**Newsletter: International Women’s Day**

**Wednesday 8th March is International Women’s Day – a day of action to celebrate, inspire, and work towards a future of gender equality.**

According to the World Economic Forum, if we continue at our current rate of progress, the gender gap won’t close until 2187 – that is, it will take **170 years** to achieve equality for women. We use International Women’s Day each year to highlight this vital issue and encourage everyone, from individuals to organisations, to declare actions they will take to help improve and speed up progress around the world.

**The University and Gender Equality**

The UK’s 2010 Equality Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for everyone. It merged various existing pieces of legislation, including the Equal Pay Act (1970), the Sex Discrimination Act (1975), and several acts relating to Employment Equality. As a public sector organisation, we at the University of Manchester have the responsibility to ensure these are properly followed, as well as take action to promote and support the advancement of gender equality.

One way we do this is with the **Athena SWAN Charter**, which was established in 2005 to encourage and advance the careers of women in STEMM employment. In 2015, the charter was expanded to recognise the work undertaken in all areas, including arts, humanities, business and law, and to try to break down barriers to broader aspects of gender equality.

The University of Manchester has an Athena SWAN Bronze Award. This represents the ‘planning’ level where issues are identified and actions to address these are developed. Award levels progress through to Silver (‘doing’), for evidence of the impact of actions taken and Gold, which recognises ‘sustained impact’. Our Bronze Award, awarded in 2008 and renewed in 2011 and 2014, demonstrates our commitment to a culture change within the University towards a more inclusive, representative and progressive environment. This year, the University will be applying to
upgrade its award status to Silver under the new criteria, recognising the impact of gender equality actions and initiatives over the last three years. Individual STEMM schools in the University also hold Athena SWAN Awards; we have seven Schools which hold a Bronze Award and eight Schools have been awarded at Silver level. Since the Athena SWAN Charter expanded to include the Arts, Humanities, Business, Social Sciences and Law, our Humanities Schools have been working hard to prepare applications for recognition of actions they have commenced in the area of gender equality.

What can you do?

The Athena SWAN Charter provides examples of good practice for higher education institutions, such as taking positive steps towards flexible working, introducing mentoring schemes, and generally aligning Athena SWAN to the School and University strategies. In practice, ways to implement this may involve scheduling meetings between 10am and 4pm, ensuring gender balance on senior management committees and decision-making boards, considering the diverse responsibilities of staff when creating a workload model, and addressing unconscious bias present during assessment or interview selection procedures.

Report and Support

The Equality, Diversity and Inclusion Office has recently launched a new platform where staff and students can report harassment, sexual harassment, bullying and discrimination. You can find support, information and guidance, talk to a Harassment Support Advisor for confidential advice, or report something anonymously.

Visit [www.manchester.ac.uk/reportandsupport](http://www.manchester.ac.uk/reportandsupport) or call the Equality, Diversity and Inclusion Team on 0161 306 5857

The University is committed to continuing to work towards gender equality. International Women’s Day is a great opportunity to celebrate the achievements of women – by raising awareness, you help to drive positive change – and declare bold actions to take to progress the gender agenda, with this year’s theme of #BeBoldForChange. There’s a variety of events taking place across campus, and it’s easy to get involved.
What’s on at the University for International Women’s Day 2017

Katharine Perera Women in Leadership Annual lecture

6th March, 4pm–5.45pm, Whitworth Hall

The President and Vice-Chancellor, Professor Dame Nancy Rothwell, invites you to attend the inaugural Katharine Perera Women in Leadership Annual Lecture delivered by Lorna Fitzsimons, co-founder and CEO of The Pipeline.

This will be an interactive session where Lorna will probe and challenge the audience on why there are so few women at the top, why it matters and what we can do about it. Lorna will empower the audience to better understand what is happening and how they can personally effect change and help others, too. With her direct approach of myth-busting and truth-telling this lecture promises to be energising and inspiring.

