

Diversity In Focus

Women in Leadership

May 2015

Welcome

With International Women's Day not far behind us it is an interesting time to reflect on the current situation with regards to women in senior leadership positions. An [article in the Guardian suggests that female boardroom membership in the UK is at an all-time high](#), however urges caution over complacency as researchers say the biggest companies still need to step up efforts to recruit women to the most powerful executive jobs.



In Higher Education only 17% of Vice-Chancellors in the UK are women and this inequality is mirrored across the leadership spectrum.

Overall our female to male ratios here at Manchester are fairly even for academics (41% female^[1]) and PSS staff (56% female). This figure remains stable throughout the grades for PSS centrally and in Faculty. However for academics it decreases considerably and fluctuates across the Faculties. Overall 22% of Professors are female; this ranges from 9% in some areas to 29% in others ([UoM Athena Swan 2014](#)).

As many of you will know Professor Dame Nancy Rothwell is the first woman Vice Chancellor of The University of Manchester. When asked her thoughts, on how to [promote gender equality in higher education and get more women into leadership positions in UK Universities](#), she suggested "By instilling confidence and ambition, support and mentorship and recognising their value'.

The University has demonstrated a clear commitment to improving the representation of women in senior leadership positions by setting a key performance indicator within the Manchester 2020 Strategy. This is to see an 'annual increase in the proportion of women who are senior lecturers, readers and professors across all faculties until they are representative of the pool of female staff at lecturer level'.

This translates into action by Faculties and Schools interrogating their data and consulting on the action required in their areas. This is achieved in a variety of different ways, some areas have equality and diversity committees and others have working groups looking at School specific Athena SWAN applications. However each area chooses to address these issues the key thing is that they all have actions plans in place.

At an institutional level we support these actions by providing guidance and training in such areas as

unconscious bias, carrying out equality impact assessments on the recruitment and promotions processes and driving forward actions identified as part of the University's Athena SWAN application.

You can find out more about what we do on our Equality and Diversity [staffnet pages](#).



Global Education Dialogue: Women and leadership: 'the absent revolution'

I was recently asked to speak at a conference in India that was part of a wider series of dialogues looking at some of the defining issues facing higher education globally. The session I led focused on mainstreaming gender equality by introducing policies and processes to challenge discriminatory structures through impact assessments and reviews. I was also part of a panel discussing the realities behind academic recruitment. Do the recruitment processes for senior appointments inadvertently or deliberately militate against women achieving high office? This was a very interesting few days where I was not only able to add to the discussion but also gain new insights into the subject.

Finally I would like to wish the five Schools who have submitted for an Athena SWAN award the very best of luck; I'm aware of all the hard work that goes into these submissions and I hope all of that effort is reflected in the results.

As always I do hope you find the following articles accessible and informative. If you would like to opt out of these messages, give any feedback or contribute to future editions, please contact diversityinfocus@manchester.ac.uk

Patrick

Patrick Johnson
Head of Equality and Diversity

Next month's theme is BME staff in Higher Education.

International Women's Day 2015

This year's International Women's Day theme was MAKE IT HAPPEN. Many activities took place across the University to celebrate.

[The University supported the Wonder Woman 2015 campaign](#) which celebrated British women in the run up to International Women's Day on Sunday, 8 March. [The University highlighted their own inspirational women](#) including students, academic and non-academic staff and celebrated what women achieve in their everyday

lives however big or small, in a video, which was put together by the Division of Communications and Marketing's intern, Ana-Maria-Alexandra Nica.

The President, Professor Dame Nancy Rothwell gave a talk 'A Life in Science' in Stopford Theatre. As always this session was well attended and the Q & A session provided an ideal opportunity to discuss the issues further.

The Manchester Debating Union held a panel discussion on women in science to discuss the reasons why there is an under-representation in Science, Technology, Engineering, Mathematics and Medicine, and ways in which it can be resolved.



Throughout the week posters were displayed in University Place celebrating women's achievements across the University. Manchester Pharmacy School focussed on postgraduate research, sharing experiences from current students and increasing contribution of female students, and also highlighted their international research in Africa. Leading female researchers from the School of Nursing, Midwifery and Social Work displayed work about current Midwifery Research and Fear of Birth. The School of Chemical Engineering and Analytical Science, School of Dentistry, and School of Physics and Astronomy case studies demonstrated how their School's inclusive cultures and working practices have enabled the progression of their staff and students.

