will be the front face of IT and library support, and we hope that the diversity and breadth of the University is reflected in the ways in which we work. We aim to bring an understanding of equality and inclusion to everything we do as part of our core organisational values.

## What equality and diversity means to us

### In the people we employ

**Diversity case studies of women in STEM**

On our LinkedIn page, we have been showcasing high profile STEM career case studies of women who work in ISG.

In posting these case studies, our goal is clear: we want to provide our current workforce with an inclusive, fair environment in which they feel valued, creative and empowered, and we hope that others will be attracted to work with us in continuing to thrive, learn and research.

There are now so many interesting, creative, rewarding and glamourous jobs available to women who chose a technology career. The sector is booming in Scotland and ripe with benefits for women. Tech employers are keen to attract more women and greater diversity to their teams. The women who work for ISG come from a range of backgrounds and experiences.

Read the case studies at: **edin.ac/isg-stem-profiles**

### In the training we offer

**Disability awareness training**

We have engaged in much work to help support disabled staff and students across the University with our assistive software and technical solutions, assistive technology student spaces in the Library and an increase in support for disabled advice. ISG recently received the SUSE award for supporting staff, one of the first two organisations in Scotland (with IKEA) who received this prestigious award and certification.

We run regular disability awareness training sessions which cover the Equality Act and your duties under it and information, general advice and guidance on supporting people with a range of disabilities, learning difficulties and health conditions. These sessions are advertised on MyEd, but if you would like any specific training, please contact Viki Galt, Disability Information Officer, 0131 650 6645 or email **viki.galt@ed.ac.uk**

# **In the ways** we work together

### Diversity in teams: a case study

The Production Management team in ISG provide the technical support to over 100 core applications used University-wide, such as EUCLID, Learn, MyEd, University Website, HR/Payroll, eFinancials, Identity Management and PURE. The team has to resolve extremely complex problems on a regular basis and service incidents when they arise.

Diversity in the team is crucial to being inventive and finding solutions. An active approach to diversity has helped over the years to build a team where we now have staff born in four continents, about a third of staff with English as their second language and staff with small children to staff with grandchildren. The educational background of the team covers science, engineering, arts and banking/finance. 50% of the management team are women, which is unusual for engineering teams in ISG.

The differences in perspectives and methods of approaching problems lead to better outcomes. Variety in the way problems are framed and interpreted helps us to resolve complex problems when a single approach does not produce a workable solution.

# **In the materials** we share

### Diversity in the curriculum

One of the many ways we champion principles and values is through our open education resources (OER) and open knowledge activities.

OER created by our staff and students are available for re-use for anyone interested in diversity issues. Some examples include:

**Prejudice Reduction Strategies** – by Psychology students on the Geoscience Outreach Programme. **edin.ac/prejudice-reduction**

**LGBT+ Healthcare 101** – Interviews with LGBT+ volunteers and resources by and for University of Edinburgh medicine students. **edin.ac/lgbt-healthcare**

**HIV/AIDS Online Resources for Teachers** – Educational resources, images and audio-visual material from the LHSA UNESCO-recognised HIV/ AIDS collections (1983-2010). **edin.ac/hivaids-resources**

