

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

### **Chloe Walton and Atlanta St John – Themed comments**

Shout out

Kate: Amen Chloe, the juggle is real

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

Manisha Parmar: It's definitely a juggling act!

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!

#### **SPORT**

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.

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

#### **RECRUITMENT**

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

Conrad Buckle: For example - regarding decision or not to join this session - chat shows

#### **DIVERSITY**

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.

#### **EDUCATION / STEREOTYPES / ROLE MODELS**

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

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

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, ...

#### **ALLIES - done**

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

Sandrine Soubes: How can individuals become effective allies?

## **HOW TO DRIVE CHANGE IN ORGANISATIONS**

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 it taking time...own business might be the fastest route!

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)

## **APPEARANCE**

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.

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

## **WOMEN SUPPORTING WOMEN/STEREOTYPES - covered**

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)

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

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

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?