

‘Reflections on gender equality and experiences of the Athena Swan Charter’





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INITIATIVE

QGI
founded
2000



Prof Margaret Mullett
First QGI Director
(2000-2009)

Prof Karen McCloskey
QGI Director
(2018-present)

Lady Brenda McLaughlin
First Chair
QGI Exec Comm

Prof Yvonne Galligan
Second QGI Director
(2009-2018)





QGI main objectives

Queen's Gender Initiative (QGI) is a female-focussed entity that works to enhance the participation and visibility of women in all aspects of University life. QGI was established following the work of the Women's Forum that was set up in 1999, with the support of the then Vice Chancellor, to progress gender equality in Queen's. A series of listening exercises, led by a group of senior women, engaged with women at all grades across the University and resulted in a portfolio of recommendations to address inequalities. These were adopted in full and work over the last 20 years continues to address gender imbalance through initiatives, projects and influencing structures and policy. You can learn about the history of QGI and hear from our Founders and Directors .



Communication



Sharing best practice



Supporting women



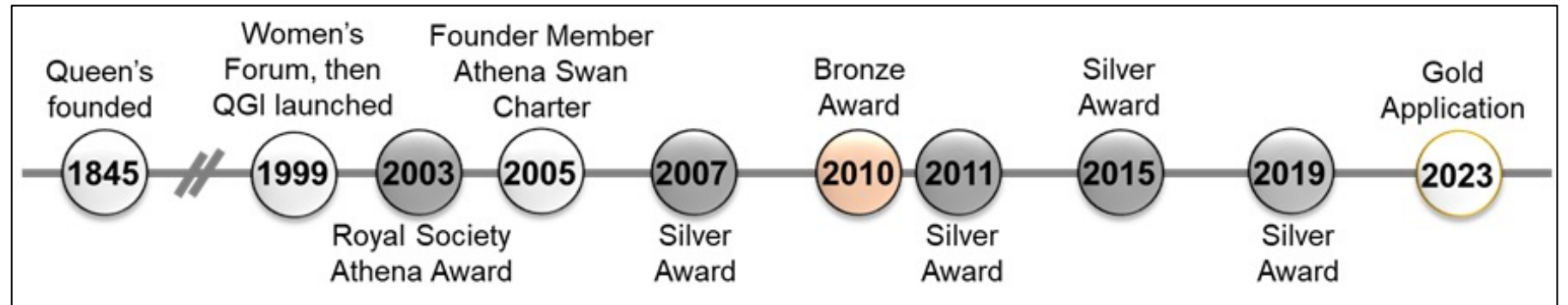
Monitoring & Action



Visibility & Voice



A long journey





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Our approach



Initiate



Evaluate



Innovate



Communicate



Embed



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Holistic Mentoring



QGI MENTORING PROGRAMMES FOR WOMEN IN QUEEN'S

'...a positive experience, inspiring and the motivation I need at this point in my career'.

QGI Mentee





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Campus childcare



Childcare At Queen's



Creche



Out-of-School Club

Summer Scheme

[Enrolment Information](#) →

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"My daughter has had a wonderful time at Queen's childcare.... I would like to personally thank all your extremely dedicated and professional staff, who have cared for her so well."

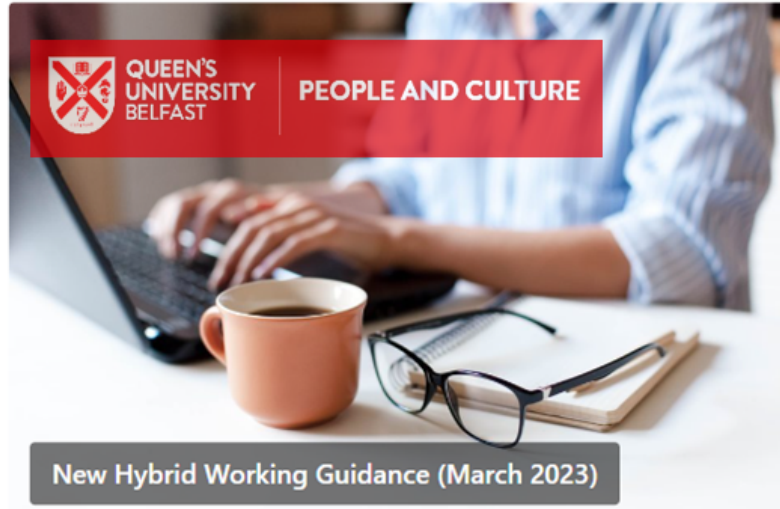




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Progressive working patterns



New Hybrid Working Guidance (March 2023)



Step by Step Guides for Employees and Managers

Agile Working Toolkit



Roles and Responsibilities



Team Standards





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Visibility and Voice



Celebrating women at Queen's

8 March, 2022

For International Women's Day 2022, iRise and QGI collaborated to shine a light on some of the brilliant women working and studying at Queen's.



