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#WomenHEConf20

Women in HE Conference 2020

Conditions for change – how can we accelerate change that tackles the treatment and inclusion of women?

23 January 2020

Marriott Hotel Regents Park, London

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#WomenHEConf20

Alison Johns

CEO, Advance HE

Warmly welcomes you to the conference

Accelerating Gender Equality

#WomenHEConf20

Accelerating Gender Equality

Alison Johns
CEO, Advance HE

23 January 2020

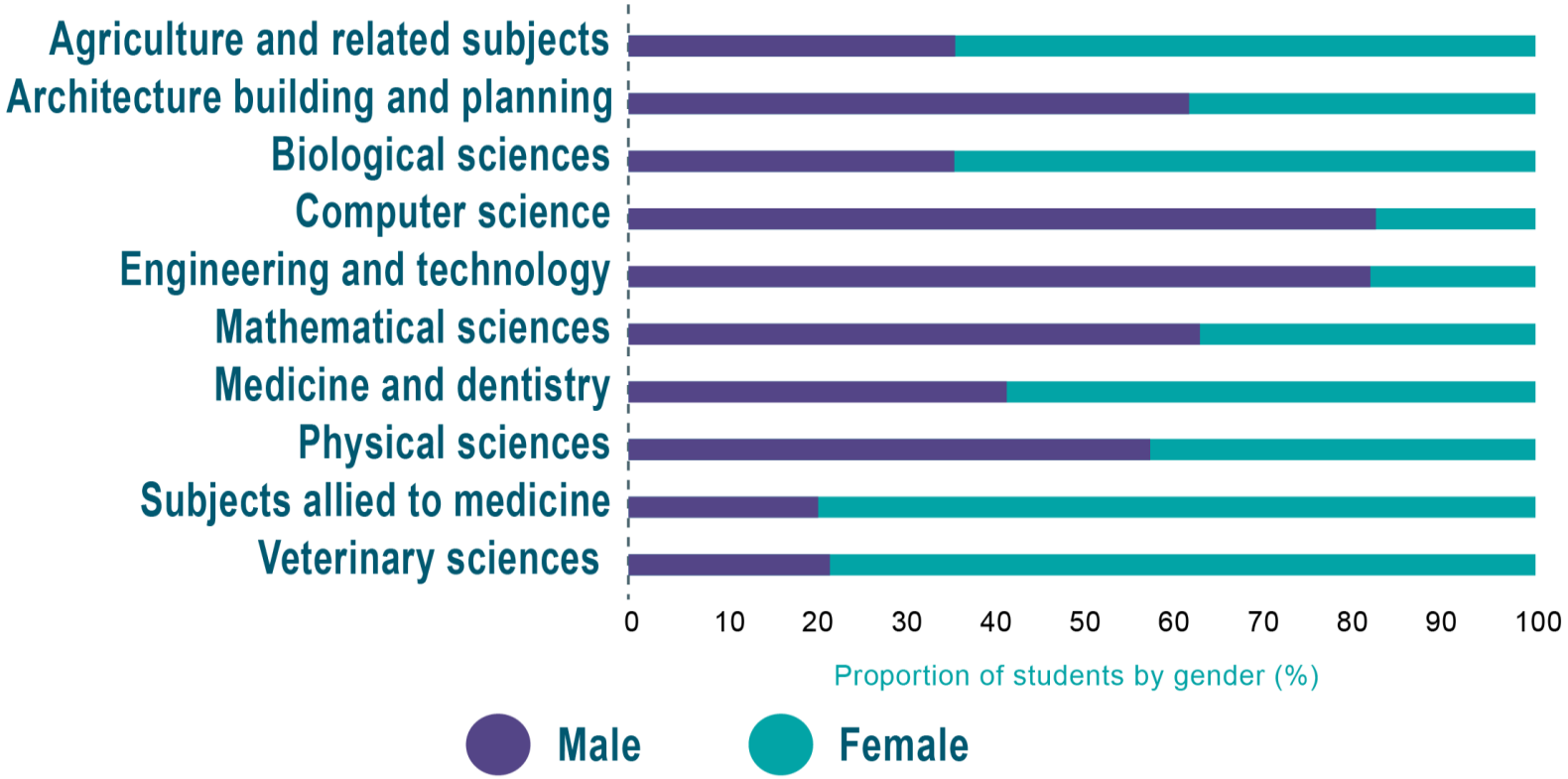
GENDER OF STUDENTS IN UK HIGHER EDUCATION