**See more on www.open.ed.ac.uk**
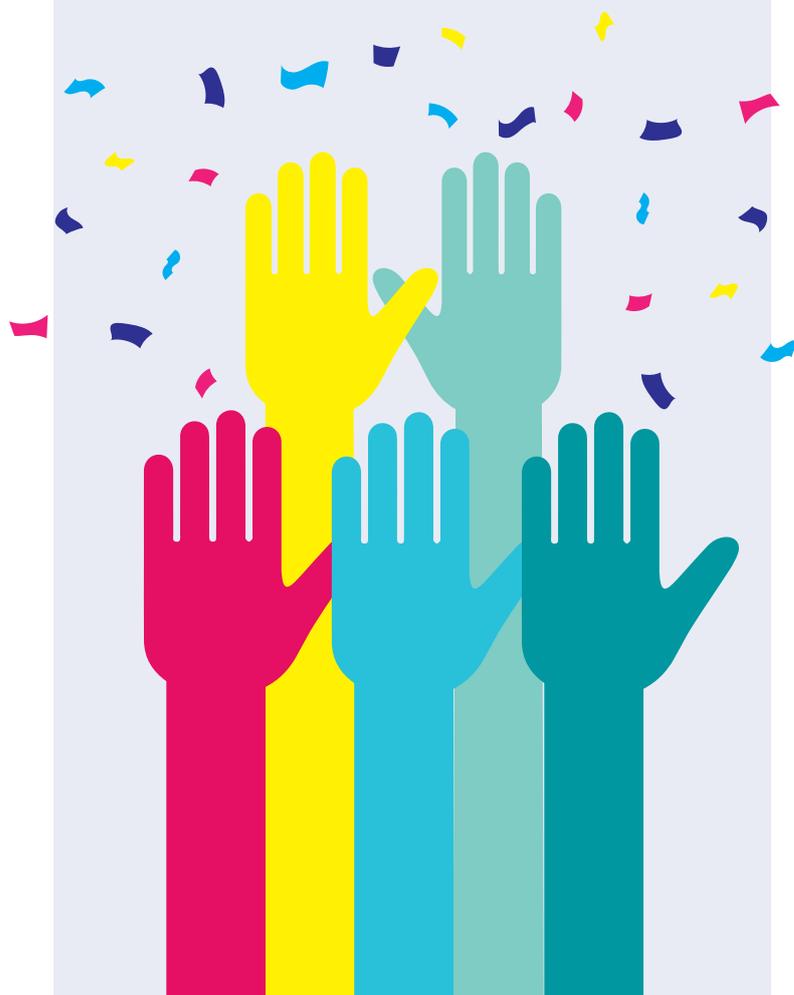
# Please use the **mic**

In ISG we've learned from our rollout of lecture recording this year that the best quality and most accessible recordings are produced when microphones are used.

Lapel mics work best for presenters, while handheld mics and Catchboxes work best for audience interaction. Catchboxes are throwable microphones available in the largest teaching spaces; other rooms are equipped with handheld mics.

In rooms with neither, you should repeat questions to ensure they are picked up on the recording.

# Updating **MyEd**

**Marissa Cummings**

Over the past year, we have been working on improving the student experience of MyEd. The first phase of this work concentrated on technical investigations and gathering requirements.

We're now starting the next phase of the project. Over the summer, we have been updating the MyEd interface and making changes to benefit students. Please let us know your feedback on the new interface. For more information, see our blog: **edin.ac/myed-changes**

# Keeping you and your **data safe**

**Bruce Darby, Robin Rice & Garry Scobie**

Your personal data is important, and ISG is taking steps to show our commitment to protecting it.

In line with the General Data Protection Regulations (GDPR), we updated our University website privacy notice and introduced new consent mechanisms for web forms and cookies.

The Research Data Service will soon be launching DataVault, an alternative data archiving solution to DataShare, which allows researchers to archive their datasets for 10 years or more without making them openly available. Metadata records will appear in PURE, but access to data is controlled.

The ISG Information Security team are also now offering training courses as part of the Digital Skills Programme: Phishing, Scams and Social Engineering; Ransomware; and The Internet Survival Guide. You can book a place on these courses through MyEd.

**Treat it like treasure**

# Providing personalised key task **notifications**

**Brendan Owers**

The Notifications Service team have been running a pilot rollout over the summer with Employ.ed interns to deliver task-based communications at the right time. Notifications (such as event bookings) are initially delivered to each recipient's MyEd page upon login.

A beta rollout with interested services will follow. Work is also ongoing to develop SMS and email channels for specific communications.

The team have been working with students and staff across the University to understand and establish how to improve the student experience. Part of this work included running user story workshops with students to identify and focus on key task communications.

