

## **LTSF20 D3S1: Changing the game for women in the workplace**

### **Chloe Walton and Atlanta St John – General chat**

Donald H Taylor: LTSF20: D3S1, 15 July 2020

Donald H Taylor: Welcome to “Changing the game for women in the workplace” with Chloe Walton and Atlanta St John and me, your facilitator, Donald H Taylor.

Donald H Taylor: We'll be starting at 13: 30 UK time.

Donald H Taylor: The session will finish at 14: 15 UK time.

Donald H Taylor: The hashtag for the event is #LTSF20

Donald H Taylor: Our thanks go to today's sponsor, Breeio <https://www.breeio.com>

Donald H Taylor: The slides will be available to download at the end of this presentation.

Donald H Taylor: The recording, slides, chat and other supporting documents will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Donald H Taylor: We have a very full session today, so sadly it will not be possible to answer every question.

Donald H Taylor: However, our speaker will aim to deal with as many of your questions as possible after the event, on LinkedIn.

Rose Kariuki: Mother Teresa

Aggie Cooper: Oprah Winfrey

James Booth: Who is your favourite female hero or role model?

Martin Clarke: Boadicea

Rose Kariuki: Her selflessness and courage in giving herself to her mission and starting in a strange country

James Booth: my Mum

Sam H: My grandmother

Claire Lloyd: Michelle Obama intelligent, caring, articulate, strong and funny

James Booth: (I know it's a curt response, but, she has achieved so much and put up with some extreme hardships and never complained)

Donald H Taylor: Amelia Earhart - fearless explorer

Rhona Killane: Mary Robinson, Dervla Murphy, Grainne Uí Mhaille (Grace o'Malley)

James Booth: Michelle Obama - I would vote for her !

Laura Harvey: Jodie Whittaker - 1st female doctor who, big shoes to fill but she's made a huge impact on the sci-fi community and bravely put up with a lot of mixed press about stepping into the previously male-only role

Chrissy: Charlotte Dujardin (not sure I've spelt that right at all!) She is strong, competitive and has a passion for what she does which I think is so important!!

Aggie Cooper: Oh yes, Michelle Obama! I am reading her book too!

Andrew Jacobs LnD: Tanni Grey Thompson

Rhona Killane: Agreed - Michelle Obama has amazing patience!

Gini Thomas: Maya Angelou and my Mom : )

Sarah Lewis: Hillary Clinton, no question!

Sarah Cochrane: Helen Keller

Karoline: My grandmother she told me to fight for everyone whom does not have the same privileges that I have. She was fighting for disabled, gay, coloured and women in general

Manisha Parmar: Good afternoon everyone!

Trishla: Arunima Sinha - world's first female amputee to climb Mount Everest

Rhona Killane: Malala too.

Rose Kariuki: I love Hellen Keller! Being deaf and mute and overcoming so many hurdles!

A real fighter

Rhona Killane: And Marie Curie. Glad to have many.

James Booth: that's amazing. My Mum did OU course age 73 as well

Keith Colvin: My wife

Rose Kariuki: Your mum is inspirational!

adam speedie: My children's mother and partner

Andrew Jacobs LnD: Is it interesting that no-one seems to have mentioned a woman from their work?

Manisha Parmar: my mum as well as nothing phases her

Gaenor Aitken: Good afternoon everyone.

James Booth: the Marie Curie organisation is a truly amazing group of people (personal experience)

JOSÉ G. VARGAS-HERNÁNDEZ: Thanks a lot. CONGRATULATIONS!!! José G. vargas-hernández, University centre for economic and Managerial Sciences, University of Guadalajara, México

Jason Richardson: My CEO at Emerald Vicki Williams

Aislinn O'Connor: HI Everyone from Brighton

Keith Colvin: Hello from Maidstone in Kent

Claire Lloyd: Cloudy Manchester

Gaenor Aitken: Glasgow

Shaun Delaney: Hello from Chatham in Kent

Marie Andervin: Hi from Stockholm, Sweden

adam speedie: Hello from Peterborough UK

Gerdur Petursdottir: Hello from Iceland : )

Bethany Paterson: Fife

Rose Kariuki: Nairobi

Robert Pausch: Berlin, Germany

Gaenor Aitken: don't need to ask what the weather's like here...