6: All students by gender, 2017-18

Advance HE (2019) Equality in higher education statistical reports - weighted by full person equivalent

#AdvanceHEstats

STUDENTS BY SET SUBJECT AND GENDER



7: Science, engineering and technology (SET) students by subject area and gender, 2017-18

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Advance HE (2019) Equality in higher education statistical reports - weighted by full person equivalent

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RESEARCH POSTGRADUATES BY GENDER

48.6% of students were female

51.4% of students were male

9: Research postgraduates by gender, 2017-18

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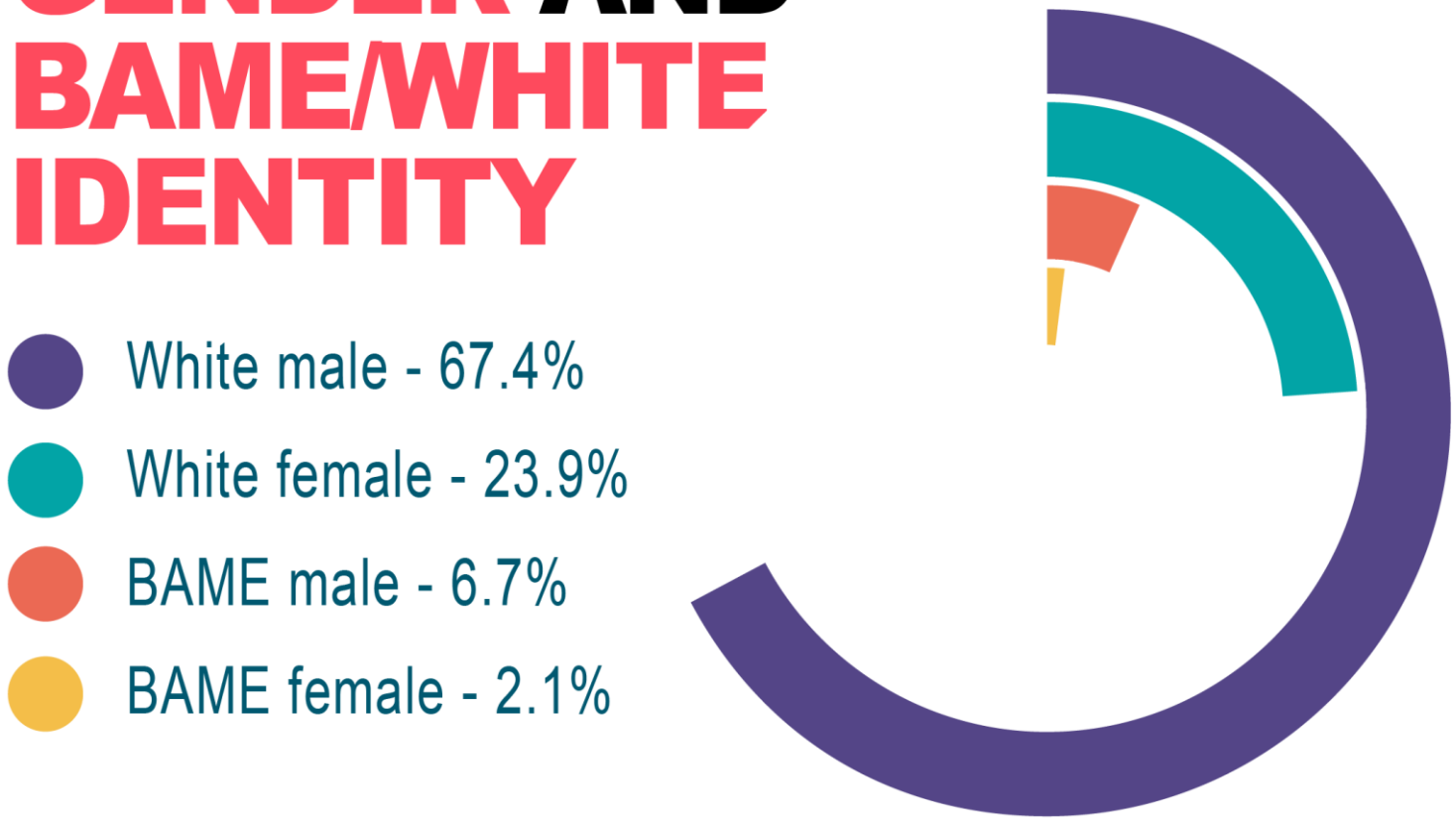
UK PROFESSORS BY GENDER

