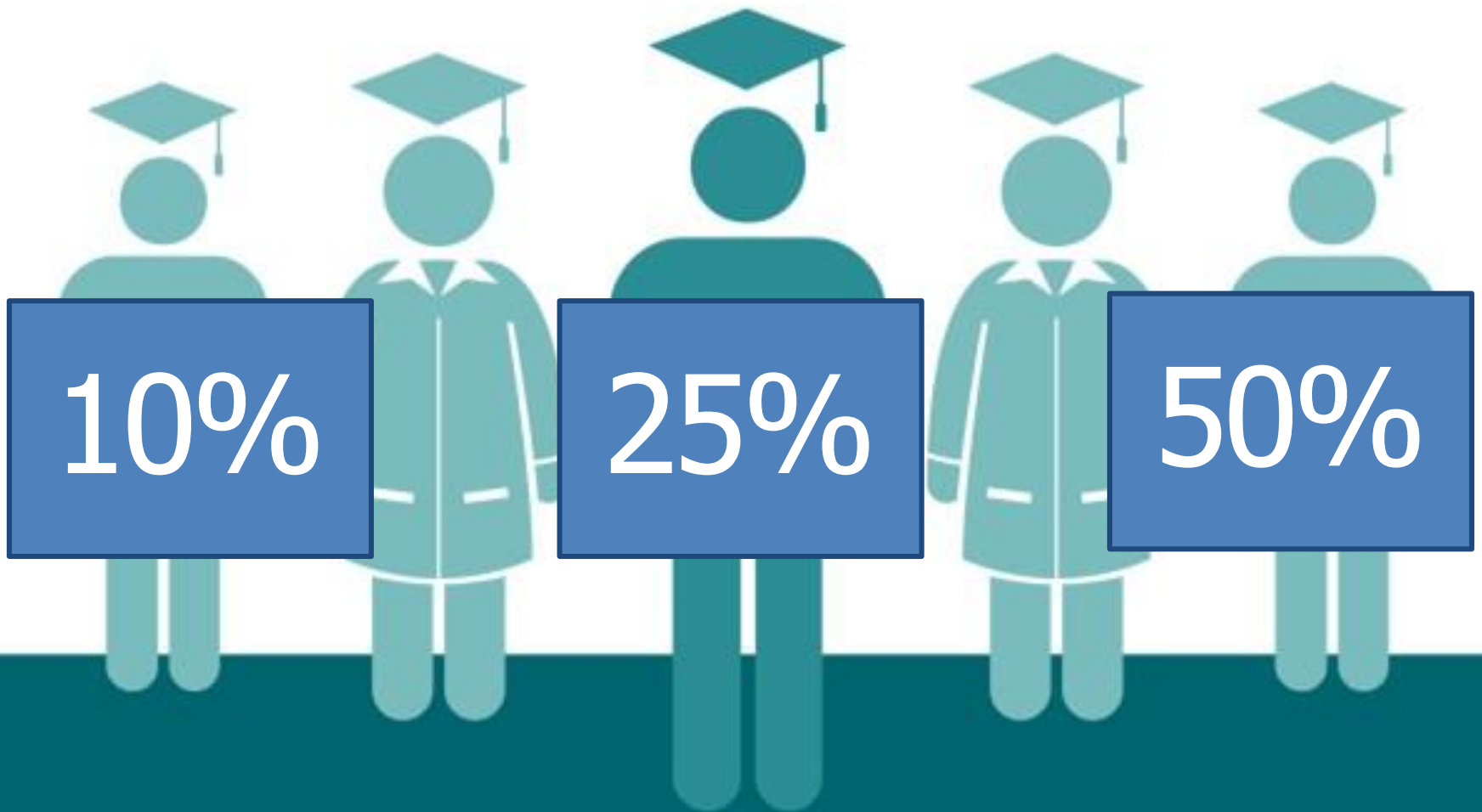




WHEN Speeding up equality
in the workplace

Have you ever...?

