

ALEX DONOVAN-LOWE

Social and Economic Justice
Activist & Policy Expert



WORK EXPERIENCE

UNIVERSITY OF PORTSMOUTH | EQUITY, DIVERSITY & INCLUSION OFFICER

August 2022 – February 2026

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.

UNIVERSITY OF PORTSMOUTH STUDENTS' UNION | LEAD PGM AMBASSADOR

October 2020 – July 2023

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.

EDUCATION

UNIVERSITY OF PORTSMOUTH | MRES HUMANITIES & SOCIAL SCIENCES

September 2023 – September 2027

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.

UNIVERSITY OF PORTSMOUTH | MA INTERNATIONAL RELATIONS & POLITICS

September 2022 – September 2023

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.

UNIVERSITY OF PORTSMOUTH | BSC (HONS) COMPUTER SCIENCE

September 2018 – July 2022

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 and sociological & political knowledge.

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.

CONTACT

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REFERENCES (DETAILS AVAILABLE ON REQUEST)

UNIVERSITY OF PORTSMOUTH | EMILIE SMITH

August 2022 – February 2026

Line Manager & EDI Manager

UNIVERSITY OF PORTSMOUTH | YVONNE HOWARD

October 2020 – July 2023

Director of Student Racial Equality & PGM Ambassador Head