7: UK professors by gender, 2017-18

AdvanceHE Advance HE (2019) Equality in higher education statistical reports - weighted by full person equivalent #AdvanceHEstats

UK PROFESSORS BY GENDER AND BAME/WHITE IDENTITY



10: UK professors by gender and BAME/white identity, 2016-18

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Advance HE (2019) Equality in higher education statistical reports - weighted by full person equivalent

#AdvanceHEstats

Helping women in higher education shape their future

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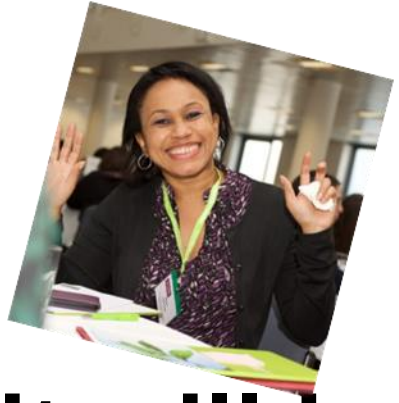

Across the world, it will be 170 years until we achieve gender parity.

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UK Female Vice-Chancellors

Baroness Valerie Amos SOAS
1st black female VC

Prof Dame Janet Beer Liverpool
1st female president Universities UK

Prof Louise Richardson
1st female VC Oxford

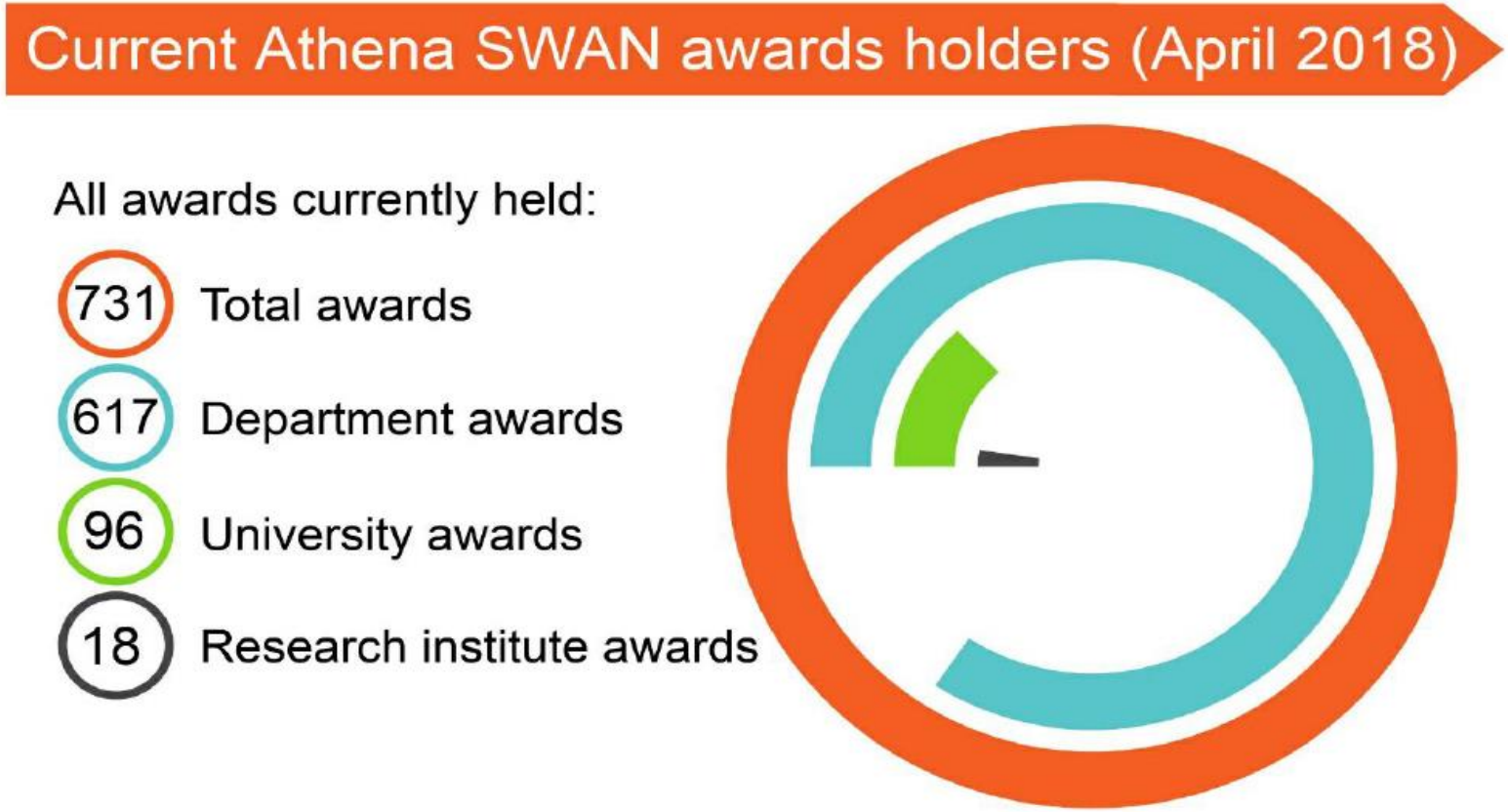
2008----------2018

18----------50

Accelerating change?

Athena SWAN charter

- Recognising efforts to achieve gender equality
- UK, Australia, USA, Canada, ?Japan?



Current award levels

Bronze

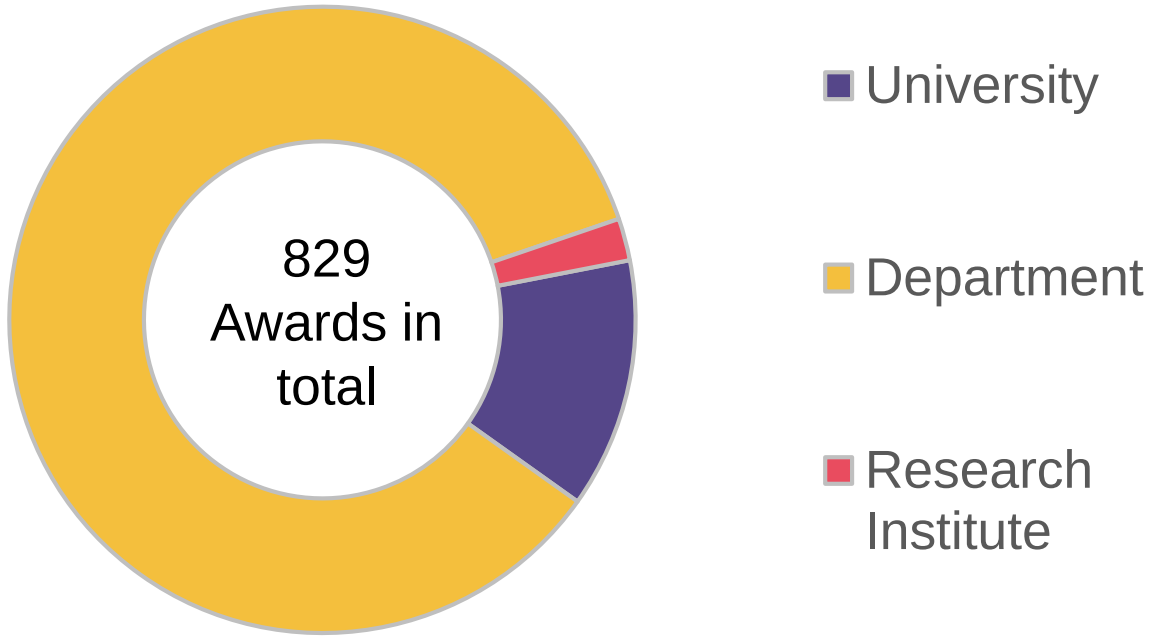
- 90 universities
- 15 Bronze research institutes
- 513 Bronze departments

