

LTSF20 D3S1: Changing the game for women in the workplace

Chloe Walton and Atlanta St John – Questions

Donald H Taylor: Please put your questions here, so they don't get lost in chat. We'll pose them to Atlanta and Chloe at the end.

James Booth: Please ask your questions for Chloe and Atlanta here, we use this box to avoid the questions getting lost in the chat box

chloe.wheywell@swarovski.com: I think in the very traditional male run organisations I don't feel brave to change that 'ancient' mindset. Many are saying they do it but you just look at the structure and its taking time...own business might be the fastest route!

Conrad Buckle: Blind Recruitment as a way forward - any comments?

Conrad Buckle: For example - regarding decision or not to join this session - chat shows names which gives sense of gender - Question would some more males comment if names blinded?

Donald H Taylor: Thanks for the questions. I will pose them to Chloe and Atlanta at the end

Keith Colvin: it's got start from school still too much stereo typing of what is expected of the sexes. we need to ensure girls now they can achieve even in a male bias society

Rob B: Atlanta, I wonder how you get on with allocating pitch time. My daughter has just called out her tutor and games master, as the boys have been getting preference when there are clashes on pitch time. He was interested in her view and committed to go away and look into the size of the issue.

Manisha Parmar: My question is what percentage of women in the c-suite are from the ethnically diverse group? As a brown woman, I feel that it is a further barrier.

Becky Howitt: they say the right things and the intention is there... yet still we don't have enough women at the top?

Vanessa: it is quite tech oriented, and there is no path for women generally (apart from the Lean In meetings which personally I don't relate to - very "white corporate ideal" if that makes sense?)

Madhu: Is it not just a case that organisations only employ women especially from BAME so that they can tick the box?

BarbaraB: Strength, empathy, women can stand up for themselves

Monica: Good resources and intentions but it is difficult to be "seen" as a woman... Leadership don't really "walk the talk"

tom t: are there female leaders in the Quinn's power structure?

tom t: eg in the boardroom

Manu: It seems that the majority of the participants are women... isn't it already part of the problem, that we have one but men are not interesting?

Keith Colvin: Manu I am interested and male

Manu: Congrats and thanks Keith, good to hear

David: Same :)

James Booth: I have often wondered if mixed gender sports were more common

(e.g., football, tennis, rugby, motorsport) would it make the gender separation (woman vs men in the boardroom etc) less divisive. If there were more females in motorsport in general, then they would be more in Formula1 (the top arena), but, there isn't enough at grassroots level.

Andrew Jacobs LND: Advocacy is an important element here - how do we generate more allies, advocates and evangelists for stronger female representation?

jo@aol.com: Would be interested to do a poll to see the gender identities represented here? especially because the title of the session was gendered "Women in the workplace" This is more than diversity and more about inclusion. I'd like to pose the same question to Atlanta what are the gender identities throughout her organisations and do they feel valued like they belong?

Sandrine Soubes: How can individuals become effective allies?

Keith Colvin: It shouldn't matter what the gender mix on here is just as it shouldn't matter what gender sits on a board. the point is we all want to and need to change attitudes

Stephanie Jenkins: why do you think a woman is termed a 'bitch' for being vocal, strong-willed, opinionated? when the same qualities are applied to men and women, the perception of their leadership style is very different.

jo@aol.com:@ Keith Gender blindness stagnates progression don't you think? It fails to recognise how men and women are differently affected by a situation due to their different roles, needs, status and priorities. It shouldn't matter but in reality, it does. If you don't see me and if I can't be seen, how can I belong? feel valued?

Keith Colvin: Tough one Jo it shouldn't matter but if you can't see the problem doesn't mean it can't exist. but I also see that regardless of the sex if you are good enough then that should be what counts. You make your point well. if it was easy, we wouldn't need this webinar

jo@aol.com:@Keith yes, your right if you don't see the problem or barrier, doesn't mean it doesn't exist. Often when you give something a label, you give it visibility so hopefully it can be talked about bravely. I think my point is not to say regardless of my sex and gender because you're asking me to sever that part of my identity.. our differences should be celebrated not ignored. but like you've said, it's a tough complex thing to tackle. Thank you for sharing your thoughts and engaging with me on this