The University was well represented at the Manchester International Women's Day Awards (Friday, 6 March 2015) celebrating Manchester's strongest and most inspirational women.

Professor Caroline Dive, the Deputy Director of the Cancer Research UK Manchester Institute, won the International Women's Day Award in the 'Breaking Through in Business, Legal or Science and Technology' category. Manchester alumnus Kirsty Harrison, who graduated from Chemical Engineering and Analytical Science in 2012, was one of the three finalists in the same group as Caroline. Kirsty was also shortlisted for the 'Young Women Breaking Through' category. Jess Lishak, from the Students Union, was shortlisted for the 'Breaking Through in Campaigning' category for her Reclaim the Night work.



You can find out more about their work and read the [full article on StaffNet](#).



Shared Parental Leave: Will it lead to Equality?

New rights allowing UK parents to share leave following the birth or adoption of their child came into effect on the 5th April 2015.

Until these changes it was reported that the UK had the most unequal parental leave arrangements in the western world. Now, after two weeks of compulsory maternity leave, new parents have 50 weeks to split between them in any way they wish.

Whilst some believe it will promote gender equality at home and in the workplace others feel it doesn't go far enough as there is no requirement for employers to offer equal benefits packages. In many cases it will not be financially viable for a partner to take parental leave.

[According to academic Dr Jana Javornik](#), who researches care, labour and equalities issues across Europe, at Leeds University's school of sociology and social policy says 'When sharing leave is left to parents to decide, it kind of doesn't work. The British government's failure to propose a more forceful 'use it or lose it' structure, designed to create incentives and not just rights, means this well-intentioned effort to de-gender childcare rings hollow.'

For an overview of the new rules you can view the [BBC's news website](#). Further information is available from [the government's website](#). This includes guidance, research and a calculator so that you can work out your entitlement.

You can view the [University's Shared Parental Leave Policy and Procedures](#) on the staffnet pages.

Are you returning From Maternity, Paternity or Adoption Leave?

As part of the University commitment to Equality and Diversity and Wellbeing at Work the Staff Training and Development Unit and the Equality and Diversity Office are offering returners from maternity, paternity and adoption leave the opportunity to join a peer support group.

The group will give colleagues an opportunity to share their experiences ask questions and explore solutions together in an informal setting.

The group will give you an opportunity to share your experiences and discuss any issues that you may have whilst balancing work and caring responsibilities.

Using Action Learning principles, colleagues will be encouraged to:

- Focus on real work-based issues;
- Reflect with peers and find workable solutions together;
- Try out new approaches and methods;
- Report back on the impact of actions taken.

The next meeting dates are: 30th July 2015; 7th Oct 2015; 18th Nov 2015; 26th Jan 2016; ; 3rd March 2016; 26th April 2016; ; 7th June 2016; 19th July 2016

Find out more from the [Staff Training and Development Team](#).

Athena SWAN and the Gender Equality Charter Mark

[The Athena SWAN Charter](#) was established in 2005 and recognises commitment to the advancement and promotion of the careers of women in science, engineering and technology in higher education and research. The University successfully renewed it's Bronze Award in November 2014 and all **of our 15 STEMM Schools hold Awards (5 Silver & 10 Bronze)**.



From 1 May 2015 Athena SWAN expanded to incorporate staff and students from arts, humanities, social science, business and law departments (AHSSBL). It also includes technical staff, professional and support services staff, and trans staff and students. The principles of the Charter have been reviewed to now recognises work undertaken to address gender quality more broadly and not just barriers to progression that affect women.

This is great news as a recent [independent evaluation of the charter](#) has confirmed that the awards scheme advances gender equality and changes the working culture and attitude within participating departments and universities.

You can find out more on the [Equality and Diversity StaffNet](#) pages including [copies of the applications](#) and the action plans in place.

Have you updated your equality data in MyView?

The 21st of May is World Diversity Day. To celebrate this and help us understand the University community we support, we are asking all staff to log onto MyView and update their equality data.

It should only take a couple of minutes and the information allow us to make sure we are directing time and resources in the places that will make the most positive differences for everyone.

Please feel free to copy and paste the image below into your email signature and encourage others to do the same.

You can find out more on the [Equality and Diversity StaffNet including examples of how we use this information in anonymous reports.](#)

Many Thanks



UPDATE YOUR DATA ON WORLD DIVERSITY DAY – MAY 21!

