

**THE GLOBAL  
INSTITUTE  
FOR WOMEN'S  
LEADERSHIP**

## Our vision

Welcome to this introduction to the Global Institute for Women's Leadership at King's College London.

Chaired by **Julia Gillard**, the only woman to have served as Prime Minister of Australia, GIWL brings together rigorous research, practice and advocacy to better understand and address the causes of women's under-representation in leadership positions across sectors and countries, and the way gender negatively impacts the evaluation of women leaders.

We work towards a world in which being a woman is not a barrier to becoming a leader in any field, nor a fact that negatively influences how female leaders are judged.

The institute undertakes a range of activities designed to strengthen:

**Research** – drawing together existing findings and undertaking new studies.

**Engagement** – bringing together experts and stakeholders from across the world.

**Practice** – using research to deliver evidence-based training and teaching.



# Our research priorities

To help achieve our vision, we have identified five key work streams:

## Gender equality at work

In recent years there has been a huge growth in the diversity and inclusion landscape, with a significant amount of effort and considerable resources being invested into making change. There is just one problem: it is not paying off. Our research programme on gender equality at work aims to identify what is behind this slow pace of change.



## Gender & data

We're not truly tackling a problem if we don't know the full extent of it – comprehensive, accessible and appropriate measures of gender inequality are needed. Our work in this area focuses on measuring and mapping gender inequalities, both in leadership and more broadly, by synthesising existing data and highlighting data gaps.



## Women political leaders

The evidence is clear that women political leaders can inspire younger women to become interested in and involved in the political process. Our research explores the importance of this role-model effect and highlights the difference women make in politics, by bringing attention to different policy issues, practicing inclusive leadership and enhancing the quality of democracy.



## Women in the media

Research has consistently demonstrated that women are under-represented in the news media, and that female leaders operate within a wider context of negative stereotyping. Our research analyses the representation of women and gender within the media and draws on big-data sources and techniques from machine learning to map the voices of women on a scale not previously possible.



## Grassroots women leaders

As women mobilise, promote and lead social movements globally, they also confront deeply rooted traditional and religious gender norms. Centring on intersectionality, our research explores the difference women make through their leadership in activism, community work, trade unions and other grassroots organisations and movements.



*Progress on gender equality is not just slow – in some places it's reversing. This lack of movement, combined with the current public debate about how women are treated in workplaces and wider society,*

*means there has never been a better time to tackle these issues head-on. The Global Institute for Women's Leadership works to help create a world in which being a woman is not a barrier to becoming a leader in any field, nor a factor contributing to negative perceptions of an individual's leadership.*

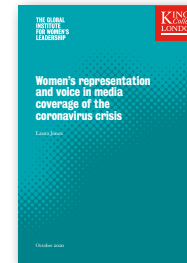


– **Julia Gillard**, Chair of the Global Institute for Women's Leadership and the only woman to have served as Prime Minister of Australia

## Research and analysis



[Working parents, flexibility and job quality: what are the trade-offs?](#)



[Women's representation and voice in media coverage of the Coronavirus crisis](#)



[Women political leaders: the impact of gender on democracy](#)



[Bridging the gap? An analysis of gender pay gap reporting in six countries](#)



[International Women's Day survey: Global attitudes towards gender equality](#)

## A Podcast of One's Own

Launched in June 2019, *A Podcast of One's Own* sees GIWL Chair Julia Gillard in conversation with prominent female leaders from the worlds of entertainment, business, sport, academia, activism and many more besides. The podcast – which was awarded gold in the 2021 Australian Podcasts Awards – aims to celebrate the stories of female leaders, learn lessons from their lives and share insights on what works to get more women into leadership positions.



The show is recorded and produced in the Virginia Woolf Building – our headquarters at King's – which provided the inspiration for the title of the series. Guests so far have included:

Feminist icon, author, journalist and women's rights activist **Gloria Steinem**; two-time Academy Award winning actor **Cate Blanchett**; Nobel Laureate **Esther Duflo**; former US Secretary of State **Madeline Albright**; **Sandi Toksvig**, *QI* host and former *Great British Bake Off* presenter; former New Zealand Prime Minister **Helen Clark**; **Tanya Pliibersek**, Deputy Leader of the Australian Labour Party; **Reni Eddo-Lodge**, author and activist; **Mary Beard**, Professor of Classics, University of Cambridge; **Yvette Williams**, Justice4Grenfell campaigner; **Katherine Viner**, Editor of the *Guardian*; and **Dr Ngozi Okonjo-Iweala**, the first female leader of the World Trade Organization.

