



University of the
Highlands and Islands
Oilthigh na Gàidhealtachd
agus nan Eilean

Alex Walker

Professional Development and Recognition
Lead, UHI

#ChooseToChallenge

Accountability, Strength, Comradery



This PechaKucha will explore the...

The UHI Women's Network:

- The beginnings
- The middle
- The future

Implications of COVID-19 for:

- Women
- University staff

The role of the UHI women's network
before, during and after COVID-19



[Image by Bluehouse Skis from Pixabay](#)

Why we need IWD and Women's Networks

From a cultural and structural perspective

UK PROFESSORS BY GENDER AND BAME/WHITE IDENTITY

- White male - 67.4%
- White female - 23.9%
- BAME male - 6.7%
- BAME female - 2.1%



UK professors by gender and BAME/white identity, 2016-18

AdvanceHE Advance HE (2019) Equality in higher education statistical reports - weighted by full person equivalent #AdvanceHEstats



Image by Dean Moriarty from Pixabay

- ▶ **Voice and representation:** employment contracts, part-time working and lack of gender balance on university boards creates barriers that women need to overcome to achieve progression and/or promotion in academia in the UK sector (AdvanceHE 2019)

Why we need IWD and Women's Networks

Marginalised



Image by Dean Moriarty from Pixabay

- ▶ “male dominance of leadership can produce stability in relationships, networks and structures that reproduce professional hierarchies” (Morley 2013: 125)
- ▶ This masculinist working culture “understood to mean compliance to a regime of almost total and uninterrupted commitment to wages work” (Crabtree and Shiel 2018: 901)
- ▶ A lack of discussion around these issues leads to further compound the under-representation of women in senior and leadership roles. (Savigny 2014).

International Women's Day 2018

▶ The beginning



International Women's Day 2018

Open

▶ To all women



Dr. Antonia Darder

Attribution: [Marek Slusarczyk](#)

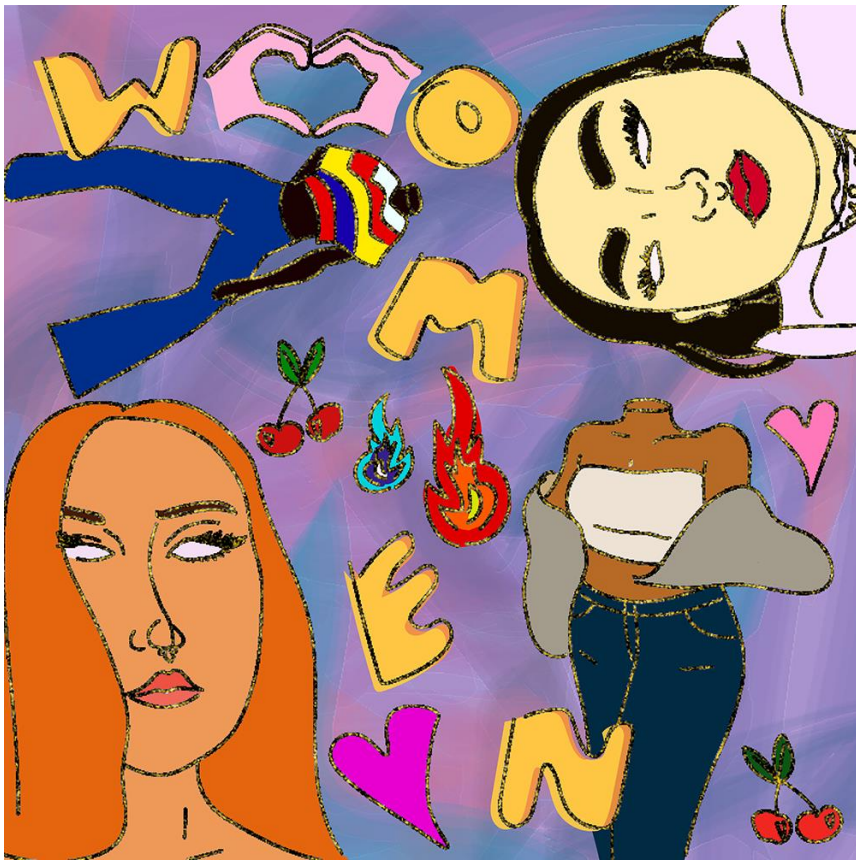
Purpose?

Meetings...



First women's network meeting October 30 2018

- Challenges
- Barriers
- Inspirational speakers
- Lobby for change
- Network



Catherine Thy Le: Women

Self-confidence, raise awareness of learning opportunities, gain new skills and grow social networks (Pini et al. 2004)

Navigating the “often hostile space of the University” and nurtured a community of belonging within the group (Macoun and Miller 2014:288).

