Tackling Harassment: Promoting Cultural Change in Higher Education
An Introduction to the Expert Panel

Expert Advisor

Alan Berkowitz is an independent consultant with over twenty-five years of experience, specialising in culture change, gender issues, ending men’s violence, and fostering social justice. He has received five national awards for his work in these areas with communities, universities, public health agencies, and the military. Alan is the author of a model rape prevention programme for men, which helped to reduce sexual assaults by 75% at a 4-month follow-up.

Alan is also a regular keynote speaker at national and international conferences, a cofounder of the ‘social norms’ approach, and the author of a book on bystander intervention theory and skills. He has helped to design a number of online sexual assault prevention programmes demonstrating positive outcomes, including Epigeum’s Consent Matters. Alan received his PhD in Psychology from Cornell University and is a licensed psychologist.

Author

Angie Wright works as an educator for Stop Hate UK, the leading UK charity combatting hate in all its forms. Angie has spent her career teaching in various contexts, including 11 years as a secondary school teacher, and develops training for people of all ages to raise awareness of Hate Crime and its effects.
**Leonidas Adams** is the Disabled students’ representative for the National Union of Students, having previously been the Disabled and trans students’ representative at Leeds University Union. Ze has been responsible for running award-nominated campaigns and projects on Disabled people’s liberation and trans and gender-variant history. Leonidas is currently a student at the University of Leeds where ze studies Linguistics.

**Jason Arday** is an Associate Professor in Sociology at Durham University in the Department of Sociology. He is a Visiting Research Fellow at The Ohio State University in the Office of Diversity and Inclusion, an Adjunct Professor at Nelson Mandela University in the Centre for Critical Studies in Higher Education Transformation and a Trustee of the Runnymede Trust, the UK’s leading Race Equality Thinktank. Jason is also a Trustee of the British Sociological Association (BSA) and a Fellow of the Royal Society of Arts (RSA). He sits on the Centre for Labour and Social Studies (CLASS) National Advisory Panel and is a School Governor at Shaftesbury Park Primary School in London.

**Stephanie Brookman** is the Associate Director of Student Wellbeing at the University of Newcastle, Australia. She is an experienced General Practitioner who was the Medical Director of the University Health Service for many years. Her current role includes responsibility for the Health Service, Counselling, AccessAbility, Student Loans and Welfare and Student Equity, Diversity and Inclusion.

**Dr Athena-Maria Enderstein** is an Equality, Diversity, and Inclusion Lead at Durham University. She is a researcher, trainer and practitioner from South Africa currently working in Europe. Athena specialises in transformative learning, equality building strategies and systemic change management.
**Sara Khan** (she/they) is Vice President for Liberation and Equality at the National Union of Students. Sarah leads NUS’ five Liberation campaigns, representing the interests of Black, Disabled, Women, Trans and LGBT+ students across the UK.

**Mia Nembhard** has been elected twice on campus as the Executive Sports Sabbatical Officer in 2019/20 and President this academic year (2020/21). She has been elected twice into national roles as the Student Director for BUCS (British Universities College Sport) in 2019/20 and is currently supporting the NUS Liberation campaign as the Women’s place representative on the committee. Mia centres her work on social justice and activism, working closely with sexual assault survivors from campaigns to advocacy work.

**Kaushika Patel** is the Interim Deputy PVC for Equality, Diversity and Inclusion (EDI) at De Montfort University (DMU). Her role includes being Director of the Decolonising DMU project, deputy Chair of the University Race Equality Charter Committee, Chair of the University EDI committee and Chair for her Faculty EDI committee. She has oversight and provides support to the University Staff Identity Networks; the Athena Swan SATs and the charter work the University engages with. Kaushika mentors and coaches women and BAME staff at DMU.

**David Richardson** is the Vice-Chancellor and Professor of Bacterial Biochemistry at the University of East Anglia (UEA) on the Norwich Research Park. He is also a Non-Executive Director of the Norfolk and Norwich University Hospitals NHS Foundation Trust Board. David is currently chair of the Universities UK Advisory Group to tackle racial harassment in higher education and he was a member of the UUK Taskforce that authored the ‘Changing the Culture’ report that provided recommendations for a whole institution approach to tackling violence against women, harassment and hate crime affecting university students.
Emily Wertans is a Teaching Fellow in the School of Criminology at the University of Leicester, UK, and a researcher with the Centre for Hate Studies. Emily has led research projects within academia and the charity sector, specialising in hate, hostility and engaging marginalised voices within research practice.

Matthew Williams is Professor of Criminology at Cardiff University. He advises and has conducted research for the UK Home Office, the Ministry of Justice, the Foreign, Commonwealth & Development Office, the US Department of Justice and Google, among others. Matthew also directs the HateLab, a multimillion-pound global hub for data and insight to monitor and counter online hate speech and crime, and has conducted the largest dedicated study of hate victimisation in the UK. His research has appeared in documentaries for both Panorama (BBC) and Exposure (ITV) and in major publications including the Guardian, the Independent, The Times, the Los Angeles Times, Scientific American and New Scientist.

Find out more about Tackling Harassment: www.epigeum.com/tackling-harassment