If you are interested in taking part in future pilot work or would like further information, please contact the Notifications Service Team: **notifications.service@ed.ac.uk**

# Jupyter **Notebooks**

A proto Computational Notebooks service, which will form a pilot service for use in 2018/19, has been developed and trialled by EDINA in conjunction with Learning, Teaching and Web Services.

Computational (Jupyter) Notebooks provide a web-based, live interactive coding environment that allows you to create and share live code, equations, visualisations and explanatory text, therefore offering the basis for 'computational narratives' or 'code stories'.

**noteable.edina.ac.uk**

# Equal**BITE**

**Jo Spiller**

The EqualBITE recipe book for Gender Equality in Higher Education was launched in May. It contains over 60 'recipes' written by staff and students containing a wide range of experiences, reflections and insights on the messy reality of gender equality in Higher Education.

Three ISG staff members contributed recipes:

- Melissa Highton on the need for more women editors of Wikipedia in 'Gender balancing Wikipedia entries'
- Marissa Warner-Wu on the importance of being an active bystander in 'Say Something'
- Jo Spiller on the importance of visual representations of women of achievement in 'You can't be what you can't see'

Find out more and download the free e-book: **edin.ac/equalbite**

# Scotland's first **Library Carpentry**

**Sarah Ames**

Library & University Collections co-organised Scotland's first Library Carpentry with the Software Sustainability Institute in May. Library Carpentry is a data and software skills training course for librarians and archivists who deal with large amounts of data. The modules covered in this session were: Regular Expressions, OpenRefine, Unix Shell and Introduction to Python.

25 librarians from across Scotland and Northern Ireland attended the two-day workshop, which was led by Dr James Baker (University of Sussex) and Jez Cope (University of Sheffield), and introduced by Professor Melissa Terras (University of Edinburgh).

Feedback has been extremely positive, and we hope that this will form the foundation of a Carpentry community for Library staff.

For more information about this event, or future plans, please contact: **sarah.ames@ed.ac.uk**

# Featured **thesis**

**Gavin Willshaw**

Alexander McCall Smith is most well-known for his award-winning novels and children's literature, but he is also a respected figure in the legal field. His recently-digitised 1979 thesis, The Defence of Duress, explores the complexity of issues around coercion, responsibility and morality.

Read his thesis at: **edin.ac/mccall-smith-thesis**

Image: Tim Duncan [CC BY 3.0 (https://creativecommons.org/licenses/by/3.0)], from Wikimedia Commons

## Conferences

# Equality won't happen by itself:
## Our attempt to address it at IDCC

**Sarah Jones**

As researchers are increasingly turning their focus to the underrepresentation of women in science, the programme committee at the International Digital Curation Conference (IDCC18) made a point of promoting equality by assigning all-women chairs for all sessions.

Chairs at IDCC18 were provided with instructions from the committee to give women the opportunity to speak first (if you're wondering why, check Carter et al, 2017: **arxiv.org/abs/1711.10985**).

We don't think this should be an extraordinary effort; rather, as Kevin Ashley (DCC Director and chair of the conference) put it – what's right ought to be normal.

**edin.ac/idcc18**

> **Rachael Kotarski**
> @RachPK                    Follow
>
> Is every #idcc18 session chaired by a woman this year? I'm glad we found time, we're pretty busy #takingovertheworld an' all.
>
> 5:56 PM - 14 Feb 2018
>
> 4 Likes
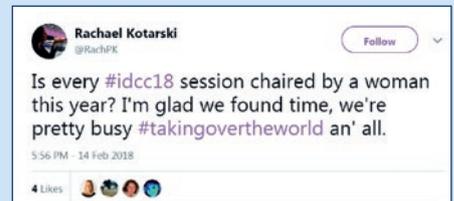
# IIIF
## Conference

**Scott Renton**

Joseph Marshall (Head of Special Collections) and Scott Renton (Library Digital Development) attended the International Image Interoperability Framework (IIIF) Conference at the Library of Congress, Washington DC, in May. It's always fascinating to see the advances in media interoperability through this increasingly popular framework, and there was good news to bring back around archives, manuscripts, audio-visual and 3D, all of which have practical uses in the Library. Additionally, two well-received papers around our workflows were presented by the delegates.