Dana James-Edwards: Hello from London

Lorette Theron: Hello from a cold Johannesburg

Adekunbi: I am from Marine Scotland in Edinburgh

Diana: hello everyone, Rome - Italy

Trishla: Hello from Mumbai, India

Sarah Lewis: Hi from Sheffield

Linda: Southampton, UK

Emma: Hello from cloudy Cambridge!

Rose Kariuki: Jambo is fine;D

Krys: Hello from no so sunny Leeds

Stefanie Lietze: Vienna, Austria

Gemma Belcher: Hi everyone from Kings Hill, Kent

Gaenor Aitken: : -)

Sandrine Soubes: My grandma was my inspiration. She was the only girl in her city to do a math baccalaureat and had to move to Paris to do it as there were only 2 girls in her city who wanted to do it. The boys school was not prepared to let them in!

Gabriela: Ahoj from Prague, Czech Republic : )

Katherine: Katherine, Newcastle upon Tyne, UK

Krys: Are there some strange reverberations going on?

Jo 2: Dialling in from East London

Sarah Cochrane: Hello from Ballymoney Northern Ireland

Sandrine Soubes: I am from Sheffield in UK but I am French!

Katrin Kanzenbach: Hi Katrin from Germany

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Kate: Hola

Morten Bonde: Hello from London

Vanessa: Hi from Brighton!

David: Bonjour from Geneva Switzerland

Vanessa: Sandrine- Frenchie here too! Bonjour!

Insa: Hello from Hamburg!

James Booth: hi Morten

Morten Bonde: Hi James : 0

Kruthika: Hello from India

Kate: Fake it till you make it

Carrie Walton: Hey Katherine from Newcastle - I'm up in Geordieland too : -)

Kate: Kanye has ZERO imposter syndrome

Kate: possibly inspo for us all

Janet Webb: Yes!!!

Kate: Intersectionality in all forms : )

James Booth: @Kate - yes, but, zero leadership skills imho !

Kate: @James No comment ;)

Janna: I love going to the stoop, it's such a great atmosphere

Donald H Taylor: I'm definitely going down there once sport restarts

James Booth: very apt, not just physciall (Phd)

Lisa Rowland: Anyone else having audio issues?

James Booth: @lisa - no, what's happening for you?

Lisa Rowland: Lost sound 3 times now : -(

Lisa Rowland: Must just be my end

Eliran Maor: @lisa - switch to the app instead of viewing via the browser. It fixed the issue for me

James Booth: @lisa - the sound is clear and steady for me, try using the app, or, closing browser / tabs

tom t: there's lots in my organisation just high level women are missing

Rob B: lack of representation,

madhu: I agree with Manisha Parmar that women from ethnic minorities are not given opportunities or even considered suitable other than the lower position roles

Kate: My org is small but has more women than men - I just don't think gender makes a difference in our org

Eliran Maor: At my company, our two CEOs are men, but other than them, all of the managers on the board are women

Stefanie Lietze: It was a very hard fight to get a female "big boss"; she helped turn the corporate-Culture a lot fighting the resistance.

Claire 2: Main board representation

Stephanie Jenkins: women in my organisation only seem to reach seniority in traditionally 'female' roles, e.g. marketing, creative, homeware, events

Ainara: There is not approach to women in leadership. Only a few voices here and there.

Kate: Amen Chloe, the juggle is real

David: We talk a lot about it and say we care about it, but it is always hard to implement any important policy that could move the needle

Ainara: I want to see an action plan, a strategy put in place

Krys: I would like to see more women supporting other women.... allowing us to be female and not just honorary males

Lucy Cartlidge: Smoke and mirrors! Lots of change going on and now all the women who were visible seem to have vanished

Manisha Parmar: my organisation is predominantly women which is great

Gaenor Aitken: We have a Gender Equality Network and there are more and more images of women in promotional materials etc. (I work in the Construction industry). Change is happening,...

Helen dudfield: was listening to a talk about equity not just equality of opportunity - this seems relevant here

James Booth: I have many reflections on this subject !

Kate: @Lucy Hey girl

Stefanie Lietze: In education, it is very common to have women as managers and leaders, but only up to a certain level

Becky Howitt: I want women to have the confidence that they can do it, they can make the top and they deserve to be there

Lucy Cartlidge: Hey Kate!

Sam H: there are a couple of women, but one of them was "paraded" as look we have a woman, it's not actually changing the culture

Manisha Parmar: @madhu I agree with you

JJ: To me woman (the majority) in my org hushed & no women sit at the top of our org. It's disheartening & makes it tough for me to strive for leadership goals where I sit.

chloe.whywell@swarovski.com: Massive lack of! Also, would like to see more to support Women in the workplace at Leadership levels like flexi time! Types of roles appropriate for women in the leadership roles

Kim Darkin: We have a female CEO and a lot of women in management roles.

