

Diversity

CHIEF EXECUTIVES' FORUM
WOMEN IN LEADERSHIP INITIATIVE
2016-2017

Daily Mail

TUESDAY, MARCH 28, 2017

www.dailymail.co.uk

NEWSPAPER OF THE YEAR 65p

Never mind Brexit, who won Legs-it!

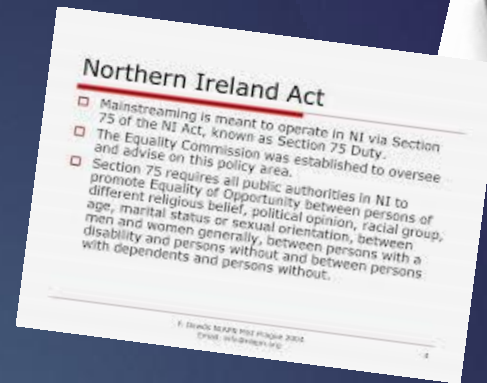
It wasn't quite stilettos at dawn, but there was a distinctly frosty atmosphere when Theresa May met Nicola Sturgeon yesterday

SEE PAGES 6-7



Labour MP Yvette Cooper jokes the clocks have 'gone forward this weekend, not 50 years back' *Daily Mail*

Context



- ▶ **Legislation**- NI Act 1998 Section 75, DDA 1995, Human Rights Conventions
- ▶ **Policies** – e.g. NICS Equality, Diversity and Inclusion Policy, QUB Equality and Diversity Policy, PSNI Equality, Diversity and Good Relations.
- ▶ **Skills & Training** – Unconscious Bias Training, Mandatory Equality Training in some Departments
- ▶ **Infrastructure** – e.g. Equality Commission NI, Population Statistics

Northern Ireland public sector urged to act over inequality: Report reveals less than a third of top posts are held by women.
Prof. Joan Ballantine (2016)



...Discrimination.....

or

Incompetence.....

or

Just too difficult?

Chief Executive Feedback:

Barriers

Issues

- ▶ Culture
 - ▶ Work Life Balance
 - ▶ Judged more/criticised more than males
 - ▶ Negative reactions from colleagues when use flexible working/Long hours
 - ▶ Impact of Maternity leave
 - ▶ Opting out of career progression
 - ▶ Confidence
 - ▶ Informal career development progression – hand on shoulder
- ▶ Substantial proportion of organisations have NO GOALS
 - ▶ Short term focus “crisis” issues – not strategic

Best Practice in WLI

Participant Organisations

- ▶ QUB Swan Initiative
 - ▶ Charter Mark for Gender equality, 1st UK Institution to achieve silver. All universities in UK must have representatives and programmes for women in academic life;
 - ▶ Mentoring Scheme for female academics
 - ▶ Weekly senior meetings focusing on gender gaps at senior level
- ▶ Mandatory Training on Equality/Gender:
 - ▶ Evidenced in all Health Trusts
 - ▶ QUB – for all students and staff now rolling out unconscious bias
- ▶ DVA – established training base in NI to train examiners rather than travel to England – latest competition had more than double female appointees.

Key issues

- ▶ Leadership
- ▶ Education
- ▶ Culture/mind-set
- ▶ Workplace Sexism

Recommendations - Leadership

- ▶ Implement the Civil Service Talent Action Plan
- ▶ Fully implement the Senior Women's Network Recommendations
- ▶ Governance, Audit and Accountability
- ▶ Challenge hostile behaviours and narrative

Recommendations - Education

- ▶ Mandatory roll out of Equality & Diversity and unconscious bias training
- ▶ Review of systems and practices for evidence of institutional unconscious bias and sexism
- ▶ Outreach and nurturing initiatives
- ▶ Pilot innovative programmes /buddying /mentoring
- ▶ Internal Talent Enhancement

Recommendations - Culture / Mind-set

- ▶ Call it out /stamp it out
- ▶ “If you permit it you promote it”
- ▶ Communication strategy – “Tell us scheme”
- ▶ Political agenda (female champions)

Recommendations - Workplace Sexism

- ▶ Re-launch of value base and behaviours
- ▶ Evidence –based research on extent of unconscious bias
- ▶ Support network
- ▶ Confidential reporting mechanism

And finally



Information Sources

- ▶ Joan Ballantine Report
- ▶ Expert Panel
- ▶ WLI Participant Organisations:
 - Armagh City, Banbridge and Craigavon Council
 - South Eastern / Southern / Northern Health & Social Care Trusts
 - NI Housing Executive
 - Queen's University Belfast
 - HSC Business Services Organisation
 - NICS - DoF, DfI (DVA) , Executive Office
 - NI Practice & Education Council for Nursing
 - Belfast City Council
 - PSNI
 - Northern Ireland Social Care Council
 - Lisburn & Castlereagh City Council