Silver

- 17 Silver universities
- 2 Silver research institutes
- 178 Silver departments

Gold

- 13 Gold departments
- 1 Gold research institute



Athena SWAN Evaluation 2014

+ Evidence of **sustainable** change
+ Women – improved visibility, increased self-confidence, enhanced **leadership** skills
+ All staff – positive differences in career satisfaction, **development** opportunities
+ Administrative and technical staff report a greater sense of **belonging**

"[Athena SWAN is] the most effective lever for change I have come across in 12 years of equality work."
– Institutional champion

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Aurora is an initiative to address the under-representation of women in leadership positions in the HE sector.

7,400 participants

(by July 2020)

"The Aurora programme has inspired me to think of myself as a leader. It has shown me that I can be a unique leader; that I can remain authentic to myself … …….Even before I have a formal leadership position, I can do leadership acts now."

Aurora **participant 2017/18**

>1200 role models

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Longitudinal study – Year 2 findings

17% of Aurora respondents were promoted compared with 8% of the respondents in the comparison group

AURORANS twice as likely to get promoted!

Women in Leadership

Helping women in higher education shape their future

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Mentors	Sponsors
Skill you up	Move you up
Talk with you	Talk about you
Buff up your confidence	Buffer you against risk
Focus is on development	Focus is on leverage
Nurture you	Advocate for you

ONWARDS & UPWARDS?
TRACKING WOMEN'S CAREERS
IN HIGHER EDUCATION
AdvanceHE
Loughborough
University

10 Conclusions

Message 1 – Above and beyond

- 86% of women - their job requires them to have influence over others but no authority.
- An appetite for leadership exists
- Risk that asking women to go ‘above and beyond’ leads to loss of recognition.

Message 2 – We do have the skills

- Many women are confident that they possess the relevant leadership skills
- More to be done to support women to implement their skills in a political workplace,
- Which in turn could help women overcome structural inhibitors.

Message 3 – The workplace

- Promotion and development opportunities believed to be opaque and poorly run.
- Real and perceived barriers are prevalent
- We need to do more to communicate a transparent, fair, process for career advancement.

10 Conclusions

Message 4 – Keep giving us your support

- There are supportive managers, leaders and mentors working in higher education
- Team-work and co-operation are often encouraged.
- These practices help institutions navigate experienced and perceived negative workplace practices.

Message 5 – Diverse motives for career progression

- Being an expert in one's domain
- To be of service to the organisation
- A desire for job security ranked higher than seeking out top leadership positions.

10 Conclusions

Message 6 – Flexible flexibility

- Some women believe flexible working is taken as a sign that they are not serious about their career.
- Working non-traditional hours does not indicate someone is less committed
- Unlocks potential for those with commitments outside traditional 9-5 hours

Message 7 – More career management, please

- Women do seek out opportunities to build their skills, increase their visibility and maintain their networks.
- Institutions can do more to encourage women to go beyond their ‘norm’
- Really get under the skin of where they want their career to go, and to support them to get there.

10 Conclusions

Message 8– The divide

- **Women in professional services are generally more positive than their academic colleagues about workplace culture and practices.**
- **They have a more positive sense that they are better prepared for leadership roles and report greater confidence in their knowledge of how their organisation runs.**

Message 9 – what's in ethnicity?

