

Transitioning to a Gender Balanced Workforce

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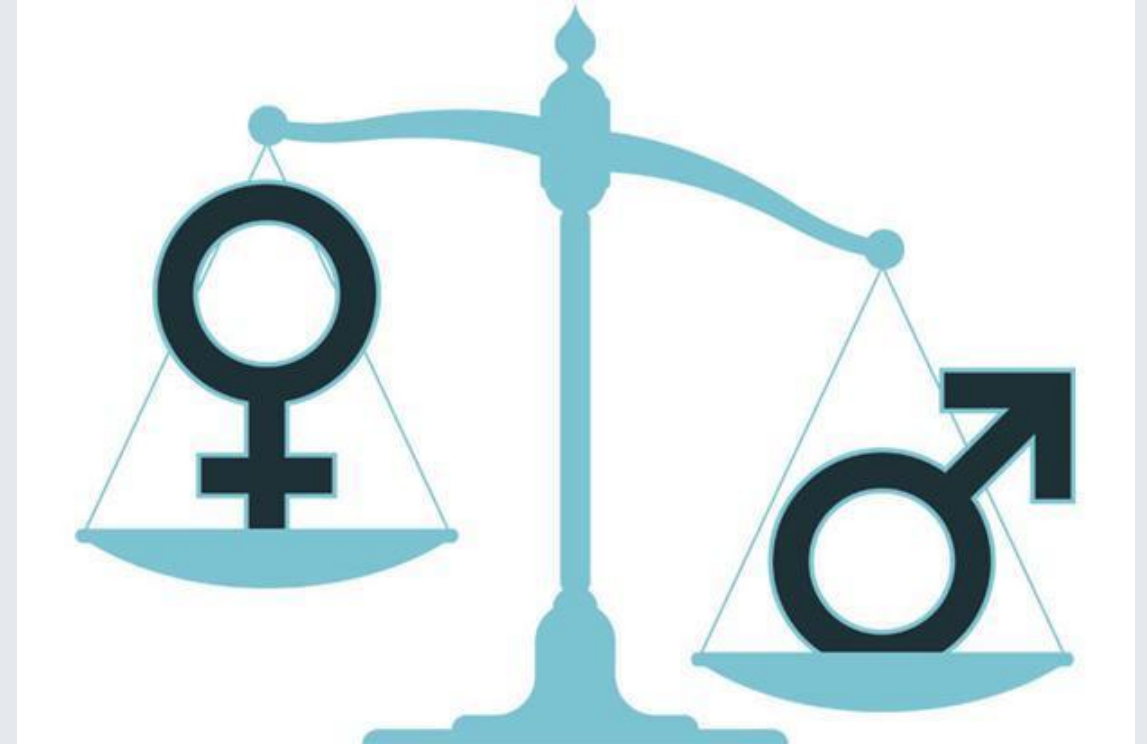
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Why does Gender Balance matter?

- 👥 Diverse executive teams have above average profitability of up to 21;
- 👥 Companies that have more diverse management teams have 19% higher revenue due to innovation;
- 👥 For every 10% increase in gender diversity on a senior-executive team in UK, EBIT can be expected to rise by 3.5%;
- 👥 Enhanced corporate reputation;
- 👥 Better employee retention, employee satisfaction and wellbeing;
- 👥 And then there's the moral case

A Woman's issue?

- Men go without saying – women are “other”;
- Corporate culture designed by men to work for men;
- Balance in senior leadership by 2043;
- In UKCS estimated that by 2025 will still only be 30% women.
- Attraction – Progression - Retention



A story about a stock exchange



Yes Women are Biased too!



- 👤 Leader
- 👤 Provider
- 👤 Assertive
- 👤 Strong
- 👤 Driven



- 👤 Supportive
- 👤 Emotional
- 👤 Helpful
- 👤 Sensitive
- 👤 Fragile

Dealing with Unconscious Bias

- 👤 Slow down;
- 👤 Take Perspective
- 👤 Check Yourself;
- 👤 Cultural Intelligence;
- 👤 Exemplars;
- 👤 Expand & Diversify.



“I was nervous as to how I would be accepted in the offshore environment and **worried** that people may change their behaviour around me. As the **only female** scaffolder offshore, I knew people would be intrigued about my skills and experience but I am **no different** to any other scaffolder. Nobody I worked with made my **gender an issue”**

“I always said scaffolding was a woman’s job” – (OIM) “Fair play” “If scaffs hang by their baws what’s Vicky going to hang by” – (Company Director)

“Can’t be hard I been offshore 18 year and notice you will find most scaffs in the t-shack” – (deckcrew)

“Can hear it now, can’t do this or that, bad week” – (Scaffolder)