For International Women's Day 2022, iRise and the QGI team are shining a light on women who work and study at Queen's, particularly those women whose voices have been underrepresented in the past. Hear from a few of our inspirational [colleagues and students who share their stories](#), suggestions for how we can #BreakTheBias as well as the women they look up to.



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Visibility: QGI Portraits Project



In celebration of our 21st Anniversary, Denise Price (QGI Executive Committee member) and Ben Crothers (Curator, Naughton Gallery) take us on a tour of the QGI Portraits in the Great Hall, Lanyon Building.

Watch the above video to join Denise and Ben on their tour of these outstanding portraits of inspirational women, and learn about the artists and sitters of our ever growing collection.

<https://www.youtube.com/watch?v=abw-qEDCs6s>





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Visibility: QGI Portraits Project

QGI PORTRAITS - A VIRTUAL TOUR



<https://www.youtube.com/watch?v=abw-qEDCs6s>





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Portrait Unveiling Event



Professor Carol McGuinness
Portrait Unveiling, June 2022





Visibility: changing the walls



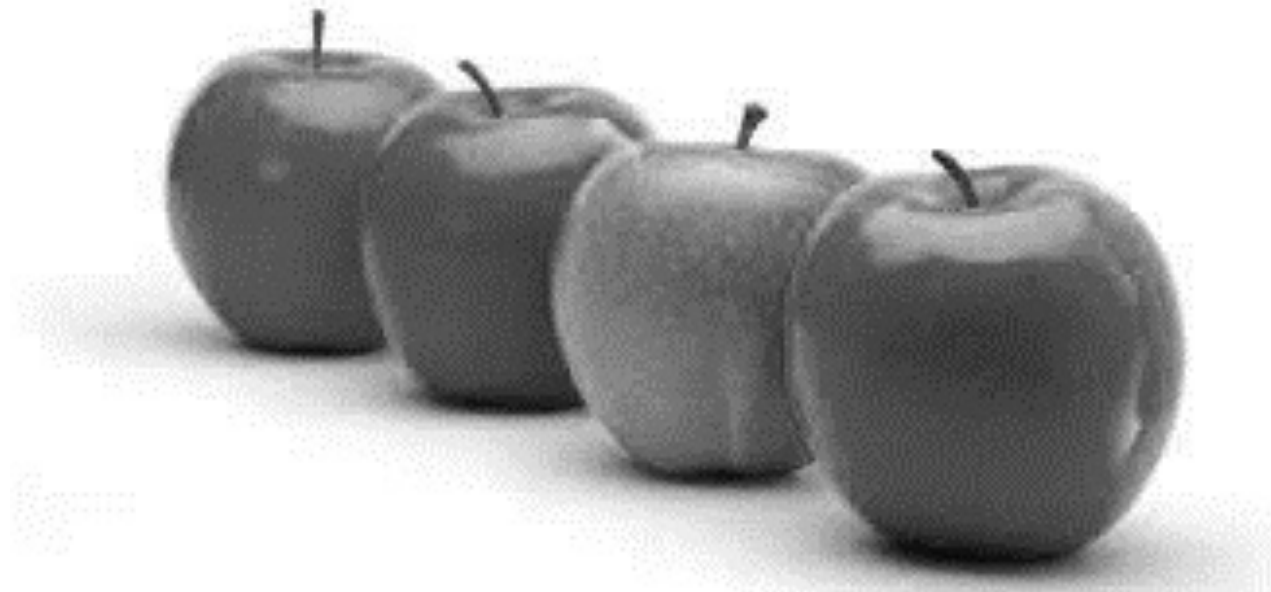
Women in Law: It's Hard to Be What You Can't See



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Data makes
the
invisible,
visible





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Impacting large institutions



Aviva stadium, capacity 51,700





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Celebrating women in STEM



Women and All Things Data



Our QUB Women in STEM





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Athena Swan Champions Network





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Celebrating success of Schools





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Athena Swan Champions Network



Every day is a school
day!





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Caring for carers



**The University Recognises Carers
As Members Of Staff With
Significant Caring Responsibilities
That May Have A Substantial
Impact On Their Working Life**





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New policies: Menopause & Fertility Treatment Leave

BLOG: Supporting our staff: Queen's Menopause and Fertility Treatment Leave Policies

6 October, 2023

"These topics, which for too long have been taboo and associated with stigma, are now becoming mainstreamed in conversations about workplace, wellbeing and culture."