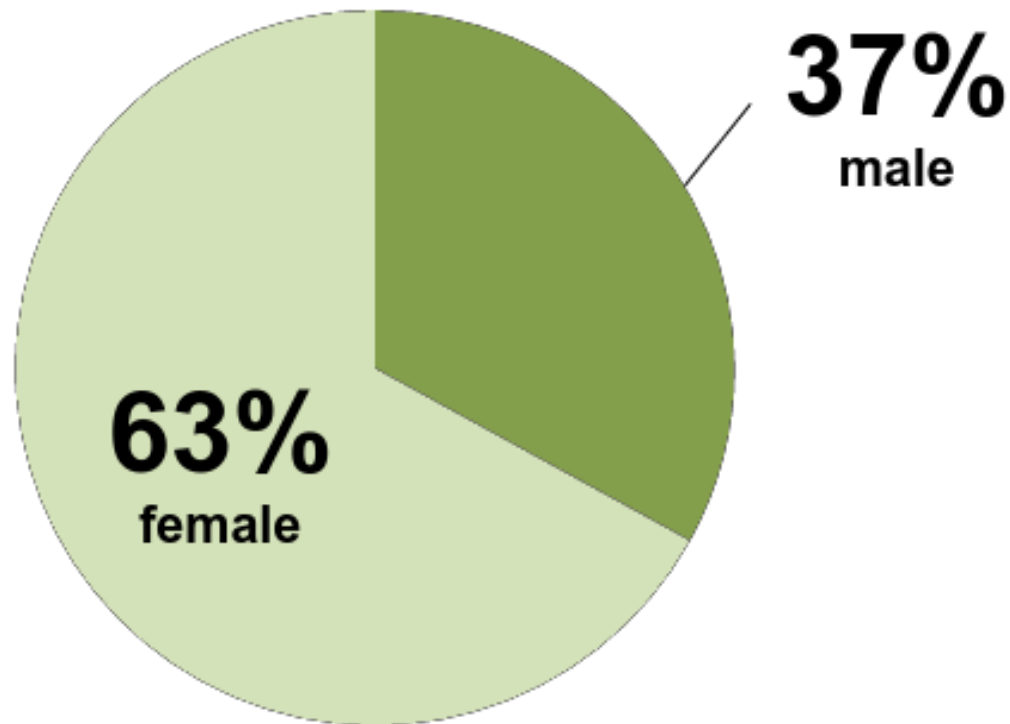
382k employees



Academic staff
49%

Professional Services
51%

Professional services staff



All employees



33%

Professional services women

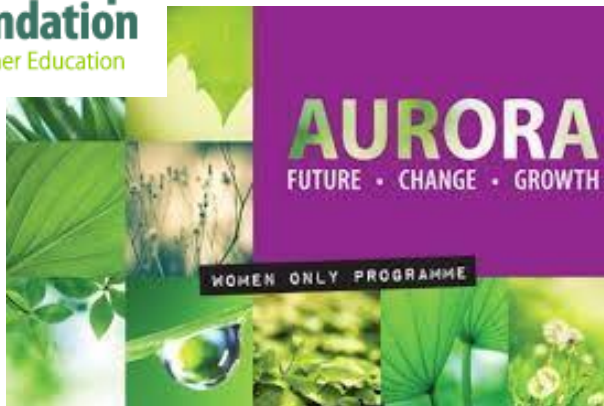
126,000

123 institutions

UCL professional services



Sector progress



What's it like for
you?

(The situation & the support available)





Changing the status quo

policy, strategy, goals, aims, reports, committees

behaviour, values, beliefs, habits, patterns, traditions



Assumptions

Self sustaining network

Inform and translate policy

Professional services women

Non-negotiables

Approach

1. Check assumptions

2. Align to key stakeholders

3. Think big, start small

4. Grow steadily

Challenges

Inclusivity

Space

Time

Funding

UCL Astrea Today



- Founded September 2013
- Bi-monthly events attended by 60 – 80 women
- 800 members

UCL Astrea Today



- First conference: 120 women, 89% of attendees “felt more confident about their current role and career development as a result of the day”.
- Recognition at UCL: professional services award; case study in UCL’s 2034 strategy.

What's different?