**iiif.io**

# 10 years of
# Repository Fringe

**Alex Delipalta**

Celebrating its 10th anniversary with a brand new venue and date, a vibrant Repository Fringe was held in July. With over 140 delegates and a two-day packed programme chaired by Theo Andrew, the event featured a wide range of 10x10 presentations from across the UK (and Palestine) and a great speaker line-up including: Gavin McLachlan, Danny Kingsley, Pauline Jones, Chris Awre and Dr Jane Secker.

**www.repofringe.org**

# Contributing to **open communities**

**Lorna M Campbell**

A recent survey of ISG involvement in open source projects highlighted ways in which our colleagues contribute their expertise to technical initiatives to develop software, benefitting a broad range of users. At the recent FLOSSUK conference, Lorna Campbell gave an overview of Open Knowledge domains, showing examples from the University and highlighting how open communities can become more diverse and inclusive. ISG was well represented, with Melissa Highton and Simon Chapple also speaking.

For more information about ISG contributions to open source projects or if you have ideas on getting a broader range of people involved, please contact Lorna: **lorna.m.campbell@ed.ac.uk**

## Equality
### in online learning

Online learning offers equality through flexible opportunities to study outside the traditional time, cost and geographic constraints. We offer high quality accessible postgraduate programmes online and use global MOOC platforms to extend open education courses.

As we scale delivery of online masters programmes to global audiences, it becomes increasingly important that equality is embedded in our curricula. In planning sessions we are careful to remind teams to strive for equality and diversity at every stage of the course design process, reviewing academic representation and reading lists to ensure the full diversity of our University community is reflected.

We also aim to provide equity of access to learning resources and support for our matriculated online students, so that their geographical location has no impact on getting what they need from the Library. We work closely with programme teams to identify relevant online materials, and re-think the structure of information skills tutorials and activities to work in an online format (whether in real-time or asynchronous). See **edin.ac/ol-library** for our online student-oriented Library guidance.

To better serve our global and diverse audiences, we recently worked to improve the quality and persuasiveness of digital content for prospective online learners. This included a new Postgraduate online learning website and revamped MSc History online degree site which aim to attract more high-quality applications that will ideally convert into matriculated students. Visit the new postgrad site at: **edin.ac/ol-postgrad**

## New Research Data Support team

**Dominic Tate & Robin Rice**

A strategic review of how ISG is providing research data services to the University has resulted in a new Research Data Support team. Made up of the former Library & University Collections (L&UC) staff working on research data management and the Data Library staff from EDINA, the team is now part of the Library Research Support section of L&UC. We are confident that this change will help us provide the best possible services to our customers across the University.

## New data on Digimap

**Emma Diffley**

A new collection and new data will be added to Digimap for the next academic session. Global Digimap will offer easy access to global coverage of Open Street Map data, making this well-known data much more accessible by way of Digimap tools and alternative formats. Digimap's Ordnance Survey Collection will also offer Northern Ireland map data for the first time. This will be included at no additional charge.

Keep up to date with Digimap news at:
**digimap.blogs.edina.ac.uk**

## Conservation
### of the Thomson-Walker Collection

**Emily Hick**

Over the past four years, the conservation studio at the Main Library has hosted five interns working 8 to 10 weeks each to conserve the Thomson-Walker Collection of medical portraits. During this time, the interns have conserved and rehoused 2,775 prints. The internships have provided a valuable opportunity for recent conservation graduates to gain experience in the sector, as well as preserving an important print collection for future generations. Interns have gone on to secure roles in conservation studios throughout Europe. Following this work, access to the collection has been improved and digitisation can be carried out more efficiently.

