

ALEXANDER DONOVAN-LOWE

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PROFESSIONAL SUMMARY

Currently employed as a member of a dynamic Equity, Diversity & Inclusion team. I am yearning to use my knowledge, abilities, and lived experiences to help advance human understanding and make the world better.

EDUCATION

09/2023 - 09/2025

Master of Research: Humanities & Social Sciences

University of Portsmouth – Portsmouth, United Kingdom

- Aiming to get a First-Class award for this degree.
 - Honing my ability to become a top-class researcher:
 - Carrying out an interview-based qualitative study.
 - I share my research in a poster discussion with the research community.
 - Module that developed my research skills including ontological & epistemological understandings; presentation skills; research methods; and academic integrity.
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09/2022 - 09/2023

Master of Arts: International Relations and Politics

University of Portsmouth – Portsmouth, United Kingdom

- Awarded a First-Class award for this degree.
 - Studied six different topics, including my dissertation:
 - Comparative Public Policy & Administration – (77%)
 - Contemporary Security in International Relations: Providers & Challenges – (88%)
 - Defence & Deterrence – (74%)
 - Dissertation – (68%): How does World-Systems Theory & Dependency Theory characterise the relations between the United Kingdom and its former colonies in Sub-Saharan Africa after World War II?
 - Exploring International Relations – (72%)
 - Researching International Relations – (65%)
 - The degree nurtured my ability to develop a pragmatic understanding of approaches to global and national issues.
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09/2018 - 07/2022

Bachelor of Science: Computer Science with Honours

University of Portsmouth – Portsmouth, United Kingdom

- Received a Second-Class Upper Division (with Honours) for my degree.
 - My final year project centred around developing a practical mechanism to combat the crisis of democracy in the United Kingdom (2021) and abroad, and to support protest. As none of this is discussed in my degree curriculum, this experience also massively developed my researching skills.
 - Elected to Course Representative for the University of Portsmouth in 2018.
 - Member of several societies; IT society, Stand Up to Racism society, and Activists society.
 - Developed a high competency with technology and software during this degree.
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WORK HISTORY

08/2022 – Current

Equality, Diversity & Inclusion Officer

University of Portsmouth – Portsmouth, Hampshire, UK

- Great experience to engage in Equality, Diversity, and Inclusion (EDI) matters within a Higher Education setting.
- Updated the University's Gender Expression & Identity Policy to better guarantee it functions aptly for our transgender staff and students. As part of this, I had to liaise with several teams to ensure the process of name and gender changes in our system are both up-to-date and as confidential as possible. This also means we abide legislation like the Equality Act 2010 and the Gender Recognition Act 2004.
- Contributed to the University's Athena Swan submission by helping to co-ordinate and engage the Athena Swan Champion's across the university, also providing

them with materials that they may find useful to better reach gender equity across the University.

- Assisted the EDI team in their work on the Race Equality Charter (REC), by highlighting potential pitfalls in communication channels and promoting the student voice within our REC.
- Critically reviewed all training courses provided at the University to ensure compliance to legislation, as well as, to improve how much the training sticks with staff and that it promotes EDI.
- Heavily involved in the development and updating of Equality Impact Assessment (EIA) policy and procedure, as well as the training materials for other staff at the University to be able to conduct EIA reviews themselves.
- Created and maintained the “microlearnings” that the team produce, providing insightful and current information on the hottest EDI topics to various staff across the University. Boosting the team’s presence in the process.

10/2020 – 07/2023

Lead PGM Ambassador

University of Portsmouth Student's Union – Portsmouth, Hampshire, UK

- Worked with several teams across the university and the union to write new policy and practice guidelines for a vast range of topics.
- Wrote communications for senior members of staff to detail projects that the team and I worked on.
- Co-ordinated a social media presence to inform the students and the public of our activities.
- Maintained a constant and up to date knowledge base of social justice and issues of equality across the globe, and in the United Kingdom, to ensure effectiveness in our mission.
- Worked with external organisers to further racial equity within the local community and society that the university exists in.
- Lobbying the university itself to implement a Zero-Tolerance to Racism policy, while also doing micro-implementation to get as much of that policy put into practice.
- Worked alongside staff within the university and the student's union to implement policy changes that will close the awarding gap of local minority students.
- Co-ordinated several teams to try and tackle the awarding gap and racial inequity at the university from a faculty level as a more bottom-up approach.
- Attended several "panels" where matters of equality and diversity were discussed, as an opportunity to propagate changes that the student and staff body wanted to see.
- Ensure that my team were engaged, motivated, and mentally healthy. This involved arranging psychological support for those who needed it, due to discussing their racial trauma and the impact of micro-aggressions.
- Liaised with senior management and student representatives to gather data and research to use as evidence for policy and regulation changes.

05/2023-06/2023

Junior Research Associate

University of Halmstad – Halmstad, Halland, Sweden

- Excellent experience to work alongside the most prominent Swedish academics of their fields.
- Delved into the extant literature surrounding the Oresund region and the sociological impacts that borders can have.
- Honed my research prowess by working on two annotated bibliographies. The first regarded everything written about the Oresund region, the second was to discover literature pertaining to the Danish and Swedish accession to the EU.
- Developed interpersonal and discovery skills to gain access to previously published Danish and Swedish newspapers – it's harder than you'd think!
- Networked with other leading professors and researchers which has grown my confidence in academic circles.

REFERENCES – CONTACT DETAILS AVAILABLE ON REQUEST

Charles Leddy-Owens – *Personal Tutor and Project Supervisor*
University of Portsmouth – Portsmouth, Hampshire

Emilie Smith – *Line Manager and EDI Manager*
University of Portsmouth – Portsmouth, Hampshire