*Lorna Fitzsimons co-founded The Pipeline in 2012 to focus on the development of executive female talent. The organisation runs a series of pioneering programmes for women and companies across the FTSE 350. The Pipeline works with boards, CEOs and their executive colleagues, as well as individual women to help them prepare for leadership roles. Lorna is a former Member of Parliament and President of the National Union of Students.*

Programme:

- **4.00pm** Drinks reception and networking
- **4.30pm** Welcome by Professor Dame Nancy Rothwell, President and Vice-Chancellor
- **4.35pm** Introduction by Professor Helen Beebee, Samuel Hall Professor of Philosophy and patron of the Athena SWAN Charter
- **4.40pm** The inaugural Katharine Perera Women in Leadership Annual Lecture – The leadership challenges of 2020 and why gender matters by Lorna Fitzsimons

To attend this event, please [register with Eventbrite](#).

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University responses to sexual violence on campus

6 March, 11am-12.30pm, University Place, 1.219

Professor Shamus Khan (Columbia University) and Cath Prescott (Equality, Diversity and Inclusion, The University of Manchester) will be talking about university responses to the problem of sexual violence on campus. Shamus is a sociologist who has been heading up a major project on this topic and is looking at forms of institutional change in the wake of the findings; he has been working in partnership with universities in the US and elsewhere.
Enriqueta Rylands: Her Story
8 March, 11am-12pm, 9 March 2-3pm, John Rylands Library (Deansgate)

Meet the mysterious founder of The John Rylands Library. Enriqueta Rylands stayed out of the limelight during her lifetime, and little is known about her. Join us as we collate her letters and personal effects to tell her story, exploring her reasons for founding this wonderful library in her husband’s name.

Part of the Wonder Women Festival 2017; no need to book.

Gender, Urbanisation and Poverty: Principles, Practice, and the Space of Slums
8 March, 5-6.30pm, Theatre B, Roscoe Building

This lecture will be delivered by Professor Sylvia Chant from the London School of Economics as part of a series by The Global Development Institute. The Global Development Lecture Series brings together scholars involved in cutting edge research on international development. It aims to facilitate dialogue and discussion, providing a space for leading thinkers to share their latest research ideas with Manchester’s staff and students.

The lecture will be followed by a Q&A.

FMBH International Women’s Day Event: Engendering Change
8 March, 1pm-5pm, Roscoe Building

Guest speakers and panel discussions

The Faculty of Biology, Medicine and Health will be marking the day with an afternoon of activities in Roscoe Building. We will welcome guest speakers including Susan Oliver RN FRCN, MSc, OBE, Nurse Consultant in Rheumatology, and Professor Maureen Baker CBE FRCGP, Immediate past Chair of Council, Royal College of General Practitioners.

There will also be panel discussions which will start at 1pm; please arrive from 12.30pm for registration and light refreshments. International Women's Day is not just for women – we welcome everyone. Registration is required for this event and will be available via Eventbrite; further details and programme to follow. Please note that you do not need to attend the whole event; however, you will need to register your place for one of the panel
discussions. The panel discussions will be taking place at the same time so please select one only.

If you have any queries about the event please contact either deborah.symmons@manchester.ac.uk or hema.radhakrishnan@manchester.ac.uk

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**Closing the Gender Pay Gap: what are the issues?**
8 March, 12pm-1.30pm, 3.44A Simon Building

The Athena SWAN Self-Assessment Team at AMBS is hosting a session about the gender pay gap in connection with International Women’s Day on 8th March. To reflect and share their insights on this issue they have invited two leading researchers in the field, Professor Jill Rubery, AMBS and Dr Carol Woodhams, University of Exeter Business School. In addition, David Perfect, Equality and Human Rights Commission, will be providing additional comment on the speakers' contributions.

If you would like to attend please register your interest here.

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**Musica (Manchester Music Society) Lunchtime Concert**
8 March, 1.10pm-2pm, Cosmo Rodewald Concert Hall, Martin Harris Centre

On International Women’s Day, Musica presents a concert of works by female composers, including the premières of newly composed student works, performed by Manchester music students. A celebration of all aspects of female music making: composing, performing and conducting.

No need to book – just turn up. After the concert there will be the opportunity to make voluntary donations to Manchester Rape Crisis.

