



Evidence.....counting, counting, counting

- Not everyone convinced important
 - Evidence must be collected and disseminated
- Evidence shows current situation and monitors changes – both successes and failures
 - Compare yourself to others
 - Build the business case

Numbers tell the story

Government data for 2009 shows women make up:

- 55% of level A positions (below lecturer)
- 50% of level B positions (lecturer)
- 40% of level C positions (senior lecturer)
- 25% of level D and above (professoriate)

(Government data)

Gender Representation

La Trobe University Staff
 1588 females (59%)
 1109 males (41%)

La Trobe University Council (March 2010)
 8 females (47%)
 9 males (53%)

Principal Officers of the University (2010)
 5 females (31%)
 11 males (69%)

Gender Representation (cont)

LTU Planning and Resources Committee
 5 females (33%)
 10 males (67%)

LTU Directors Committee
 11 females (41%)
 16 males (59%)

LTU Heads of School Committee
 11 females (38%)
 18 males (62%)

La Trobe University Senior Academic Women Staffing Profile 2003 - 2009

Senior Staff Female	2003 %	2004 %	2005 %	2006 %	2007 %	2008 %	2009 %	National Average 2007* %	UA Target 2010* %
Academic Staff									
Professor (Level E)	25	29	34	37	30	29	34.78	19.81	25
Associate Professor (Level D)	24	29	26	36	31	30	33.07	27.88	35

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Visibility

1. Know your organisation
2. Understand the hierarchy and who matters
3. Distribute your evidence
4. Be connected and make sure it is extensive and broad enough
5. Establish and develop your networks

Engage the Women

- Connect with the women
- Establish or support women's networks
- Qualitative research counts
- Be flexible and change when needed

"I don't know anything about luck. I've never banked on it and I'm afraid of people who do. Luck to me is something else: hard work and realising what is opportunity and what isn't."

Lucille Ball, 1911–1989,
American actress and comedienne

Shrinking violets need not apply



Plan Strategically

- Take the risk
- Know that you are entitled
- Make change at the policy level
- Flexible work practices
- Improvements to promotion

Training

- Staff training
- Train and make it happen in practice
- Train people to notice when women are not there
- Benefits for all



Leadership at the Top

The CEO / Vice-Chancellor

- Knows the story
- Tells the story
- Has the data
- Sets the KPIs

*A leader is best
When people barely know he exists,
Not so good when people obey and acclaim
him,
Worse when they despise him.
But of a good leader, who talks little,
When his work is done, his aim fulfilled,
They will say:
We did it ourselves.*

Lao-Tzu, 6th century Chinese Philosopher

Women in power as Julia Gillard sworn in as Australian Prime Minister by Quentin Bryce



Challenges Ahead

- Still much to do
- Women need encouragement
- Develop in response to particular needs
- Get the evidence that they work
- Target programs in a nuanced way where needed.
- Assist women to promote themselves.
- Encourage and support.
- Keep listening.



Conclusion

- Understand and engage your organisation
- Listen to the women and tell the stories again and again
- Count and keep counting
- Build leadership from the top
- Take risks
- Maintain your sense of entitlement
- In leadership value relationships and emotional intelligence

Example title for notes and handouts

