

How can UBC advance women and gender diversity in leadership?

What will motivate you to be involved?

Create **Community Connections**



Informal networks
& dialogue circles



Communities
of practice



Targeted activities
for subgroups



Coaching, mentoring
& sponsorship

How can you get and stay connected?



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Value **Leadership Styles** and **Forms**



Faculty & staff
commonalities &
differences



Institutional
commitment



Re-defining leadership



Partnerships &
collaborative
relationships

How can UBC create a sustainable framework that supports diversity in leadership over the long term?



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Expand **Leadership Skills**



Understanding gender & cultural differences



Learning from research & best practices



Influence vs. power



Leadership & management



On the job, job shadowing, internships

Which areas are most important for your leadership expertise?



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What will motivate you to be involved?

Support **Career Progression**



Career possibilities & navigation strategies



Transparent hiring & promotion



Ongoing career discussions



Proactively advancing your career

Which elements are critical for your career advancement?



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Coffee, Community, Career Advancement

We are building on UBC's commitment to advancing women and gender diversity in leadership. These efforts have the support of the President, including a budget to execute a multi-year plan to deliver on outcomes. A strategic plan should be created which addresses culture shift, communication and awareness. **The plan will include implementation of high priority activities and identifying a long term strategy for sustained diversity in leadership.** The topics and subareas listed here are those that have come up in a variety of venues reflecting on diversity in leadership, including Women in Leadership Luncheon (May 2012) and the first Women Faculty in Leadership Forum (October 2012).

Topics are *colour-coded* to match the projections.

Areas of Institutional Engagement/Commitment are underlined

Valuing diverse forms and styles of leadership

- Identify new structures for leadership positions that will attract broader groups; e.g. leadership positions that also allow conducting research program
- Identify and support differences and commonalities in staff vs. faculty in career paths and leadership development
- Build partnerships, collaborative relationships across diverse groups to avoid marginalization and stereotypes

Articulate Gender and Diversity in Leadership as part of Place and Promise: strategic advantage, both externally and internally; visually and formal communication

Supporting Career Progression

- Proactive advancement of one's career – exploring possibilities and how to get there
- Ensuring that transparent hiring and promotion processes are available at all levels
- Initiating career discussions into annual or regular meetings with manager or review process
- Developing knowledge and awareness for different career paths and how to navigate through them

Orientation for leaders at all levels for transparency and diversity awareness in searches and career progression



Coffee, Community, Career Advancement

Expanding leadership skills

- Using influence vs. power in different scenarios
- Opportunities to develop leadership and management skills, with distinction between the activities
- Access to research and best practices on leadership
- Access to “on the job” training, shadowing and “internship” opportunities
- Understanding elements of leadership related to gender, cultural differences, hidden biases e.g. Elements that are of specific importance to women:
 - Work life balance
 - Self-awareness
 - Assertiveness and survival
 - Setting personal and professional boundaries
 - Navigating different cultures – organizational and geographical

Expanded access to leadership development in units and in university-wide programs with diversity priorities

Creating Community Connections

- Coaching, mentoring, and sponsorship
 - Within department/Outside department
 - Formal and informal
 - As part of performance improvement
 - Job shadowing
 - Focus on next generation of leaders – getting input from young female students
 - Create a cohort system for new and aspiring leaders
- Create a community of practice for women in leadership to share ideas, experiences and best practices
- Informal networks and Dialogue Circles: to exchange about both professional and personal challenges and opportunities for women in leadership
- Targeted activities for subgroups: is specialization needed to ensure diverse engagement?

The Senior leadership engages in mentoring and sponsorship