Janet Webb: When the board is all male but nearly all of their reports are women, we need to find a way of breaking this pattern

Becky Howitt: WE had that Sam H where I work!

Laura Kedward 2: @Becky & @Sam - makes it difficult for those then to mentor and help other women

Morten Bonde: We are a very small organisation, and we are struggling recruiting. However, we would LOVE the added diversity of a woman in our leadership team. We really need the diversity to reflect the reality of our clients, and from the rest of us to learn from. It can only be a good (and right) thing

Szilvia: I met one recently, during work and she had no respect or aspiration to see other women in leadership roles. I was gutted

Cecilia: I don't want anyone - male or female, but particularly male - to comment on whether I am wearing make-up or how they think I should wear my hair. Has nothing to do with my leadership style.

Sam H: @laura - totally

Kate: @Cecilia - they should keep their comments to themselves!

Emma: I'm lucky in my current organisation, but previously when I've worked in male dominated organisations, the women that had progressed to senior positions had very strong

characteristics that are typically viewed as "masculine", which was actually more detrimental to the progression of other women within the organisation (and even men with softer, more feminine characters)

Diana: @Cecilia - totally agree.

Becky Howitt: @emma I have seen this in my org

Jessica: @Emma yes this is also very similar to my organisation where the board is 90% women

Aislinn O'Connor: @emma agreed. I hate this image that to be a strong female leader you need to adhere to the "ballbuster" stereotype

Rob B: I think the things that you see happen to women leaders in sport, who are trying to create change makes it even tougher to be brave. Katie Brazier at the FA was accused of trying to destroy football. Sure there are other solutions, but the accusations were really strong and personal; and that is tough for anyone to take

Janet Webb: @emma John Amaechi made this point about "helping" black employees succeed by getting them to be more "white".

Manisha Parmar: @emma I agree with that as it is quite similar in my organisation also. It is important to have empathy, this is not a weakness

Andrew Jacobs LnD: @Janet - Exactly. being non-sexist isn't enough, it's about being anti-sexist.

Diana: @Emma - sometimes women still need to show themselves as having more "masculine characteristics" to be perceived as leaders. We should be able to be leaders without the need of becoming or acting as men - just being ourselves

Janet Webb: @Andrew boom!

Kate: There's one here @Andrew Jacobs has been so proactive in his support of #WomenInLearning - great role model where allyship is concerned

Janna: eek Janet, that makes me cringe - as an American in the UK, I know that there are parts of the culture it's important to incorporate so people hear me, but I am better at my job when I am still me

Christina 2: My manager is very supportive and is an inspiring female leader challenging the status quo

Lorette Theron: Other women business owners, I'm part of an organisation called WeConnect International. Helping women business owners connect with corporates who need supplier diversity.

Manisha Parmar: I have a very supportive senior manager that sits in the SLT and celebrates our success stories

Dana James-Edwards: Recognising allies is great, but sometimes you really have to be your own ally.

Cecilia: The people banging my drum are primarily those not on the 'inside' of the org. Interesting. Had not reflected about that. They often message me after meeting to say what should have been said by way of feedback.

Robert Pausch: I'm a slow reflector but found my female hero: Lagertha from Vikings : )

Janet Webb: @Janna absolutely.

James Booth: @Andrew - fantastic comment, applies to racism as well

Lorette Theron: I think Jacinda Adern is breaking that stereotype

Donald H Taylor: Lorette - yes

Andrew Jacobs LnD: I'm male, I', a leader, I'm not ballsy.

Pina cavallo: women fake it till they make it more than men

Donald H Taylor: The session is now finishing. For a list of all the sessions taking place this week, please visit: <https://www.learningtechnologies.co.uk/learning-tech-summer-forum/ltsf->

[conference/itsf-20-conference-programme](#)

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Janna: love that @Andrew!

Gaenor Aitken: @andrew why can everyone not be like you? : -)

James Booth: @Lorette - she is AMAZING, I wish she was our PM

adam speedie: stunning stadium

Stefanie Lietze: @Pina: Don't think so, I've perceived men are more self-confident, e.g. faking to themselves, while women are more cautious. In the end, both are doing great.