A blog by Heather Callighan, Diversity and Inclusion C Professor Karen McCloskey, Director, Queen's Gender

BBC

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Queen's University supports staff with menopausal symptoms

© 23 August 2022



Dr Jenny Johnston and Dr Helen Reid – Queen's Academic GPs provide professional awareness sessions





Bespoke information for postdocs

"We received feedback from postdoctoral researchers that they struggled to navigate the maternity leave policy, especially understanding how maternity leave would impact the length of their externally-funded fixed-term contracts."

QUEEN'S UNIVERSITY BELFAST | POSTDOCTORAL DEVELOPMENT CENTRE

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About The PDC

Promoting A Positive Postdoc Experience And Empowering Researchers To Progress Their Career

- Before Maternity Leave
- During Maternity Leave
- After Maternity Leave - Returning to Work
- Guidance for Line Managers
- Guidance for Academic/ Research Staff
- Case Studies



EDI training



Rating 4.6

100% recommend course ✓

90% can now identify inappropriate situations ✓



Rating 4.7

96% have better understanding how Imposter Syndrome impacts behaviour ✓



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Synergising Action Plans





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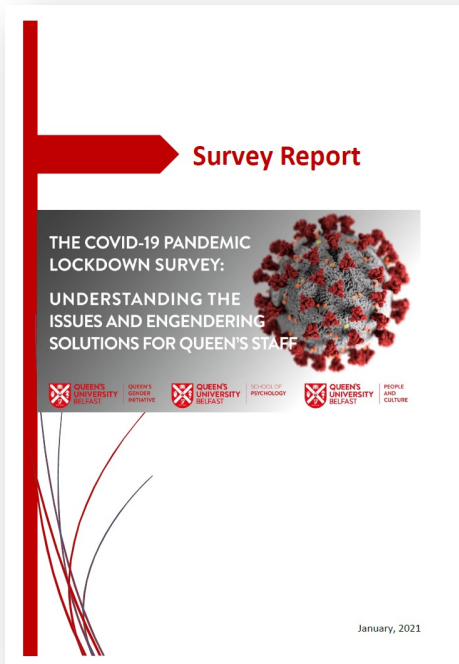
The Covid-19 pandemic:

Engendering Solutions project



**THE COVID-19 PANDEMIC
LOCKDOWN SURVEY:**

**UNDERSTANDING THE ISSUES
AND ENGENDERING SOLUTIONS
FOR QUEEN'S STAFF**





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Looking to
the future



Queen's hosts SistersIN event to enable and empower female pupils to become future leaders

20 January, 2023

Pupils from Assumption Grammar School, Glenlola Collegiate, St Cecilia's College, St Ronan's College, Strathearn School and Victoria College joined Queen's University for a "SistersIN" event this week.

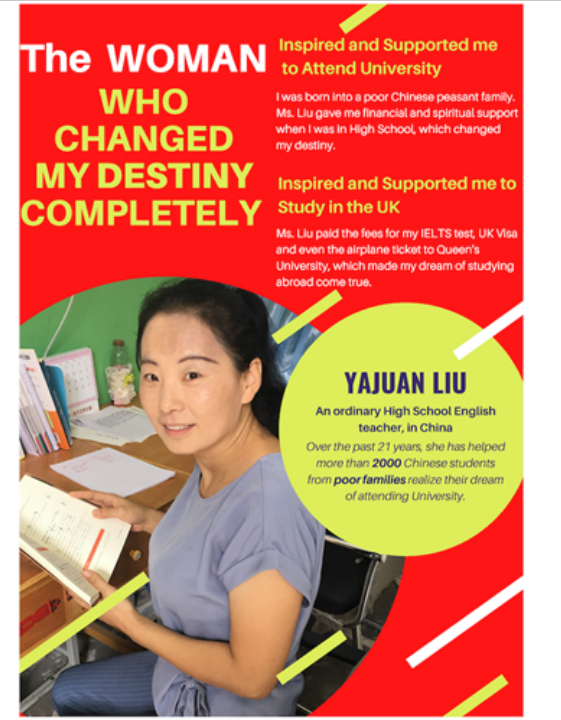


Pictured with the pupils are US Consul General Belfast, Paul Narain; Peter Dobbin, Principal of Assumption Grammar School and founder of the SistersIN initiative; Professor Karen Morrison, Dean of Education from the Faculty of Medicine, Health and Life Sciences at Queen's University; and Caroline Young, Vice President for Students and Corporate Services at Queen's University.