## Events

International Women's Day panel with the Duchess of Sussex



How to make Westminster work for women



Not just a 'women's issue': how gender equality benefits men too



Joyce Banda in conversation with Julia Gillard



How to support men to share the care with Ed Miliband



A new cultural reckoning? Gendered violence and misogyny in Australia and the UK



## Event highlights

### World Questions with Hillary Rodham Clinton and Julia Gillard

Hillary Rodham Clinton joined Julia Gillard to discuss gender equality and women's leadership at an event organised by the Global Institute for Women's Leadership and the Policy Institute at King's College London in November 2019.

The discussion was the inaugural event in a new series called *World Questions*, which aims to shine a light on challenges which impact us all and promote new perspectives, insights and solutions from global leaders with first-hand experience of making change.

The event was supported by new research into the factors that help or hinder equality between women and men, carried out in collaboration with Ipsos MORI.



### Theresa May and Julia Gillard: An International Women's Day conversation



Julia Gillard was joined by former UK Prime Minister, the Rt Hon Theresa May MP for an event hosted by the Global Institute for Women's Leadership in partnership with Ipsos UK at King's College London in March 2022.

### Julia Gillard's misogyny speech: 10 years on – with Mary Beard

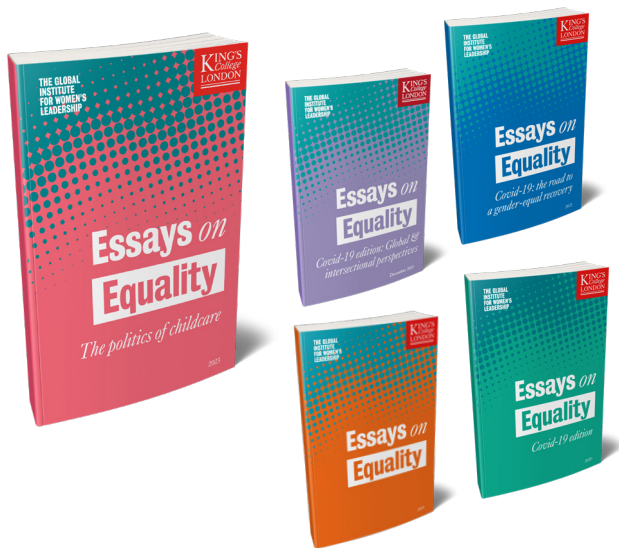


Professor Mary Beard joined Julia Gillard at an event at King's College London in November 2022 to celebrate the 10-year anniversary of Julia's powerful misogyny speech, explore its legacy today, and look at what comes next in the fight for equality.

## Essays on Equality

Launched in 2019, Essays on Equality is our annual publication bringing together contributions from GIWL researchers and leading figures working on gender equality.

The collections have focused on everything from the politics of childhood, to the gendered impacts of Covid and how we can achieve a feminist recovery from the crisis. Contributors have included former world leaders, politicians, activists and researchers from around the globe.



## Comment pieces

[Parliament only changed its rules after I delayed giving birth to vote – and it still has a long way to go](#)



[Mothers are overdue a revolution of their own](#)



[What does the re-election of Lula mean for gender equality in Brazil?](#)



[We need more black women in British politics](#)



[More than just a numbers game: women's substantive impact on politics](#)



[Covid should make fathers rethink how and when they work – and employers can help](#)



## Media engagement



Why women have less power than you think

### THE TIMES

The day that the ex-Australian PM Julia Gillard decided: Time's Up

### The Guardian

Gender equality is not a 'women's issue' – it's good for men too

### Forbes

'Aggressive' Women Need Not Apply: Why The Language Of Job Postings Matters So Much

### THE CONVERSATION

To solve the gender pay gap we need to radically rethink what a job looks like

### The Sydney Morning Herald

Australia's gender pay gap reporting missing the full picture

### Newsweek

Women are finally considered to be as competent as men – but they're still thought of as more emotional and sensitive



Fifth of men think media reports about gender pay gap are 'fake news'



### HUFFPOST

A Level Playing Field For Men And Women Is Not An Inevitability – But Together We Can Hasten Change



Pandemic widens pensions pot gender gap

## Our global impact

GIWL has a global network of accomplished research partners working towards the common goal of improving gender equality and women's leadership around the world.

