WALN Conference –"One big change or issue in the university"

All policies/opportunities/initiatives to be applied across the university – whatever dept/faculty you are in [someone adds "Hear hear!"]

Why not showcase some of the high-profile women in this session instead of Alan? - someone else responds, Isn't visible endorsement of activities for women and their empowerment from senior male colleagues important? Otherwise what are we trying to achieve?

On University application forms, remove personal details info when panel/hiring managers are shortlisting. This will help with equality, diversity etc also.

Would love to see a panel member from the professional services speak about their achievements/experiences.

Time for development.

More lobbying and information sharing around action being taken for eradication of the gender pay gap.

Assumption that academics can/want to do admin work and cutting or under-appreciating professional/support staff. Many women in support taken advantage of and given extra workload/responsibility with little recognition.

We work for an institution that supports its female staff really well. However women's issues are addressed very singularly and there is a danger we are only really addressing the needs & barriers to progression experienced by white, straight, middle-class women as a result. I would favour a more intersectional approach that takes into account & caters to the needs of BAME, queer, disabled women.

Not just focus on gender equity – but overall equality – acknowledge difference and no norm to be different from.

Flexible working should be equally available to all, not at discretion/bias of departments/faculties.

Subsidise childcare for lower grade staff.

More role models and case studies in teaching & scholarship promotion routes to Prof.

Ask men in SMT to use their position to support promotion of women.

Commit to 50/50 gender balance in uni senior roles.

Some managers don't allow people to attend network or even staff events (healthy week, festival…). Pot luck if your manager allows it. Must be *explicit* permission to attend!

Encouraging and empowering colleagues to apply for promotion/leadership earlier.

Hierarchy. Grading.

Aurora only for academics.

Women at different stages of their lives and the specific challenges they face *as well as* those experienced by women more generally. Eg becoming a parent, menopause, etc. *For example*: being a manager, I don't feel like being on the autism spectrum has held me back in my job – but open-

floor networking is really hard for me because I struggle to talk to people I don't know without an introduction.

Is there a formal reporting/committee structure? Should be a WALN rep on UEG and a reporting up and down system. Keep issues visible at a high level and have a pathway to get things done across the organisation.

Building and using the power of the network

Get involved opportunities. Talks to networks about Uni-wide initiatives that we may want to influence/support.

Leadership training. Self-belief

Don't just provide opportunities for women to network – give them the tools to make the most of them. Especially women with impostor syndrome, social anxiety or autism/related spectrum disorder who may struggle with this.

A register of members (or group app?) would enable connections to be made.

Is there a women at Leeds webpage with all the key links?

Workshop on confidence development/ developing strength and assertiveness as women especially.

Create a support network for expectant mothers, people who wish to become pregnant, people returning to work after having children & people who have experienced miscarriage.

Match up mentors from within WALN members? (Mentoring scheme at Leeds currently not open for signup)

More presence on existing governance boards eg UEG/Committees?

Register of members' skills/responsibilities so we can target who to contact with getting things done.

Act as a point of expertise for policy reviews for female led policy/ies – eg mat leave/ shared parental leave

May be good to have a membership list indicating areas of interest/expertise/role of those in network to assist with starting conversations with each other