The SistersIN initiative enables, empowers and develops female pupils in education to become future leaders. Queen's University is one of SistersIN's foundation partners who are helping students to develop the leadership skills needed to succeed in tomorrow's workplace.



Student poster competition





**EDI: essential for team science,
enabling research culture and
researcher wellbeing**

**What was your awareness of EDI before and after
the workshop?**

Before

3.45



After

4.64



What did you find most useful about the EDI workshop?

'exercises to do together,
videos, examples'

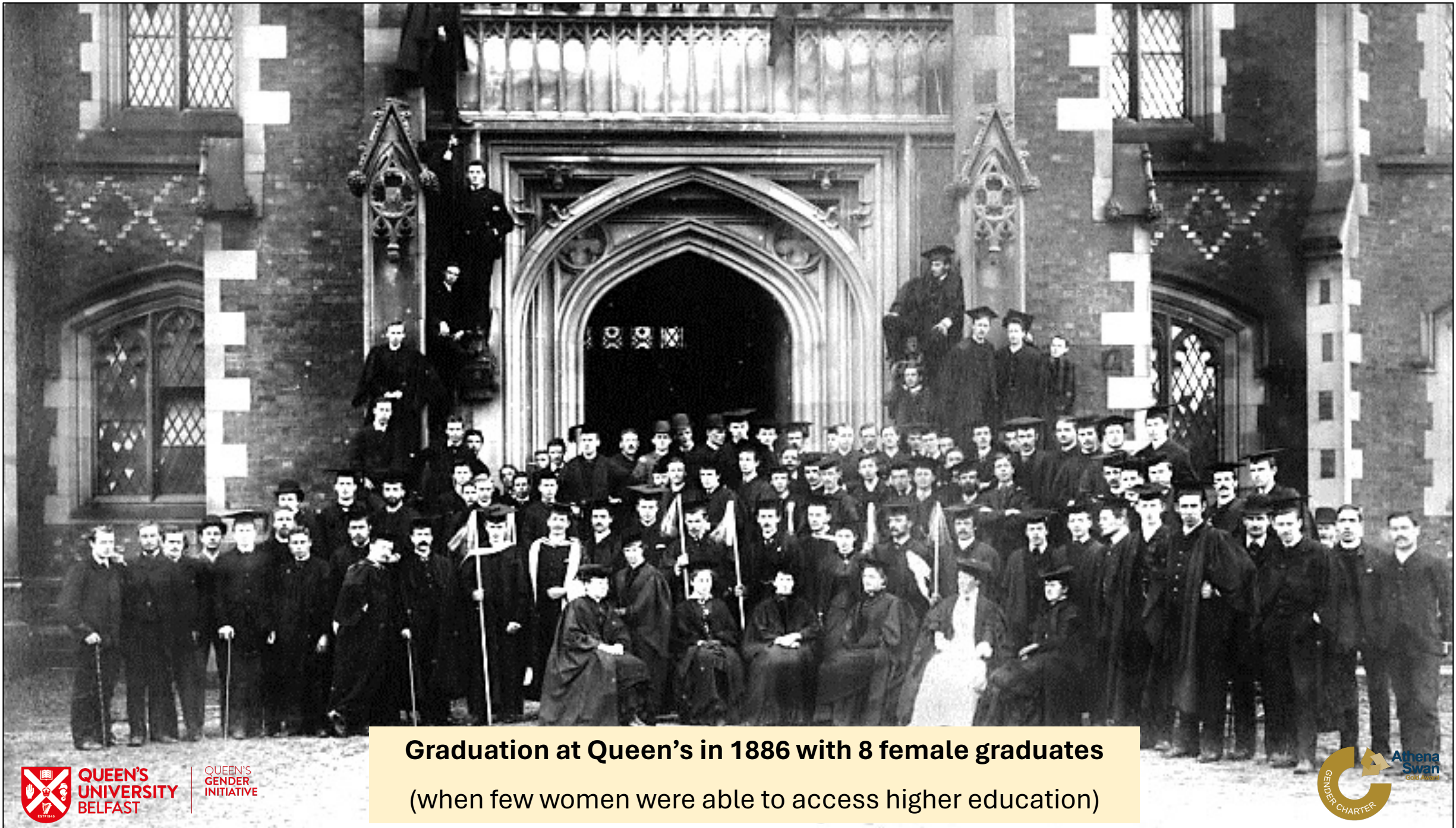
'gender equality'

'making us realize that
everyone has
unconscious bias'

'creativity, clarity and
interactivity.'

It opened some debates and
infused new ideas.

There are still many steps to
take!'



Graduation at Queen's in 1886 with 8 female graduates
(when few women were able to access higher education)