Grass roots

Inclusive

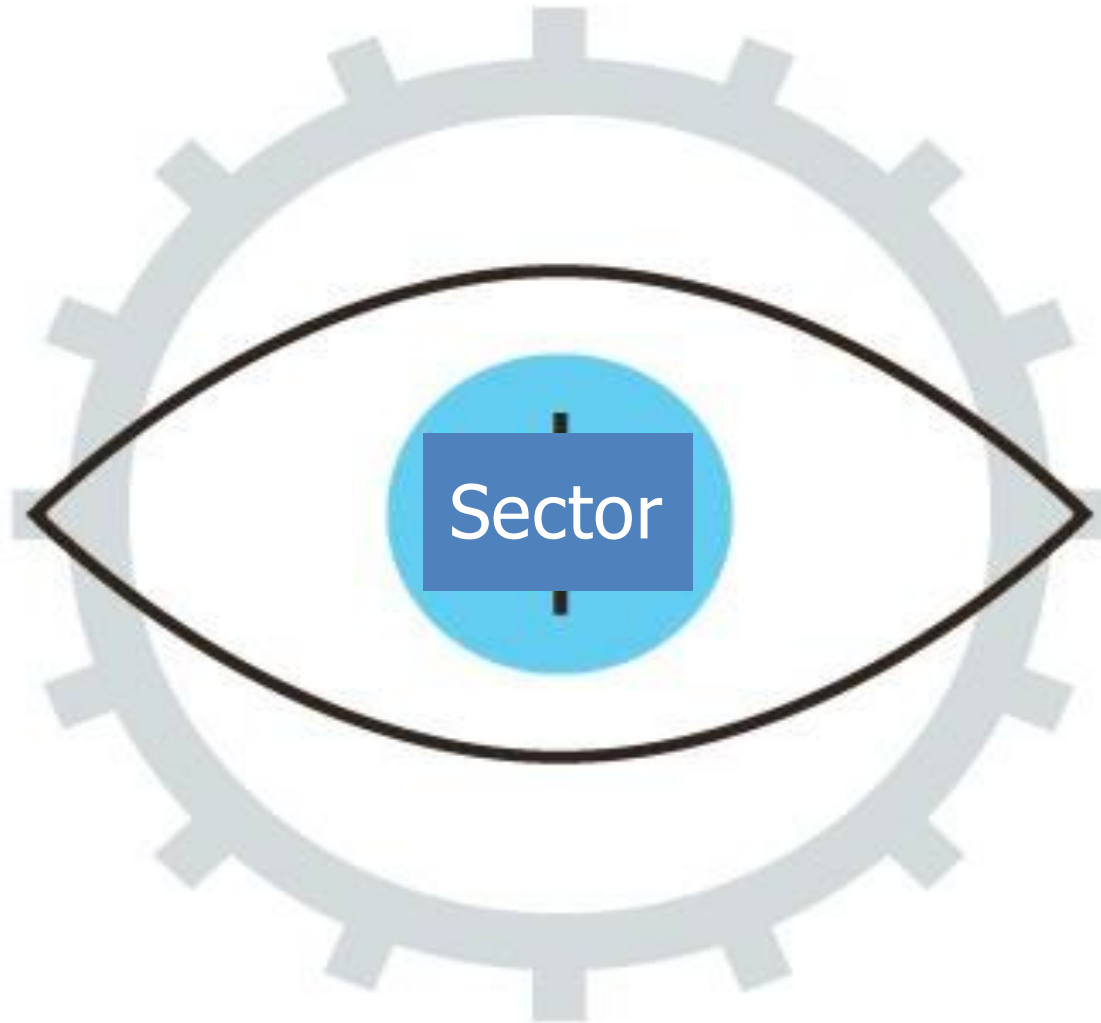
Support

Flexible



What would be
your challenges?