Andrew Jacobs LnD: @Janna Breaking down 'traditional' ideas of leadership matters - it's bigger than gender but fundamental to post-Covid approaches to the way we work.

Dani: I have worked with alpha female leaders and they behaved exactly like the male alphas. Surely the beauty in diversity is that we are all bringing something different to the table?

Sam H: I asked why our local women's football team only get half a pitch to play on but the men get the full thing, they said it's under review - success!

James Booth: I worked at a City organisation in the 90's which had an all female board, when that changed I left as they were replaced by bully men

Donald H Taylor: Sam H - great!

Sam H: well I guess only success if they action it!

Donald H Taylor: True....

James Booth: @Stephanie Jenkins - the male equivalent to 'bitch' is a worse swear word... but, had a different context imho

Rhona Killane: Jacinda Adern is doing things differently, like Mary Robinson and Angela Merkel too in certain actions.

Lucinda: @Sam H, the fact you've even got them to think about it is a small victory in itself!

Manisha Parmar: It's definitely a juggling act!

adam speedie: I remember being blown away by the women's ice-hockey championships every year, the talent is through the roof

chloe.whywell@swarovski.com: Inspired!

Janna: Funny, even though it's been hard work juggling during lockdown, bc my husband and I are both working from home, I feel like it's more equal - kids can ask either one of us for help!

chloe.whywell@swarovski.com: @Janna I agree

adam speedie: @ Atlanta do you work with Nav Sira from The Change Foundation?

Atlanta St John: Hi @ Adam Speedie, I don't but I have heard of their good work

Ainara: How do we get more men allies?

Janna: "Manel" lol

Helen dudfield: really important that men see/appreciate this need - sharing stories to let them see?

Donald H Taylor: "Have an ask list: 'Could you ....'"

Gaenor Aitken: Ask men to help! There are a lot of men out there willing to support gender equality, we need to help them contribute.

Andrew Jacobs LnD: @Don - rather than could you, ask 'Will you...'

Rebecca: very good point

Donald H Taylor: Andrew, yes, the wording is important

Rob B: we are running several articles about women in negotiation, simply to raise awareness and to show success. It will be in our print magazine and should end up in lots of airport lounges once the travel market opens back up



James Booth: @Andrew and Gaenor, and it needs men to push other men to accept that supporting gender equality requires THIER support

Andrew Jacobs LnD: @James - Yes!

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Tess Robinson: Sad I came in late to this. So interesting! Looking forward to catching up with the recording

Donald H Taylor: Rob - good to read that!

David: Thanks, and be brave!

Jennifer 2: This was really really good

Krys: As a mother of two boys I feel proud to have raised men who see housework as a shared responsibility... so important in equality

Janna: Thank you both, lovely to hear your perspectives!

Sam H: Thank you both!

Iorraine: Thanks both so inspiring, brilliant!

Theo P: thank you!

Niki Gurr: thank you, this was great

Sarah Cochrane: Thank you

Emma: thank you everyone : )

Janna: @Krys - and for sanity!

Gaenor Aitken: Thank you. Never watched Rugby but wish you well!

Agata: thank you

Pooja: Thanks a lot

Ainara: Thank you!

Aggie Cooper: Many thanks, great team!!

Rebecca: Some great takeaways and food for thought, thanks

chloe.whywell@swarovski.com: A privilege to have you both here, Thank you

Sandrine Soubes: cheers

Sarah Wightman: Thank you, great presentation : )

Lucy Cartlidge: Thank you : )

Manisha Parmar: Thank you it was an interesting session

Helen dudfield: excellent thank you

Jo 2: Thank you so much!

Merja AT: Thank you - Atlanta and Chloe!

Jessica: Thank you!

Kruthika: Thank you!

Keith Colvin: Many thanks

James Booth: thank you !

Brid Nunn: thank you..... go rugby

Morten Bonde: Thanks everybody

Andrew Jacobs LnD: Brilliant everyone - excellent stuff.

Helen B: Thank you!

Karen: Thank you

Iorraine: we'll be there : )

Amaka Ozougwu: thank you

Adekunbi: thanks

madhu: Thank you

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Katherine: Thank you for a great session, very inspiring!

Joanna Paxton: Brilliant session - thank you.

Joyce W: Thank you

Insa: Thank you!!!

Aislinn O'Connor: Thank you

Monica: Thank you! Great session

Yasmin Elgen: thanks ladies!

Christina 2: Thanks!

Ash: Thank you

hayatu ibrahim: thank you all for your time