Women only spaces in education

Benefits

What the network values



"The women's network brings together an **inspiring community** of colleagues from across the partnership. It's been a catalyst to discussion and learning. I took so much from the recent interactive session with Dr Irene Garcia on exploring the topic of imposter syndrome that I've tried to embed in my day-to-day'."

"UHI women's network - a **positive, empowering, supportive** network of **like minded people**. I always come away from the events, thinking I can make a difference. The group has helped me build my own network within UHI and to the welcoming nature of the network I would have no hesitation in contacting any of the members for **support/advice** and would welcome the same in return.."

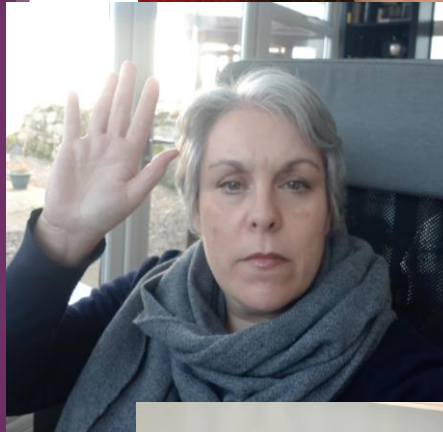
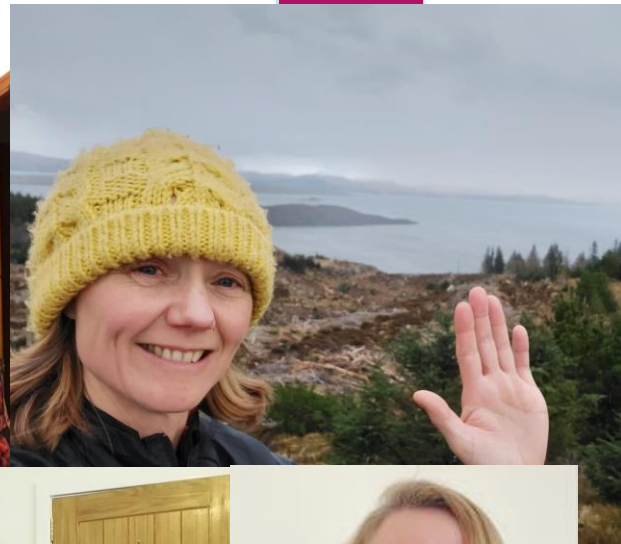
"The UHI women's network has brought me into contact with university colleagues I may not have met otherwise. It's been **invaluable, enjoyable** and **uplifting** to be part of the network".

UHI Women's Network
Benefits



Activism

Having a voice





The Wonder Years | CREDIT: ABC PHOTO ARCHIVES/GETTY IMAGES

The wonder years....

Before COVID-19

- Dr Louise Drumm, challenges, achievements and digital leadership
- Dr Irene Garcia Losquino: imposter syndrome training
- Lyndsay Sutherland, Student Support Manager UHI: gender based violence
- Arlene Ditchfield, Hannah Grist and Katie Masheter: Auroran session

COVID-19: Impact on women



- ▶ Mothers: more caring responsibilities
- ▶ Job security

COVID-19: Impact on women

Fawcett ▶
Equality. It's about time.

[ABOUT](#) [CAMPAIGNS](#) [TAKE A](#)

▶ BAME women especially impacted



CORONAVIRUS: IMPACT ON BAME WOMEN

COVID-19: Gender based violence

UK: 23 March - 12 April 2020
16 women were killed by men, in comparison of an average of five deaths at the same period over the last 10 years

Data: [Counting Dead Women](#)



[Refugees International](#)

COVID-19: Implications for UK HE staff



Nick Youngson CC BY-SA 3.0 Alpha Stock Images

- ▶ Caring responsibilities
- ▶ Publication rates
- ▶ Recognition

Possible benefits of COVID-19 on working



Image by StartupStockPhotos from Pixabay

- ▶ Administrative tasks and work meetings
- ▶ Professional Development



Nick Youngson CC BY-SA 3.0 Alpha Stock Images

Space



[Image by Leni und Tom from Pixabay](#)

UHI Women's Network

This year....

