

# Women's Network Annual Report

2020-21

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## Membership:

205 Members as of 9/7/2021

## Committee Members:

Rosie Fean (Chair)

Caroline Troy (Communications & Membership Officer)

Irene Barranco Garcia (Secretary)

## Key Collaborators:

In addition to the Network Committee, many women in the network contribute to its success, we would like to thank all our members for their support, and particularly thank the following, who have put time and effort in to supporting the network and our activities:

Georgia Jones (Finance Women Lead)

Laura William (Director of Diversity Interest Group, collaborator on Tackling Racism)

Maureen Montague (Menopause Lead and Network Mentoring Coordinator)

Lucy Hattersley (Tea Break Tuesday organiser)

## Gender Based Violence Series Contributors

Dr Claire Eustance (Silence the Suffragettes, Silence the Women)

Dr Rosemary Lobban (Everyday Sexism)

Professor Russell Luyt (Engaging Men as Agents of Change)

Samina Qureshi and Lora Forsythe (Race and Representation)

Dr Stacy Banwell, Dr Alex Fanghanel, Dr Camille Stengel and Dr Giulia Zampini with Francesca Gaunt (Pedagogy and Gender Based Violence)

Dr Rebecca Smith (Sexual Violence in University Campuses)

## Network Priorities 2020-21

Three topics identified by Network members were confirmed as our priorities for the 2020-21 academic year at our AGM:

1. Assess and highlight the Impact of Covid on women.
2. Add to our Support of women colleagues.
3. Continue running Events, including:
  - a. International Women's Day
  - b. Activism Against Gender Based Violence
4. and continue Promoting the Network through the above activities.

## Network Events

### Public Events

#### Gender Based Violence Series

The Women's Network are holding a series of events in response to the reaction to Sarah Everard's murder and the subsequent response to the vigil held in honour of Sarah and other victims of male violence. Intersectionality is woven into our network. It's important that the voices of women of colour, bisexual, lesbian, trans and disabled women and non-binary people are amplified in this series.

All events are open to the public, and a fully accessible recording of the event and associated resources are made available on our webpages as soon as possible after the event.

Date	Event
31/03/2021	<a href="#">Silence the Suffragettes, Silence the Women</a>
23/04/2021	<a href="#">Everyday Sexism, The perpetuation of inequalities through social collaboration and storytelling</a>
29/04/2021	Engaging Men as Agents of Change Toward Gender Equality (resources to follow)
13/05/2021	<a href="#">Disabled Women Sexual Harassment and Assault</a>
20/05/2021	Violence Against Women and Girls at Home, Domestic Abuse and the Pandemic (resources to follow)
27/05/2021	<a href="#">Pedagogy and Gender Based Violence, Case studies from the classroom</a>
02/06/2021	<a href="#">Gender Based Violence, Race and Representation</a>
14/06/2021	<a href="#">Sexual Violence in University Campuses</a>

#### Equal Pay Day Event

Last year, UK equal pay day fell on 20 November, and the university's Diversity Interest Group and Women's Staff Network marked the day by investigating the impact of Covid on pay equality. The event was open to the public, and a fully accessible recordings from the event and associated resources are available on our [Equal Pay: The Yawning Gap and Covid Impact page](#).

#### International Women's Day

The theme of International Women's Day 2021 was #ChooseToChallenge. The Women's Network asked its members to nominate a woman member of staff they would like to celebrate. Nominations were received for professional service and academic staff, at all levels and from areas of the university. [We shared the individual stories of each nominee](#), and celebrated with them.

We also published [an interview with Jane Harrington](#), and celebrated [our International Women of the Alliance](#), including many nominees from across University of Greenwich. We also promoted events being held by other EDI groups, including the BAME network and Diversity Interest Group, who both held "drop ins" for their members.

### University Wide Events

#### Menopause

[Professor Jo Brewis](#), Professor of People and Organisations at The Open University Business School presented a session on menopause as a workplace issue on 12<sup>th</sup> May 2021. The Women's Network is supporting the university working towards Henpicked: Menopause Friendly Accreditation.

## WHEN Events

The university is a member of Women's Higher Education Network (WHEN). Membership is free to all staff at Greenwich as we are an institutional partner. Members can access WHEN events, join their social network and register for the WHEN Mentoring programme. The network has promoted the following WHEN events during 2020/21:

Date	Event
12/02/2021	New Member Welcome and Orientation
18/02/2021	Networking, Sharing Tips on Coping with Change
26/02/2021	How to be a great mentor
02/03/2021	Mentoring Enrolment
05/03/2021	How to be a great mentee
15/03/2021	Network of women's networks workshop
16/03/2021	IWD Panel - Taking Action Together
19/03/2021	Mentoring Enrolment
16/04/2021	Leveraging Male Allies. Together we are Stronger.
27/04/2021	Network of women's networks workshop
27/04/2021	Networking, For mothers with babies and toddlers
12/05/2021	What has 40 years of body image research taught us?
12/05/2021	Celebrating the Impact of Staff Networks
01/06/2021	<a href="#">100 Black Women Professors NOW Launch Event</a>
09/06/2021	<a href="#">Women on Boards and in non-exec Director Roles</a>

## Tackling Racism (Partnering with Diversity Interest Group)

The Women's Network have partnered with the Diversity Interest Group to run a series of Tackling Racism sessions. The aim is to ask colleagues to read/watch/listen to accessible resources and meet to discuss them in a safe space. The aim is to encourage colleagues to start deeper and more honest conversations about race, to encourage our staff to listen to the BAME members of our community, hear their experiences, and recognise how we all can do better, as individuals and as an organisation.

The first session was [Tackling Racism: Brené Brown on Shame and Accountability](#) on 29<sup>th</sup> March, which was well attended and the discussion in the breakout rooms was constructive and supportive. The second session is on 24<sup>th</sup> May and covers [The School that tried to End Racism](#).

## Other External Organisations

We have promoted events held by other organisations to our members and the wider university community.

Date	Event
08/03/2021	Times Higher Education: Women in Leadership
27/04/2021	University Alliance: Driving Academic Diversity in our Media Voices
13/10/2020	UCISA: Women in Technology 2020
08/03/2021	Women in Business: Women in Business Conference

## Member Only Events and Support

### Network Meetings

Our Terms of Reference require us to hold 6 Network Meetings per year. We have held 5 meetings already this academic year, including an Extraordinary Meeting with Professor Jane Harrington. Two further meetings are scheduled in June and July.

### Mentoring

The Mentoring scheme is available for members of the network with the intention that the mentor is also a member of the network. If there is not an appropriate mentor within the network, the possibility of finding it outside will be considered. Maureen Montague coordinates the Mentoring system; members complete a form requesting a mentor and Maureen matches them with the list of available mentors.

### Mental Health Check-Ins

Regular “mental health check-ins” have been shared by the Chair in the Women’s Network Team, encouraging members to pause to think about their mental health and share any challenges they are experiencing and/or support those who are having a difficult time. It has built a strong sense of community within the group.

### Celebrating Member Success

We regularly celebrate member success by asking in the Women’s Network Team “What are you proud of today” and celebrating the successes, big or small, that are shared with the group.

We also share the regular Internal Comms updates, “Student celebrating our Academic Staff” and tag in our members who have been nominated. Comments from nominees include ‘Woohoo! Thank you for sharing that... hadn't seen it!’, ‘Thank you for sharing this, I had no idea I had been nominated. What a lovely message to receive on a Monday morning’ and ‘this is so nice to see! thanks for posting it.’ Again, it has been a great way to celebrate each other’s successes.

### Support for BAME Women

The network has responded to the concerns of BAME women within the network. For example, by providing a response in the Women’s Network Team to the Commission on Race and Ethnic Disparities report, sharing information about charity appeals for the Covid Appeal for India and coordinating with the Diversity Interest Group on Tackling Racism and the Race and Representation Gender Based Violence session.

### Book Clubs

Several book clubs have been held within the network, although the capacity available for organising these events means we have not organised one recently. We are considering different methods of organising this to reduce the burden on individuals and re-focusing the sessions on member’s personal development objectives, possibly with focus on leadership development.

### Coffee Breaks

At the start of lockdown, a regular Coffee Break session was scheduled for members to meet up socially and have a break from their day job. We now have weekly 30-minute Tea Break Tuesdays.

## Areas to consider for 2021-22

Women's Leadership Activities, supporting Aurorans and building on that programme with additional CPD activities for members.

Support for BAME women, based on feedback from BAME network and BAME members of the Women's Network.

Women's Night Safety Charter Signatory

Menopause Friendly Workplace

Engage with Female Professoriate

Annual Leadership Event

16 Days of Activism: The 16 Days of Activism for No Violence against Women and Children Campaign (16 Days Campaign) is a United Nations campaign which takes place annually from **25 November (International Day of No Violence against Women) to 10 December** (International Human Rights Day).

Joined WHEN (Women's Higher Education Network), and encouraged members to join and make use of their resources

Nominated for a University Alliance award