Women Network Report 2019-20

Developing our Network Priorities

In 2019 the Women's Network held workshops at each campus where staff who identify as women shared their expectations of the network and identified priority areas to be worked on.

The workshops were held in July and welcomed women from Academic and Professional Services departments across the university, providing an opportunity to meet the committee and other women in the organisation. The conversation ranged from Book Club to Balanced Academic Workload and over 170 individual comments were received. The feedback has been reviewed and five main topics have been identified:

- Meetings
- Events
- HR Policies and Procedures
- Promotion
- Support.

The feedback on **Meetings** was immediately acted upon and is reflected in the group's Terms of Reference and meeting scheduling. The other four topics make up the Women's Network's priorities for the 2019-20 term.

The largest proportion of comments relate to HR activities, including feedback on the EDI Strategy which will be taken to the Equality, Diversity and Inclusion Committee on 14 November 2019. A further workshop will be held to delve deeper into the comments relating to **HR Policies and Procedures**. The output from this workshop will be fed into the HR Policies team.

Lunch and Learn sessions and a Book Club were among the **Events** suggestions made by the groups, as well as guidelines for event panellists and moderators, to ensure that all groups are able to contribute to debates.

Suggestions for the **Promotion** of the network include using lanyards to celebrate International Women's Day and a [webpage](#) to promote the network internally. Promoting women role-models from across the university was also singled out as important to members.

Members of the network are keen to **Support** other women within the university. Mentoring, coaching, and promoting the existing support available at the university were all mentioned frequently. Supporting less experienced members of staff, as well as creating links with the [Students' Union FemSoc](#), shows that the network's membership are keen to include and support women at all levels within the university.

The Women's Network will develop activities and actions relating to the four priorities throughout the year. Look out for updates and upcoming events on [our website](#). If you are interested in more information or want to join the network please email women@greenwich.ac.uk

Priority Updates

HR Policies and Procedures: Feedback on policies and procedures has been passed to HR and have been taken into consideration during a HR review. The Women's Network are represented on the EDI committee, who will be consulted on all future policy changes.

Events: Events held include Hormones Matter talk for Mental Health Wellbeing day, and regular meetings, book clubs and coffee breaks during lockdown.

Promotion: Women's Network webpage was created during summer 2019, university lanyards were provided for International Women's day and distributed to Women's Network members as well as other staff. Book clubs and Network Events are regularly promoted via Internal Comms.

Support: Actions to set up a Mentoring System and Action Learning Sets were agreed at the WN meeting on 14th July. Suggest this action rolls over to 2020/21 priority list.

Events held during 2019/202 include Hormones Matter talk for Mental Health Wellbeing Day, and regular meetings, book clubs and coffee breaks during lockdown.

Full list of activities since November 2019 is below:

Date	Event
14/11/2019	Equal Pay Day 2019
29/01/2020	BAME Book Club - Girl, Woman, Other by Bernadine Evaristo
27/02/2020	Women's Network Book Club - "We should all be Feminists" by Chimamanda Ngozi Adichie
08/03/2020	International Women's Day
28/04/2020	Women's Network Book Club - "Everywoman" by Jess Phillips
29/04/2020	Library Lock-in Book Club - "My brilliant Friend" by Elena Ferrante
29/04/2020	BAME Book Club - An American Marriage by Tayari Jones
12/05/2020	Women's Network Coffee Break
20/05/2020	Women's Network Book Club - "Bloody Brilliant Women" by Cathy Newman
28/05/2020	Employing Diversity: 'Being a woman in a male dominated industry'
05/06/2020	Women's Network Coffee
14/07/2020	Women's Network Meeting
28/07/2020	Women's Network Book Club - "32 Candles" by Ernessa T Carter
14/08/2020	Women's Network Coffee Break