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**SICK Festival public discussion event ‘Badges Chosen/Labels Given’**
8 March, 5pm, Contact Theatre

Part of Sick! Festival 2017, this event explores to what extent we are defined by our labels of identity: religion, ethnicity, nationality, gender, sexuality, disability. Click here for more information.
Celebrating Inspiring Women at Manchester
8 March, 6pm-8.30pm, Whitworth Hall

Alumni, staff and students of the University of Manchester are invited to book now for our annual panel discussion and reception in celebration of International Women’s Day.

This year the discussion will honour the outstanding achievements of women who have studied and worked at Manchester in the area of health. We are delighted that Dr Pat Troop, former Chief Executive of the Health Protection Agency and Dr Sheena Cruickshank, PhD, FRSA, Academic Lead for Public Engagement with Research and Senior Lecturer in Immunology will be joining our panel. We will also welcome Anya Golder, PhD student and Irshad Akhtar Memorial Scholarship recipient at the Manchester Cancer Research Centre.

Leading the discussions will be Dr Dawn Edge, Senior Lecturer in the Institute of Brain, Behaviour and Mental Health at The University of Manchester and the University Lead for Equality, Diversity & Inclusion.

The event will be hosted by our President & Vice-Chancellor Professor Dame Nancy Rothwell, with an audience made up of alumni, staff, students and friends of the University.

Staff and students are welcome to attend the event – there is no charge but registration via Eventbrite is required. Alumni should register online with Your Manchester, or email alumnievents@manchester.ac.uk.

The Pankhurst Lecture 2017 with Dame Margaret Hodge MP – ‘A Life of a Woman in Politics’
9 March, 5-7pm, University Place Lecture Theatre B

Christabel Pankhurst was, with her mother and sisters, one of the leaders of the Suffragettes; she was once described as the ‘most dangerous woman in Britain’. Christabel gained a First in her Law degree at The University of Manchester but could not enter legal practice, as she was a woman. The Pankhurst Lecture was founded by the University’s School of Law to honour one of our most distinguished alumna, celebrate her achievements and the achievements of many others made in women’s rights, and highlight the work still to be done.

Please join us on Thursday 9 March to hear another doughty campaigner for women in politics, Dame Margaret Hodge MP, deliver this year’s Pankhurst lecture: A Life of a Woman in Politics.

This is a public event but please register via Eventbrite.
Politics’ Week of Events for International Women’s Day

In the School of Social Sciences, Politics are doing a week of events, which are listed below. Please visit their dedicated webpage with the full timetable and updated venue details [https://uomwomensday.wordpress.com/](https://uomwomensday.wordpress.com/), a twitter hashtag - #uomwomensday, and a Facebook event page [https://www.facebook.com/InternationalWomensWeekUoM/](https://www.facebook.com/InternationalWomensWeekUoM/)

- **“Being a Woman in Academia” Art Exhibition**
  Arthur Lewis Building, ground floor.
  The organisers are also conducting a survey collecting stories of women’s experiences in academia including staff, students and administrative staff: [https://www.surveymonkey.co.uk/r/NQJ7336](https://www.surveymonkey.co.uk/r/NQJ7336). The survey is anonymous and you can post as many times as you want!

- **Resist Through Art**
  6 March, all day, Arthur Lewis Building Common Room
  Craftivism workshop

- **Women, Asylum, Migration**
  TBC

- **A Day Without Women**
  8 March, 11am
  Walkout Wednesday (further details will be circulated)

- **Feminist and Intersectional Activism in a post-truth world**
  8 March, 3pm-5pm, venue TBC
  Part of the Pankhurst Seminar Series

- **Film screening “Born in Flames”**
  TBA

- **Teach-in**
  10 March, Arthur Lewis Building, Common Room
  Details to be confirmed.
More information:
IWD Manchester Twitter account: https://twitter.com/manchesteriwd?lang=en
Wonder Women festival: https://www.creativetourist.com/event/wonder-women/
Official IWD events page: https://www.internationalwomensday.com/events

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