Intern Samantha Cawson working on the Thomson-Walker Collection.

# Processions
## banner making

**Steph Hay**

The 10th of June saw women take to the streets in the capitals across the UK to participate in Processions, an artwork and march to celebrate 100 years since some women won the right to vote and the right to stand for public office. A banner sewn by staff, students and female prisoners co-ordinated by Lindy Richardson at the Edinburgh College of Art led the march in Edinburgh. A group of us in ISG helped create the tassels that lined the banner, while others created some of the wonderful badges on it.

> **Taking part in the march itself was incredible – with the huge age range of participants, you couldn't fail to come away from the march feeling uplifted and inspired.**



University of Edinburgh staff with their banners and signs for the 2018 Processions march.



1909 procession in Edinburgh.



Image credit: Edinburgh Central Libraries

# Promoting equality
## and accessibility in the Software Development Community

**Marissa Cummings**

The Software Development Community is a proud supporter of equality and diversity. Bringing together both staff and students interested in learning and sharing ideas, we have run accessibility for software and websites workshops over the past two years. We have also featured industry speakers on topics such as 'Asking About Gender' and 'Accessibility Beyond Screenreaders'. We plan to continue our work over the next year.

# Inclusive education
## with lecture recording

**Lorraine Spalding**

In response to increasing student diversity at the University, the School of Education has received PTAS funding to research ways in which lecture recording can be used to facilitate inclusivity in teaching and learning. Guidelines to develop the ways technologies are used to widen access will be produced as part of the project.

Students with additional needs have already noted the benefits of using Media Hopper Replay. This is a diverse group, including carers who find recordings essential for their studies.



> **The recorded lectures have been amazing for me. As a carer I have to drive frequently on a one-hour commute, and listening to the audio of the lecture in my car reduced my stress because I really felt I was making good use of the time for my studies as well as doing my family duty.**
>
> **University of Edinburgh student**

# Equality and diversity
## interns

Student interns are currently working to ensure equality and diversity in ISG is visible and celebrated.

In the Centre for Research Collections, Equality Images Intern Leah McCabe has been exploring our collections to identify images which represent equality and diversity, from diverse groups to positive representation. A resource will be created for social media, presentations and displays across the University. Francesca Vavotici will be taking over from Leah in September 2018 to continue the work.

Daisy Stafford has also started as an equality and diversity intern, with a different task of raising the profile of a collection of a successful female composer to enhance the representation of women in the collections (**edin.ac/louisa-matilda-crawford**).

The Applications Directorate has hired two students, Sophie Ainslie and Kathy Chow, to assist in the writing of Equality Impact Assessments (EQIAs).

Currently completing the Diploma in Professional Legal Practice, Sophie is thrilled to apply her existing legal knowledge to conducting Equality Impact Assessments and the role further compliments her particular interests in employment and human rights law.

Kathy is a Masters by Research student in Systematic Theology. Having spent last summer working at the Office of the Provost at Princeton University on its access and inclusion efforts, she is excited about writing EQIAs as it complements her growing interest in equality and diversity issues in higher education.

So far, the student employees have drafted fifteen EQIAs. The writing process has provided invaluable work experience by giving them the opportunity to interact with various members of ISG, expand their knowledge of Scottish equality and diversity legislation and apply their analytical skills to a tangible issue in the workplace. These new interns join our growing team working on E&D issues alongside Dominique Green, Vicki Madden and Gina Roberts.

Photo of Women's 4s rowing on the canal in 1922. From University Collections, sourced by Equality Images Intern Leah McCabe.

# Returning to **STEM**

**Jenni Houston**

Digital Skills and Training are participating in the Women Returners project delivered by EQUATE Scotland, which supports experienced women back into the STEM sector.