– a focus on mental health



Photo by [Luis Dalvan](#) from [Pexels](#)

@femedtech “memberships from different nationalities, races, ethnicities, sexualities and genders alive to the specific ways that technology and education are gendered, and to how injustices and inequalities play out in these spaces”



Femedtech.net

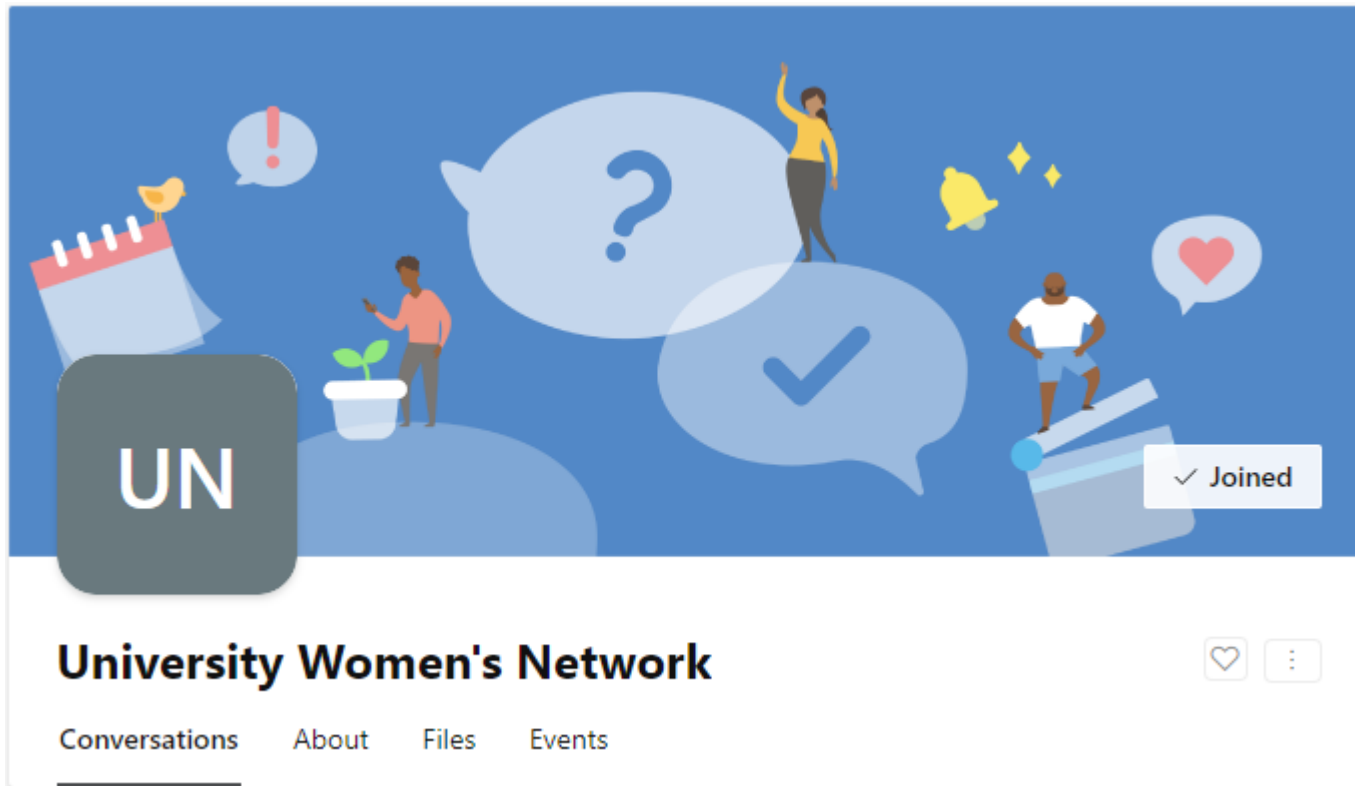


@wiasnofficial offers a digital space and hashtag for women academics from all stages of career, also open to all to follow and contribute.



[Image by Pete Linforth from Pixabay](#)

Online Women's Networks: open to all!



[UHI Yammer Group](#)

96 members

In the past year...

- Pandemic
- Menopause
- Professional development
- Film recommendations
- Interesting articles
- Funding opportunities
- Invitations to equality surveys

UHI Yammer Women's Network

Open to all!

"I love being part of UHI's Women's Network Yammer Group. This very welcoming community posts articles and discussions of real interest and relevance to me, as one of the UHI's few female engineering lecturers. It is comforting to have the support of a group dedicated to female University staff, particularly during Covid, and this has helped build my confidence in taking part in online discussions."



Size
Influence
Focus



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Women's Networks in Education

Looking ahead



<https://padlet.com/UHILTA/ty5nxpmpazo95j3I>

Padlet

MAIN TAKE-AWAYS AND REFLECTIONS

QUESTIONS