

## Women in HE Conference

### Conditions for Change - how can we accelerate change that tackles the treatment and inclusion of women?

23 January 2020, Marriott Regents Park, London

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#### Theme

The first Advance HE conference on **Women in HE** will focus on accelerating change for gender equality. There has been significant progress in all areas of gender equality in the last decade but at times this is slow, and some may say at risk of even going backwards due to the pace of change.

The Advance HE [annual staff and student statistical report 2019](#) shows us that despite comprising the majority of staff working in UK HEIs (54.4%), women remained under-represented among academic staff, staff in SET subject areas and in senior management roles. A larger proportion of women than men worked in professional and support roles, worked part-time, on fixed-term contracts, and in lower salary bands. Gender pay gaps remain highest among academic staff, though were still evident among professional and support staff. There has been an increase in the proportion of female professors from 24.6% in 2016-17 to 25.5% in 2017-18, but although the direction of change is positive the pace of change is slow and the picture is even worse for BAME women.

This conference will look at how we can accelerate the pace of change within HE by looking at inspirational leadership, key policies and initiatives and successful examples from within and outside of the HE sector.

The conference will consider all aspects HE relating to gender equality for women, including diversity on boards, gender pay gap and demystifying our understanding of this, sexual harassment and violence, women into leadership roles, work-life balance and the glass cliff with a focus on intersectional approaches that span multiple aspects of diversity.

Delegates will hear from senior women leaders who have overcome many of these barriers during their career and who are now focused on accelerating change in their organisations and more widely across HE. Our panel discussions will delve more deeply into the barriers and challenges faced in achieving gender equality and our workshops will allow delegates to examine the practicalities of implementing this work, alongside the multiple overlapping barriers faced by those working in this area to accelerate change by learning from each other.

## Programme

- 9.30am**      **Registration and refreshments**
- 10.00am**      **Welcome**  
Alison Johns, CEO, Advance HE
- 10.15am**      **Keynote speaker:**  
Minister Mary Mitchell O'Connor, Minister for Higher Education, Ireland
- 11.00am**      **Refreshments**
- 11.20am**      **Focus on: Women into leadership, the glass cliff and work-life balance**  
Chaired Panel Discussion – chaired by Alison Johns  
Margaret Casely-Hayford, Chancellor, Coventry University  
Professor Ruth Sealy, Associate Professor in Management and Director of Impact, University of Exeter  
Dr Olajumoke (Jummy) Okoya, Associate Programme Leader Msc HRM and Senior Lecturer, University of East London  
Sophie Walker, Chief Executive, Young Women's Trust
- 12.30pm**      **Lunch and networking**
- 1.30pm**      **Thematic workshops**
- ***Demystifying gender pay*** – Ellen Pugh, Senior Advisor, Advance HE
  - ***Collaborating with and including men*** – Dr Antonia Sudkaemper, Research OCR, Cambridge Assessment
  - ***Women on to committees and boards*** – Norma Jarboe OBE, External Advisor to the Centre for Diversity Policy Research and Practice, Oxford Brookes University with Perrett Laver
- 2.30pm**      **Refreshments**
- 2.50pm**      **Focus on: Changing the culture – tackling sexual misconduct, harassment and violence in the workplace**  
Chaired Panel Discussion – Chaired by Professor Udy Archibong, MBE, University of Bradford  
Dr Waiyin Hatton, Chair of Court at the University of the West of Scotland  
Dr Kelly Prince, Serious Incidents Officer, Keele University  
Margaret Ayers, Director of HR and OD, Canterbury Christchurch University  
Jenny Garrett, Career Coach and Leadership Development Consultant
- 3.50pm**      **Keynote speaker:**  
Harriett Minter, Journalist and Broadcaster
- 4.30pm**      **Close**