Tracy Steinberg joined us through the project in February, having been away from the tech work world for 19 years after her son was born and she moved to America. She is now developing a 'Developing Your Data Skills' programme that aims to demystify data science and develop the data skills of our professional services staff.

The project provides employers with a range of benefits, in this case the skills and enthusiasm for data that are essential for developing data skills within the University. For Tracy, the programme has given her an easy and supported route back to the workplace, without which she feels it would have been difficult. Tracy is pleased to find that data science has become a hot subject in her absence, and looks forward to the future.

"

**Many thanks for having the foresight to hire me. I love working here and hope that my programme brings many benefits to staff and students.**
**Tracy Steinberg, Digital Skills and Training**

**www.ed.ac.uk/is/skills**

# Online **dissertation marking**

**Robert Chmielewski**

Over the last few years, the Schools have been making good progress switching to centrally supported online tools for assessing students' submissions which are marked by single markers.

Thanks to the PebblePad ATLAS tool, we can now support more complex marking workflows, for example double and double-blind marking of submissions (which is a requirement for any single item of assessment of 40 credits or more). As a result, we are working

with Schools wanting to start managing their dissertation marking fully online, with the School of Divinity being the latest signup. So far this year, ATLAS has been processing 1018 dissertations.
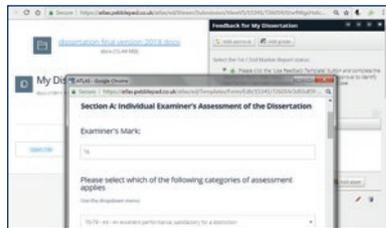


ATLAS' marking interface.

# **UX Service** celebrates 1 year of achievements

**Neil Allison**

The pilot User Experience Service, funded by the Digital Transformation Initiative, has been operational for almost a year now. We've helped a wide range of business areas better understand their customers, supporting improvements to websites and apps as well as informing the early stage planning of new services.

Our work is centred around the user. While this mostly involves digital experiences, we work wherever they are engaging with the University: at home and abroad, in the Edinburgh digital estate and beyond, in the digital space and in-person interactions.

Read case studies of our recent work:
**bit.ly/UoE-UX-case-studies**

Find out more about what we've done in our first year, and what's coming next:
**bit.ly/ux-service-year1**

If you're interested in working with your audiences to develop better services, get in touch:
**user-experience@ed.ac.uk**

# **#Vote100** Wikipedia Editathons



**Ewan McAndrew**

Wikipedia editathons are a great way to bring a bit of diversity engagement alongside your development of new digital skills. To celebrate 100 years since the Representation of the People Act (1918) gave some women the vote, ISG held three #Vote100 Wikipedia editing events in collaboration with Wikipedia's Women in Red project during the Festival of Creative Learning, International Women's Day and Processions 2018.

We have now surfaced 34 brand new biography articles on Wikipedia about Scotland's suffragettes and the Eagle House suffragettes, along with 220 improved pages and items of data so people can discover all about their lives and contributions.

You can read all about them, including 9-year-old suffragette Bessie Watson, in these Histropedia timelines: **tinyurl.com/Scotsuffragettes** and **tinyurl.com/EagleHousesuffragettes.**



Image credit: Edinburgh Central Libraries (left) and Ewan McAndrew (right)

# Wikimedia UK **Partnership of the Year**

At this year's Wikimedia UK AGM, the University won the UK Partnership of the Year award, as the institution which had stood out in the past year as 'the most effective Wikimedia and Open Knowledge Advocate'.

# Near Future Library

**Sarah Ames**

A range of exciting speakers gathered in May to discuss the Near Future Library, and the implications of technological change on access, space and services.

The event included a keynote from Dr Paul Gooding (UEA), representatives from Skyscanner, StormID and the Scottish Government and a panel discussion with science fiction writers.

To conclude the Symposium, winners of the student competition to design or describe the Near Future Library were presented with their awards by Jeremy Upton (Director of Library & University Collections).