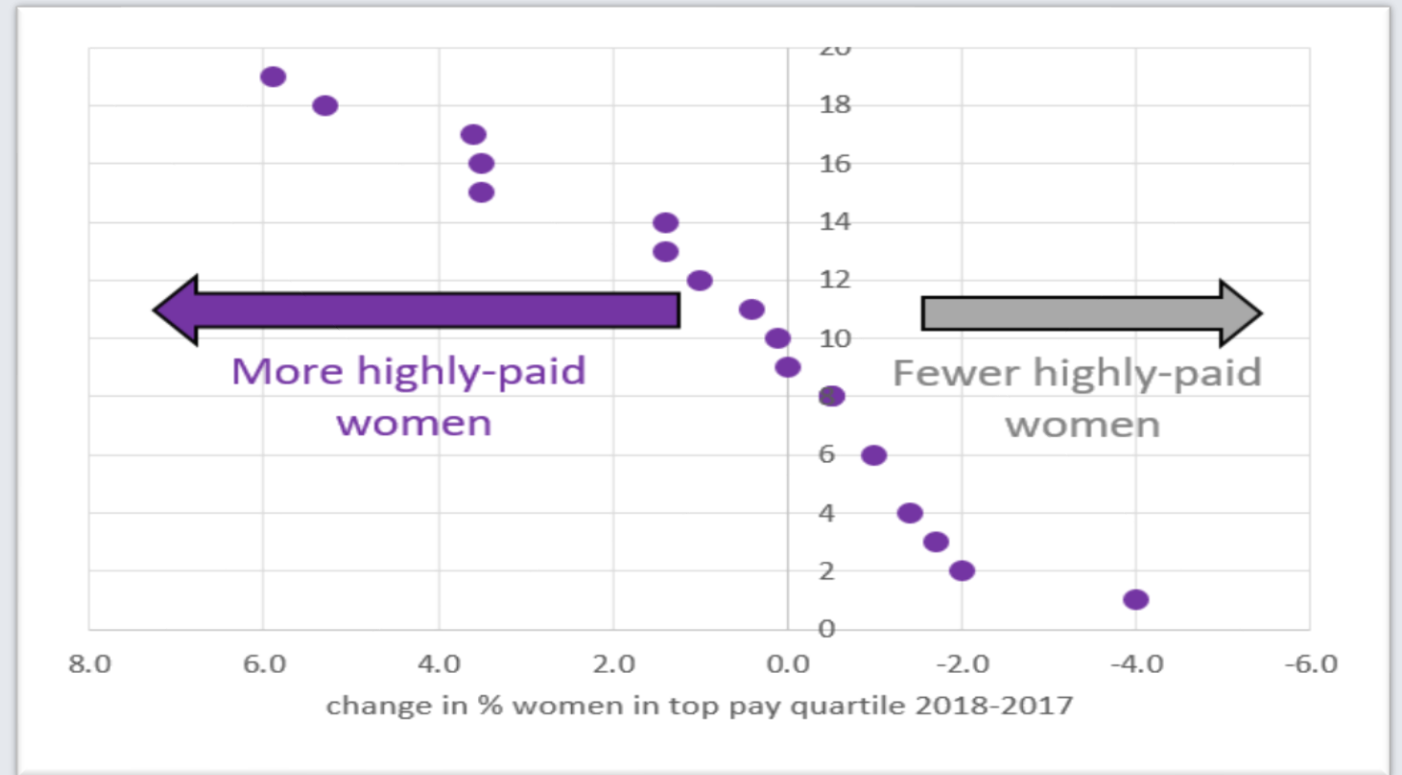
“Tick box exercise” – (Advanced Scaffolder) “No Gary, I know Vicky personally. Shes worked damn hard to get where she is and deserves all the credit. Nit a tick box exercise” – Paul (Scaffolder)

“There are some jobs and front line combat roles that should remain exclusively for men...the game is for men” – (Field Compliance Officer)

“but why is it so hard to get offshore for a guy?.....think ill use the snap chat filter say im a bird lol lol” – (Scaffolder)

The Gender Pay Gap

- 👥 View it as a priority;
- 👥 Do proper analysis;
- 👥 Build a strategy;
- 👥 Tackle unconscious bias;
- 👥 Engage men;
- 👥 Get people on **board!**
Lead by example.



Tackling the Gender Pay Gap

- 👥 Include multiple women on shortlists;
- 👥 Use skill-based assessment tasks;
- 👥 Use structured interviews;
- 👥 Encourage salary negotiation by showing salary ranges;
- 👥 Introduce transparency to promotion, pay and reward processes;
- 👥 Appoint diversity managers/task forces.

Men as Change Agents

- 👤 Be aware and raise awareness of unconscious bias;
- 👤 Commit to balanced meetings, panels, shortlists;
- 👤 Develop a Gender Pay Gap Action Plan;
- 👤 Don't make assumptions about what carers will/won't be willing or able to do;
- 👤 Consider/explore flexible and agile working;
- 👤 Ensure performance metrics/reviews are not biased;
- 👤 Distribute work evenly;
- 👤 Don't take part in all male panels;
- 👤 Lead by example;

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