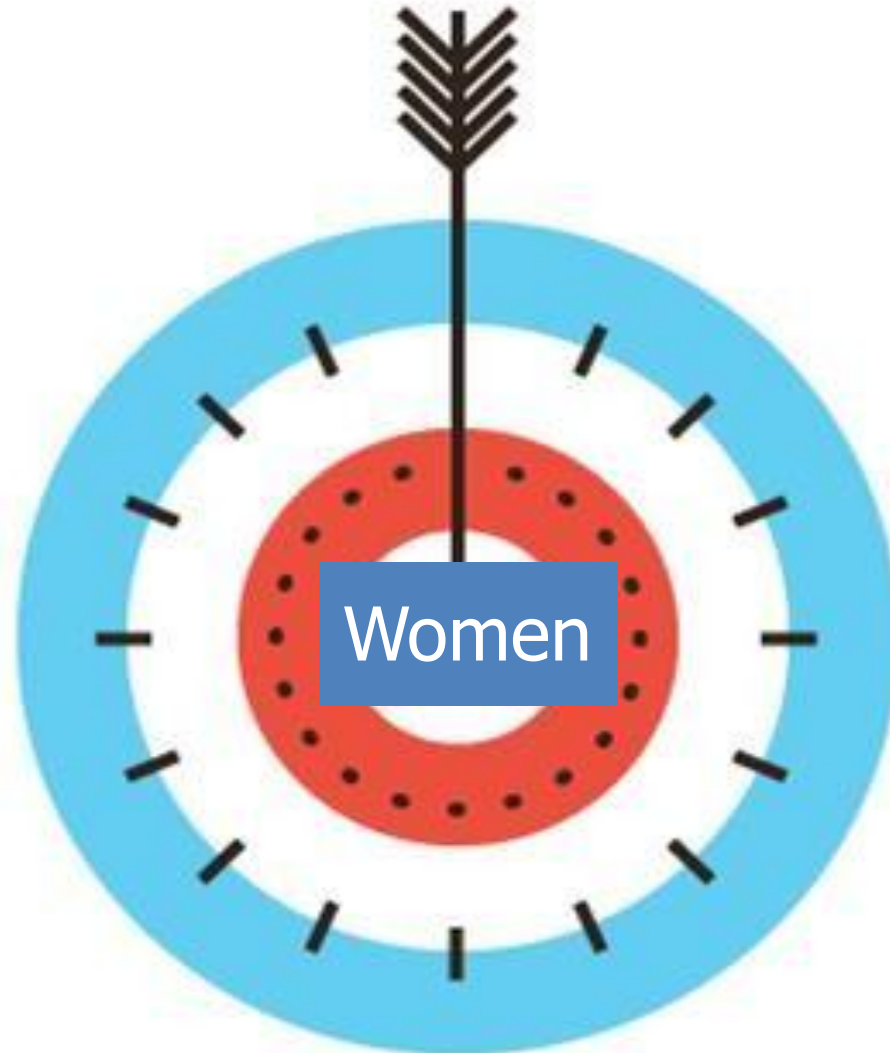
Across the sector...



Across the sector...

- Increase staff diversity
- Attract, retain and promote the best women
- Increase use of existing policies
- Successfully apply for Athena Swan
- Working with limited budgets
- Diverse institutional cultures

Women want



Women want

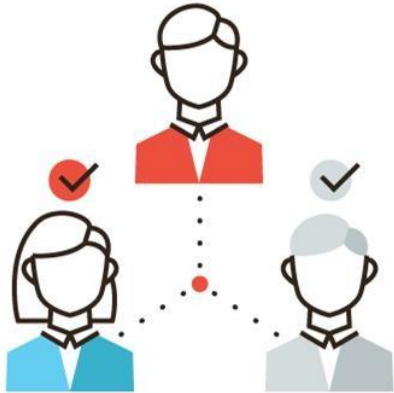
- Opportunities
- Networking
- Visible and accessible role models
- Access to mentors
- Development in informal, informed way
- To support each other
- To share learning and experiences



WHEN Speeding up equality
in the workplace

Join the national network

Tap into the huge potential of professional services women across the sector



Set up your own network

Develop an approach and framework to establish a sustainable, inclusive, grassroots network in your own organisation



Access training

Access development opportunities that will speed up change for you and your institution



Benefits

Individuals

- Feel empowered about their own career and professional development
- Feel empowered to drive innovation and make change happen for others
- Have access to a network of peers and allies to whom they can turn for advice and support
- Become more aware of staff engagement, culture change and equality issues

Benefits

Teams/departments:

- Staff who feel more valued: making them more engaged, effective and committed
- Empowered staff actively taking responsibility for their own development
- Increased numbers of female staff putting themselves forward for promotion and other development opportunities such as secondments
- Female staff having more access to role models and mentors and supporting one another's development
- Spontaneous informal and formal mentoring and coaching
- Capture quantitative and qualitative data to support Athena Swan award applications

*“The world is changed
by your example
not your opinion.”*

Paulo Coelho



WHEN Speeding up equality
in the workplace

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