More information about the event:
**edin.ac/near-future-library-symposium**

Vox pops from the Symposium:
**edin.ac./near-future-library-vox-pops**

Student competition exhibition:
**edin.ac/near-future-library-exhibition**

Image: Cho Woon Lau, "Inspiration Through Sound," Near Future Library.

# Can Alexa help the student experience?

**Stratos Filalithis**

As voice and chatbot interfaces become part of our everyday lives and many users interact with our services this way, ISG has established a project to look into the current technologies and standards. If you are interested in delivering services via a conversational interface, please contact us. We can help you choose the best way to get started.

**edin.ac/speak-to-us-project**

# HIV collections at Lothian Health Services Archive

**Louise Williams**

Lothian Health Services Archive's UNESCO-recognised collections on the history of HIV prevention, treatment and care in Edinburgh reflect a widespread and co-ordinated response from a range of individuals and groups to an unprecedented crisis which reached its height in the late 1980s.

The scale of this interaction between medical professionals, voluntary organisations, local government and policy-makers had never happened before and has never been repeated since in our region. The bright badges, policy reports and eye-catching posters held by LHSA mark the sheer scale of effort across a diverse range of communities to prevent the spread of a virus that can affect anyone.

To find out more e-mail: **lhsa@ed.ac.uk**
or visit: **www.lhsa.lib.ed.ac.uk**

# **Healthy** Working Lives

**Kathryn Mackay**

In June, the group organised a Walk Around the Kelpies for colleagues and their families, which was coordinated and run by Natasha Aburrow-Jones. Look out for more activities like this over the summer.

In conjunction with Xerox, the User Support Team (IS Helpline) ran a Food Bank collection to help support people in the local community who are in crisis. They set up a collection point in Argyle House and collected donations throughout May and June. All the donations were then handed over to the Edinburgh North West Food Bank. Congratulations to all of the IS Helpline team who were involved in coordinating this.

The Healthy University Project came to a close, with the final report currently under review. The Healthy Working Lives committee would like to thank all ISG colleagues for their enthusiasm and engagement with this project.

# **DIY film trip** to India

**Stephen Donnelly**

University of Edinburgh undergraduates used skills and equipment from our DIY Film School to document an amazing trip to India. Students followed the supply chain from the pickers and growers of Gujarat to the fashion houses of Mumbai and were asked to consider the environmental, social and economic implications of cotton, the country's primary export.

# **Aurora Programme**

**Ruth Miller**

Aurora is a national leadership initiative designed to enable a wide range of women working in higher education to engage with leadership development at an earlier stage in their careers.

The University of Edinburgh has the largest number of participants each year, and ISG send a cohort of women through the programme. Aurora has helped our staff to maximise their talents and develop leadership skills. Several have succeeded in advancing their careers, either through promotion or by attaining new leadership roles.

**"**

**It was a chance to take my own ambitions seriously, review my career goals and look at what I want to do and what I can do. It's moved my thinking towards being proactive and more positive.**

**ISG Aurora participant**

If you would like further information, visit: **edin.ac/aurora**. Please discuss your application with your manager.

# 60 seconds with
# Kevin Brogan

## Head of Operations (Learning, Teaching & Web Services)

> "I am impressed by the quality of our students, who are always willing to share their experience and bring new ideas to our work.

### Tell us about your position.

I am responsible for financial and people management in Learning, Teaching & Web Services (LTW), ensuring that we deliver a dynamic set of services and strategic projects to the University community. Equality and diversity issues play an important part in my work. I ensure that development opportunities are offered with transparency and openness and that our staff have equal access to them. I raise awareness of the University's flexible working and family friendly policies and consistently apply their review and approval processes across LTW.

I also support our recruitment strategy aimed at attracting a more diverse workforce, including the use of LinkedIn, targeted adverts and social media sharing.