Accurate data helps us to produce statistical reports to direct time and resources correctly. All data is confidential and any statistics are totally anonymised.



Congratulations to Dr Teresa Anderson, Director of the Jodrell Bank Discovery Centre, on becoming the Daphne Jackson Trust's new Chair of Board.

Teresa brings with her a wealth of experience that spans Research & Development, management and leadership in the higher education and public engagement sectors.

Teresa will join new and existing members of the Trust's Board of Trustees who make invaluable contributions to the Trust's governance and support the Trust as it develops towards its vision of seeing every UK university that supports STEMM research hosting and sponsoring Daphne Jackson Fellows on an ongoing basis.

"I'm passionate about equality and diversity in science and engineering. Much of my work to date has focused on encouraging young people to choose this area for their future careers", Teresa explains. "I'm looking forward immensely to working on this same issue in a different part of the career path, ensuring that we keep as many talented scientists and engineers as possible working in research in the future."

Read more in the [recent staffnet news article](#)

Women Professors Network

The [Women Professors Network](#) was launched on 12th June 2014 to provide a framework where senior female academics can support each other and share ideas, stories and experiences. This initiative aims to support women as they look towards their next career step in senior leadership and management positions.

Professor Michelle Ryan, Professor of Social and Organisational Psychology at University of Exeter, spoke at a recent WPN event about her research on academic leadership, ambition and work-life balance, exploring the environment facing women in positions of leadership. Michelle's talk is available [here](#). Professor Elena Lieven, School of Psychological Sciences, also held an interview with Professor Ryan where she spoke openly

about her career. [Click here](#) to watch the interview.



ZERO TOLERANCE TO
HARASSMENT AND
BULLYING, SEXUAL
HARASSMENT,
DISABLISM, RACISM,
HOMOPHOBIA BIPHOBIA
AND TRANSPHOBIA,
SEXISM AND RELIGIOUS
DISCRIMINATION

Report bullying, harassment or discrimination

Staff and students (and visitors) can report bullying, harassment or discrimination online, anonymously or request support.

Find out more at www.manchester.ac.uk/we-get-it or click on the report and support button



Take a look at our Diversity Calendar

It's a great resource when you are planning an event or if you'd like to know more about the activities that take place throughout the year.

A small number of hard copies remain – to request a copy, please mail equalityanddiversity@manchester.ac.uk



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diversityinfocus@manchester.ac.uk | [Twitter: @UoMEandD](https://twitter.com/UoMEandD)

URL's imbedded in the document

Welcome

www.theguardian.com/business/2015/mar/25/all-time-high-uk-women-boardroom-members

www.theguardian.com/women-in-leadership/gallery/2015/mar/17/in-pictures-the-women-leading-the-uks-top-universities

www.staffnet.manchester.ac.uk/services/equality-and-diversity

International Women Day

www.creativetourist.com/festivals-and-events/wonderwomen/

<http://www.staffnet.manchester.ac.uk/news/archive/list/display/?id=14054&year=2015&month=03>

<http://www.staffnet.manchester.ac.uk/news/archive/list/display/?id=14086&year=2015&month=03>

Shared Parental Leave

<http://www.theguardian.com/lifeandstyle/2015/apr/04/shared-parental-leave-new-era-gender-equality-workplace>

<http://www.bbc.co.uk/news/business-32130481>

<https://www.gov.uk/government/topical-events/shared-parental-leave>

<http://documents.manchester.ac.uk/DocuInfo.aspx?DocID=23896>

Are you returning From Maternity, Paternity or Adoption Leave?

<http://www.staffnet.manchester.ac.uk/news/training-development/display/?id=14165>

Athena SWAN and the Gender Equality Charter Mark

<http://www.ecu.ac.uk/equality-charters/athena-swan/>

<http://www.ecu.ac.uk/news/independent-evaluationfinds-positive-impact-of-athena-swan-charter/>

<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/athena-swan/>

<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/athenaswan/athenaswan-applications/>

Women Professors Network

<http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/women-professors-network/>

Dr Teresa Anderson

<http://www.staffnet.manchester.ac.uk/news/display/?id=14177>

Report bullying, harassment or discrimination

<http://www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/we-get-it/>

Take a look at our diversity calendar

<http://www.socialresponsibility.manchester.ac.uk/strategic-priorities/responsible-processes/we-get-it/>
