

Women in Leadership

Annual Report 2016





Launch of the DCU Women in Leadership Initiative

The DCU Women in Leadership initiative was launched by the President, Professor Brian MacCraith, on 2nd November 2015. It was attended by more than 90 delegates representing a broad range of faculties and departments from across the university and each of the incorporating institutions.

Professor Brian MacCraith highlighted some 'unacceptable' statistics in relation to female representation at senior levels within the University and said that the time had come for less talk and more action.

This initiative will feature a range of interventions overseen by the Women in Leadership Steering Group.

Speakers at the launch, facilitated by the Director of HR, Ms. Marian Burns, included Dr Anne Sinnott (Executive Dean DCU Business School) and Dr Janine Bosak (Senior Lecturer and Director of Doctoral Studies, DCU Business School).



Mary McAleese Women in Leadership Lecture Series

The inaugural lecture in the Mary McAleese Women in Leadership Lecture Series took place on 30th March 2016, to an audience of over 200 people.

Former President of Ireland, Mary McAleese, speaking at the inaugural lecture highlighted the importance of women becoming self-advocates, *"While we have witnessed great institutional, legislative and administrative achievements in recent decades, much of what women do remains, to some degree, unrecognised. It is vital that women themselves redress the imbalance, to ensure that the status of women is not just a series of legislative measures or employment regulations. Action needs to be taken."*

The lecture series will feature a range of high-profile successful female leaders who will share their pathway to success, the challenges they have encountered and the achievements attained. It will also include workshops on a variety of topics including coaching, networking and returning from maternity leave.

Announcing the suite of initiatives, DCU President, Professor Brian MacCraith said, *"Gender equality is a multi-faceted issue and DCU is committed to taking the steps necessary to create a culture which will nurture strong, agile and innovative female leaders. This includes a range of formal and informal interventions to build leadership capability and to support female staff in progressing through the stages of development in leadership and management. It is impossible to hide from evidence and we will draw on our research-intensive environment to set goals and establish clear metrics against which to measure our progress in this area of diversity. I hope that the remarks and leadership of Mary McAleese today will provide inspiration and guidance for the DCU community."*





Listening Lunch

The President, Professor Brian MacCraith and Ms. Marian Burns, Director of HR are co-hosting monthly Listening Lunches as part of the DCU Women in Leadership Initiative. Approximately 45 female staff members attended the lunches during the academic year 2015/2016.

The main focus of the lunches is on changing culture and exchanging ideas and views within the context of women in leadership in the university. The lunches also provide a forum to exchange views and ideas with the hosts and each other. Attendees were asked to consider up to three ideas to share with the group which could have a positive impact on the culture of the University.

Positive and progressive suggestions generated from these lunches will inform and influence future events and activities under the DCU Women in Leadership initiative. The lunches also facilitate the development of stronger internal networking platforms for women across the expanding university.

The listening lunches will continue to take place during 2016/2017 with the first lunch scheduled for Tuesday, 11th October 2016.





Women and Success: A little less conversation, a little more action.

Averil Leimon, Director of WhiteWater Strategies, a London based leadership consultancy, delivered a workshop to over 60 staff from across the University on 28th April 2016.

Averil, an expert in what it takes for women to succeed, has researched this theme with the London School of Economics and written about this subject extensively. She is an executive coach, a leadership psychologist, an author of five books and a media commentator. She was voted one of the UK's Top 10 coaches by the Independent on Sunday. The aim of the workshop titled "Women and Success: A little less conversation, a little more action" was to assist in changing the way we think about ourselves and plan our life; focus on the behaviours that lead to success and explore insights into what makes the culture fair to women.

Unconscious Bias in Decision making

Unconscious bias can have a significant influence on how we make decisions, in particular during the selection and recruitment process so it is critical that those involved in the process have an awareness of their biases.

To date, over 72 staff have completed the unconscious bias training.

Unconscious Bias training, which consists of a half day workshop as well as a supporting on-line module, is particularly designed to help those involved in the selection and recruitment process to make fairer decisions.

The aims of the course are to raise awareness of Unconscious Bias, better understand the potential influence of Unconscious Bias during the selection and recruitment process and assist in reviewing strategies for overcoming Unconscious Bias during the process.

Athena Swan

In 2015 DCU signed up to the Athena SWAN Charter which seeks to advance gender equality – representation, progression and success for all – across the higher education sector of Ireland and the UK. Securing an award under the Charter involves the development of an institution-wide Action Plan to improve gender equality and diversity, and putting in place appropriate structures to rigorously monitor progress of the Plan's implementation. The Committee will apply for an institutional Bronze award this year in recognition of the initiatives that DCU has established in promoting gender equality. In preparation of this, the DCU Athena SWAN Committee have been hard at work conducting a thorough assessment of DCU's policies, practices and culture and consulting with staff through a survey and focus groups.



Women in Leadership Website

A dedicated website has been developed for the DCU Women in Leadership initiative. The website includes information about upcoming and past events, information about the committee structures and the supports that are in place.

The Learning and Development Section of Human Resources facilitates a range of formal and informal interventions to build leadership capability and to assist staff in progressing through the stages of development in leadership and management. Information about these interventions is available on the website under Developing Pathways.

Further information can be found at dcu.ie/womeninleadership/index.shtml

Committees

Steering Group

A Women in Leadership Steering Committee has been formed to guide and oversee the success of the initiative and is comprised of the following members:

- Professor Eithne Guilfoyle (Chair)
- Ms Marian Burns
- Professor John Costello
- Professor John Doyle
- Professor Greg Hughes
- Ms Siobhan Keogh (secretary)
- Professor Brian MacCraith
- Professor Barry McMullin
- Dr Anne Sinnott
- Professor Fionnuala Waldron

Working Group

A Women in Leadership at DCU Working Group to manage the operational aspects of the various strands of the initiative has also been convened. The working group will provide regular updates on progress to the Steering Committee and is comprised of the following members:

- Professor Teresa Burke (Chair)
- Mr Martin Leavy (Project Manager)
- Deirdre Wynter
- Grainne Mooney
- Edel Conway
- Amy Harrington
- Eileen Connolly
- Michele Pringle
- Gareth Jones
- Maeve O'Brien

Dedicated Research Funding

The working group is currently working to further develop a number of research proposals in the area of Women in Leadership, for consideration by the Steering Group. It is envisaged that the final proposals will be considered by the Steering Group meeting and circulated to all staff by late 2016.

Future Events

There are a number of workshops and lectures in the process of being organised for the academic year 2016 / 2017.

Prof Louise Richardson, Vice Chancellor of University of Oxford is scheduled to deliver a lecture, as part of the Mary McAleese lecture series, in DCU on Friday, 11th November 2016.

The Listening Lunches will continue to take place on a monthly basis throughout the academic year 2016 / 2017. A call for applicants will be sent in early September.