### What are the challenges of your job?

Ensuring that, as a directorate, we are responsive to the constant changes taking place within the University, identifying the right priorities and ensuring we evidence delivery. Other challenges of my role are attracting the best people to work for us and identifying opportunities to improve the way we work and to provide development opportunities for our staff.

### What do you find most exciting about it?

I enjoy the sheer variety of my job, where every day comes with new challenges and opportunities. I enjoy working with and learning from colleagues across ISG and the wider University. In the last year, I have really valued the opportunity to recruit more students within LTW. I am impressed by the quality of our students, who are always willing to share their experience and bring new ideas to our work.

### How has ISG changed over the years in terms of equality and diversity?

Equality and diversity issues and actions have gained more visibility, and communication about them has improved.

I consider the inclusion of equality and diversity as a theme within the IS Change Programme important. I also think that the PlayFair Steps initiative offers very constructive sessions, bringing diverse groups together, having good conversations and identifying actions and positive changes that can be made. In addition, over the last few years, it has been good to witness a shift in gender profile in ISG: now women occupy 50% of our most senior roles, which is great.

### Tell us about your professional background.

I started my career in banking, then took a career change and became the Executive Assistant to the CEO of Citizens Advice Scotland.

I joined the University as Executive Assistant to the Director of HR in 2002. I was then appointed as the first postholder in the new role of Business Administrator in ISG in 2007 and worked as Business Manager in Applications Directorate until I moved into my current role.

### What do you like to do outside work?

I love to travel the world and experience lots of new places and cultures. I also enjoy socialising with friends and making the most of my garden and the historic surroundings in my home in the village of Culross in Fife.

# ISG at the **Festivals**

## **Book** Festival

Rachel Hosker will join author Ian Rankin, Alberto Manguel (Director of the National Library of Argentina) and Damon Young (author of 'The Art of Reading') to celebrate the 50th anniversary of the University of Edinburgh Library and to discuss the role of libraries in our lives. You can catch our MOOC 'How to read a novel' take centre stage at the Festival. Shortlisted authors for the James Tait Black Fiction Prize will join Dr Alexandra Lawrie to look at their works.

ISG staff will also host four events at the Festival over the course of 13 – 16 August:

- Inside the Story with Virtual Reality – Mike Boyd
- Music Room Favourites – Ruthanne Baxter
- Navigating the Medieval Cosmos – Elizabeth Quarmby-Lawrence
- Introduction to Book Conversation – Emily Hick

**www.edbookfest.co.uk**

## Festival **Fringe**

Two ISG staff members will perform at the Cabaret of Dangerous Ideas.

On 4 and 15 August, Digital Education Manager Nicola Osborne will ask you to bring your questions and top tips to 'Privacy is dead, long live privacy!', looking into how new data protection rights can help save your digital footprint.

On 5 and 22 August, Archives Manager Rachel Hosker will present 'Silence in the archives', exploring the responsibility of the individual and the archivist in the process of remembering and reflecting society.

**codi.beltanenetwork.org**

## **Film** Festival
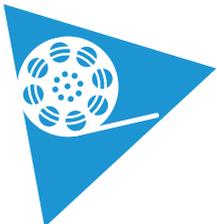
Earlier this summer, ISG also featured in three Film Festival events.

Our MSc in Film Curation Students worked with Centre for Research Collections staff to use our collections at two events: Looking for Lucey and Tinderbox Orchestra.

Audiovisual composer Jules Rawlinson used film from the Lucey collection for an exciting event that remixed archival material with an electronic score he performed live.

Rachel Hosker did an 'In Conversation' with Lynda Myles, the world's first female film festival director, who was director of the Edinburgh International Film Festival from 1973 – 1980.

**www.edfilmfest.org.uk**

You can also catch our libraries and museums play host to various festival events, including:
- concerts at St Cecilia's Hall (**edin.ac/st-cecilias-events**)
- exhibitions at the Main Library (**edin.ac/library-exhibitions**)
- art performances at the Anatomical Museum (**edin.ac/anatomical-events**)