

## **Women at Leeds Network: Highlights 2018-19**

### **1. People**

Co-chairs during the year were Fiona Gill, Rachel Muers, Andrea Utley (beginning of 2018-19) and Gillian Neild (from December 2018). The committee has included Angela Beddowes, Jennifer Carter, Duygu Candarli, Patricia Gray (until December 2018), Fouzhan Housseini, Sara McDonnell, Addi Manalopoulou, Ida Shafagh, Karen Tsui, Jouna Ukkonen, Chiara La Sala, Adriana Velosa, Karen Bacon, Harriet Peel – supported by colleagues from EPU (Daisy Forster, Sarah Ward).

### **2. Activities**

#### **(a) 'First Wednesday Club'**

- Speaker & panel meetings on:
  - o *Career development*: 'women's career paths in and through the University'; 'getting past the career bottlenecks (for professional and technical staff)'; 'getting promoted'
  - o *Personal development and support*: mindfulness; 'first generation to University'
- Two discussion/roundtable sessions
- International Women's Day event celebrating Women of Achievement at Leeds

#### **(b) Other network-supported events**

- Follow-up sessions supported by OD&PL and run by network members to enable more in-depth exploration of issues raised at the 'career bottlenecks' event
- A follow-up session to the First Wednesday first generation event to explore the possibility of setting up a new staff network for first generation university attendees.
- Support for a 'feminist pedagogies' event

#### **(c) Other activities**

- New publicity materials & communication plans; presence at the Staff Induction Fair
- New work on developing virtual communities/online spaces to support the network – grant application submitted to the Association of Commonwealth Universities
- Supported by EPU, closer working & communication with other staff networks
- Representation on E&I Committee & institutional Athena Swan team

### **3. Looking ahead to 2019-20 – priorities include:**

- Building a *strong committee* and involving more network members in activities
- More work on *virtual communities/online spaces*
- Seeking opportunities to encourage and enable our members to be involved as possible in the development of the *new university strategy*
- *Mentoring* identified as a key need/issue to work on with OD&PL colleagues as new plans develop across the University
- New structures for *E&I across the University*

**Thank you to outgoing committee members... and to those who've expressed interest in joining for next year!** Kaltume Akubo, Claire Black, Rachael Brown, Suzie Bullock, Catherine Cho, Kirsty Clarke, Stacey Foreman, Louisa Hill, Katharine Johnston, Jenny Love, Catherine O'Neill, Tracey Poulter, Gillian Proctor, Claire Savy, Hannah Telfer, Roz Walsh.

## **Women at Leeds Network: Terms of Reference**

### **Aims**

The aims of the Women at Leeds Network are:

- to support the personal and professional development of women at the University of Leeds
- to advance gender equality at the University of Leeds, and to remove barriers that prevent women from achieving their potential
- to promote communication, networking and mutual support among women at the University of Leeds
- to be a focus for discussion, reflection and information sharing on issues affecting gender equality at the University of Leeds, and to raise awareness of these issues across the University

### **Activities**

To further its aims the network will normally:

- Organise regular events, including opportunities for information-sharing, training and personal development, networking and mutual support, and discussion of relevant issues
- Publicise and support other events and activities that relate to its aims
- Maintain an email list and/or similar virtual communication spaces for its members
- Advocate for gender equality within the University – including, but not only, through formal representation on relevant University bodies
- Seek and develop opportunities for members to be advocates for gender equality within the University, and for members' concerns in this area to be raised and addressed
- Contribute to University initiatives on gender equality, and on equality and diversity more generally
- Maintain active links with other staff networks at the University and with other women's networks (for example, at other universities and in the local area)

### **Membership and Attendance at Events**

- Membership of the network shall normally be open to all women members of staff and postgraduate research students at the University of Leeds.
- The network may hold events that are open to a wider audience, *or* to a subset of its membership, in furtherance of its aims.

### **Organisation and Governance**

The network is supported – with expert advice, budget and some administrative support – by the Equality and Policy Unit (EPU), but is independently organised and governed. The network's activities are planned and organised by a committee led by a chair or co-chairs. Membership of the committee is open to members of the network who are willing to play an active role in running the network.

The chair(s) are appointed jointly by the committee and the EPU. The chair(s) will normally represent the network on University bodies. They should receive some workload remission for their network activities.

The network shall hold an annual general meeting at which the committee shall report to the membership on its activities. The committee shall actively seek opportunities throughout the year to engage with the membership and to respond to suggestions and feedback.