In 2020 we launched GIWL ANU, our sister institute based in the Australian National University with a focus on improving gender equity in Asia and the Pacific.

The institute is led by Michelle Ryan, one of the world's leading thinkers on gender and leadership who famously uncovered the concept of the "glass cliff" phenomenon.

This partnership with ANU supports us to drive change on an international scale, expand our reach and achieve a truly global impact with our work.





## Advisory Council

Our Advisory Council act as ambassadors for GIWL, providing strategic guidance and supporting the institute's funding and philanthropic goals.

**Dr Lina AbiRafeh**, global women's rights expert and humanitarian aid worker; **Anne-Birgitte Albrechtsen**, CEO of The Lego Foundation; **Iris Bohnet**, Albert Pratt Professor of Business and Government and the Co-Director of the Women and Public Policy Program at Harvard Kennedy School; **Juliet Bourke**, Chair of the 30% Club Education Working Group; **Elizabeth Broderick**, Australia's longest serving Sex Discrimination Commissioner (2007-2015); **Zamila Bunglawala**, Director, International & EU at the UK Department for Education; **Ann Cairns**, Executive Vice Chair of Mastercard; **Tomas Chamorro-Premuzic**, Chief Talent Scientist at ManpowerGroup; **Betsy Cohen**, President of Teneo Ventures; **Judy Dlamini**, Founder and Executive Chair of Mbekani Group; **Fiona Hathorn**, former CEO of Women on Boards UK; **Katja Iversen**, sits on Women Political Leaders' and Global Health 50/50's Advisory Councils; **Jude Kelly, CBE**, CEO and Founder of the WOW Foundation; **Nadira Lalji**, founder of Inhabit Hotels and director of Precis Advisory; **Cindi Leive**, Editor-in-Chief of Glamour Magazine; **Joni Lovenduski, CBE**, internationally acclaimed scholar on gender and politics; **Divya Mathew**, leads policy and advocacy at Women Deliver; **Baroness Helena Morrissey DBE**, lead NED at the Foreign, Commonwealth & Development Office; **Shauna Olney**, Chief of the Gender, Equality and Diversity Branch of the International Labour Organisation; **Kieran Pender**, Senior Lawyer at the Human Rights Law Centre; **Carol Schwartz**, Founding Chair of the Women's Leadership Institute Australia; **Stacy L Smith**, Founder of the USC Annenberg Inclusion Initiative; **Manuela Tomei**, Director of the Conditions of Work and Equality Department, International Labour Office.

## Patrons and Visiting Faculty

### Patrons

Our Patrons endorse and promote GIWL, and look for opportunities to support the growth of the institute.

**Helen Clark**, former Prime Minister of New Zealand and former Head of the UN Development Programme; **William Hague**, former UK Foreign Secretary and Leader of the Conservative Party and Co-Founder of the Preventing Sexual Violence Initiative; **Irina Bokova**, former Director-General of UNESCO and former Minister of Foreign Affairs of Bulgaria; **Ellen Johnson Sirleaf**, former President of Liberia; **Joyce Banda**, former President of Malawi.

### Visiting Faculty

Our Visiting Faculty are a valuable resource, bringing expertise from the worlds of journalism, academia, business, tech and beyond.

**Carrie Gracie**, journalist and former BBC China Editor; **Joni Lovenduski**, Professor Emerita of Politics, Birkbeck, University of London; **Sarah Childs**, Professor of Politics and Gender, Royal Holloway, University of London and Co-Editor of the European Journal of Politics and Gender; **Tracy Osborn**, