

Women's Network Annual Report

2021-22

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Membership:

298 Members as of 27/07/2022.

Committee Members:

Co Chairs – Rosie Fean and [Katherine Leopold](#)

Co-Secretaries – Irene Barranco Garcia and Sara Ricks

Co-Membership and Comms – Caroline Troy and [Louise Dawson](#)

Co-Events: Barbara De Angelis and Raluca Marinciu

EDI Committee Representative: Lucy Hattersley

BAME Network Link: [Kenisha Linton](#)

LGBT+ Staff Community Link: VACANCY

Disability Network Link: Josephine Harrington

Wellbeing Network Link: [Emma Kennedy](#)

Medway Rep - [Sarah Harris](#)

Avery Hill Rep - VACANCY

Co-Greenwich Rep - [Aditi Rawal](#) and [Jackie Yaskey](#)

Co-Committee Officers (without portfolio): [Lora Forsythe](#) and [Samina Qureshi](#)

Network Priorities for 2021-22

From campaigning against Gender Based Violence and for pay equity, supporting colleagues through the Menopause and creating a positive, supportive environment for our members, the Women's Network has had a successful 2021-22.

Campaigning against Gender Based Violence

Between March and June 2021, the Women's Network [held 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.

We used the 16 Days of Activism from 25 November (International Day Against Violence Against Women) to 10 December (International Human Rights Day) to move from talking about Gender Based Violence to supporting practical steps which individuals and organisations can make to challenge and take action against it. [Recordings from both these series](#) can be viewed online.

We shared how we can [work together to tackle gender based violence](#) and we supported the university and Greenwich Students' Union as they [jointly signed up to the London Mayor's Women's Night Safety Charter](#).

Working towards pay equity

Last year, we [marked Equal Pay Day](#) with thoughts from Rosie Fean, Chair of the Women's Staff Network and Denise Hawkes, Co-Chair of the Stonewall Accreditation Steering Group.

Equal Pay Day is the day in the year when, based on average pay data, women stop being paid compared to men. We support the [This Is Our Time](#) target to remove the gender pay gap by 2030. This is a challenging target and will require strong leadership at all levels to enact real change.

Supporting Menopause

We support the university in its commitment to become a [Menopause Friendly employer](#) and support all who are affected by the symptoms of the menopause. On World Menopause Day 2021 we heard about [natural remedies](#) which can offer support before, during and after the menopause.

For the first time, the Women Network hosted a talk on Menstruation issues. 'Menstrual myth-busting- what you should've learnt at school but didn't' – was a fun and interactive discussion, lead by Dr Sally King, that covered the basics about why we menstruate and what's normal (versus a possible sign of a health condition). This talk, opened to all members of staff, was an opportunity to raise awareness of how menstrual taboos and myths directly contribute to gender inequalities

Supporting our Members

Our members are what make the Women's Network such a supportive and positive place to be. In return for joining our network, we offer a mentoring scheme, regular coffee breaks and "mental health check-ins" and we celebrate and share our member's successes. To join, click the "Join our Team" button on the [Women's Network](#) page.

Crazy Busy: how to create time with coach and speaker Zena Everett

This practical and interactive session gave our members some evidence-based models to help us feel more in control of our time. It was held online on 12 July 2022 from 2-4 p.m.

When do you have time to yourself? To pause, think strategically, take a step back, focus on what's important, do some deep work?

That's easier said than done when it feels like everyone needs a bit of your attention. How many times are you interrupted every day? We switch from one task to another, like a never-ending game of whack-a-mole. Our days get longer and longer, work eats into our personal time and anxiety levels increase.

24/7 digital connectedness doesn't help and nor do the 300 billion emails sent every single day. This highly practical and very interactive session will give you some evidence-based models to help you feel more in control of your time. It's all about ruthless prioritisation, learning to say no well, disconnecting, and knowing when good enough is better than perfect.

The session will be led by leadership coach and speaker [Zena Everett MSc](#), author of Amazon best-seller *The Crazy Busy Cure*, a winner at the Business Book Awards 2022.

[WHEN: supporting women across the HE sector](#)

Women's Higher Education Network (WHEN) is a network for all women*, from all backgrounds, who work in any role in the higher education sector. We are all different but we share a unique set of challenges. WHEN recognises and celebrates our differences.

[Become a member of WHEN today](#), membership is free to all staff at Greenwich as we are an institutional partner. Members gain instant access to the members area where you will find articles, interviews, stories, the webinar library and more. Membership also grants access to free, member only events and to an online community of women from across the sector who are open, friendly and ready to support one another.

* WHEN we refer to women, we include trans women and non-binary people who are comfortable in a female centred community.