- **BAME respondents reported less positive views of the culture of their workplace.**
- **Ambitious, highly work-centered and focused on skills development.**
- **There is huge potential here to nurture this ambition**

Message 10 – Aurora is clearly helping

- ✓ **Aurora gives women more confidence**
- ✓ **They report that their leadership skillsets have increased.**
- ✓ **On the whole, Aurorans seek out and 'do' more leadership.**

Thank you for listening

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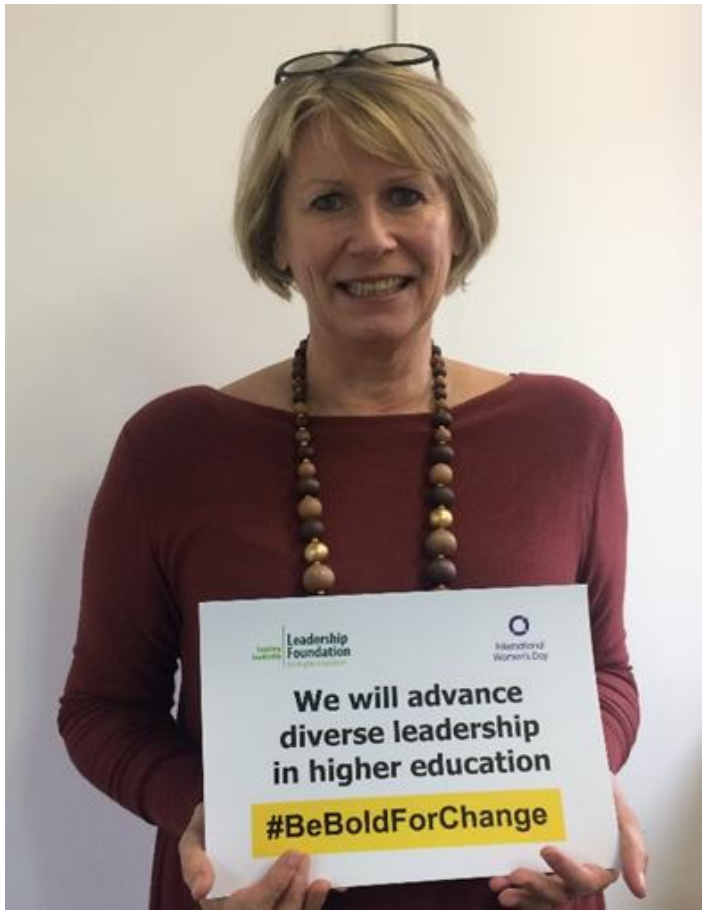
Helping more women to become leaders



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Minister Mary Mitchell O’Connor

Minister of State for Higher Education,
Department for Education and Skills, Ireland

Questions

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Panel session: Focus on women into leadership, the glass cliff and work-life balance

Alison Johns

CEO, Advance HE

Professor Ruth Sealy

Associate Professor in Management and Director of Impact, University of Exeter

Dr Olajumoke (Jummy) Okoya

Senior Lecturer, University of East London

Sophie Walker

Chief Executive, Young Women's Trust

Norma Jarboe OBE

External Advisor to the Centre for Diversity Policy Research and Practice, Oxford Brookes University

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Workshops

Demystifying gender pay
Ellen Pugh, Senior Advisor, Advance HE — **Camden 1**

Collaborating with and including men
Dr Antonia Sudkaemper, Researcher, OCR, Cambridge Assessment — **Primrose 3**

Women on to committees and boards
Norma Jarboe OBE, Kate Hunter and Lucy Simpson, Perrett Laver — **Primrose 1&2**

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Panel session: Focus on Sexual Misconduct, harassment and violence in the workplace

Uduak (Udy) Archibong

University of Bradford

Dr Waiyin Hatton

Chair of Court at the University of the West of Scotland

Dr Kelly Prince

Serious Incidents Officer, Keele University

Margaret Ayers

Director of HR and OD, Canterbury Christ Church University

Jenny Garrett

Career Coach and Leadership Development Consultant

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Keynote speaker

Harriet Minter

Broadcaster and Journalist

Key Lessons from Women Leaders and the three things we should change

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Equality + Diversity
Leadership + Governance
Teaching + Learning