

Gender Difference Network

Changing the shape of Leadership

Welcome to the latest GDN Newsletter - our way to keep you in touch with the latest gender diversity developments and issues.

We'll use this newsletter for the majority of our messages, though ad hoc email alerts for events and other short notice opportunities will still go ahead. You can also take part in discussions on our internal Forum and Wiki pages.

If there's anything you'd like to see in the newsletter - specific items you'd like to write, general areas you'd like to read about or questions you would like answered - or if you have any feedback on the newsletter or its contents, please let us know by sending an email.

Hot topics

Please feel free to comment on any of the issues raised in the newsletter, e.g.:

- How useful is the GDN newsletter?
- What do you think of the GDN Themes' work?

Threads on these and many more topics can be found on our GDN Forum. So please contribute - or start your own!

GDN Work in Progress

GDN Forum

The Marketing & Comms leads set up the GDN Forum in October, and it has proved to be a popular place for people to discuss all kinds of gender-related issues. There are threads with useful tips on, for example, managing work-life balance and maternity leave. There are links to events and publications of interest, and discussion of current affairs. Hot debates have raged on what the GDN's role should be (should it even have one?), whether it should involve men, and whether its remit should cover just senior women, or those at all levels. If you have a view, dive into the Forum and express yourself! The Forum is there for you to discuss whatever's on your mind, and to tell the GDN Core Team what you think the GDN should be doing. It's your network - make it work for you!

GDN Survey

Many thanks to those of you who took the time to fill out our GDN Survey in January, which sought thoughts and opinions about the current and future direction of the GDN from all staff. It also provoked a healthy newsgroup debate on the GDN. We will let you know the results of the survey in due course....



Women in Technology

The 'Women in Technology' (WIT) group is examining whether women are proportionately represented at all grades in technology-related career streams and areas of the Department. Heads of engineering and technical areas in GCHQ and CESG are strongly supporting this research and, like the GDN, are keen to ensure that opportunities and encouragement are provided to everyone interested in these career paths. A team has been drawn together to hold interviews, conduct questionnaires and research views of both men and women in technology domains to identify why there are so few women in particular.

Research into industry has established that there are generally less than 20% women in technological companies, with a more even split between women and men in project management, sales/marketing/commerce and business change. There are more men in the more technical posts and more women in secretarial and admin roles. Early information from GCHQ suggests that these low percentages, including senior women, are reflected in the Department as well. However, in some specialisms, women only represent 2 and 3 percent of the workforce compared to other areas with a 30% female population (for example, software engineering). The team responsible for the research work mentioned above will highlight this underrepresentation and promote further work to the Gender Steering Group shortly.

Events

We already have one event under our belt this year, namely the 'New Years Resolutions' event (aka GDN AGM). There was a good turnout for this event and some lively debate, and it generated a lot of good ideas to be fed into the Core

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team's offsite coming up soon. We are already beavering away on the next event: our visiting speaker will be from the Met, and is set to deliver an energetic and inspiring session.

For all events we post up onto the GDN website any resources available (along with feedback), so even if you're not able to get along on the day, you can still access the information (there are sometimes videos of the event too). As ever, if you have any ideas for future events, do let us know. We have also started using the internal Wiki for event enrolment and information and hope that this, together with enhancements to the web pages, will improve event information still further.

In future newsletters, we hope to provide regular summaries of the most recent events as well as retrospectives on what we've done so far, and if there's any other aspect of events you'd like covered in this regular feature, please let us know.

GDN Vacancies

We're looking for one or more new people to join the core team - to be responsible for arranging meetings, corralling the team and taking minutes, and for maintenance and development of the GDN web pages - for the latter we need you to have web development experience/ expertise.

If you are interested in knowing more, please get in touch.

External Liaison: Civil Service Diversity Awards

GDN Core Team members accompanied GCHQ's Director for People and Information to the Civil Service Diversity Awards in December. GCHQ sponsored the Inspiration Award, which recognises an individual who has broken through barriers and changed perceptions. The winner came from HM Revenue and Customs. Civil Service Diversity Awards recognise significant improvement in equality and diversity either within a team or organisation generally, by providing inspiration to others to break traditional boundaries and change perceptions, and demonstrating excellence in the delivery of services to diverse communities and/or individuals.

COMING NEXT TIME....

In future newsletters, you will have the chance to vote on a logo for the GDN brand. You will also receive further updates on the GDN strands, and the latest on events planned.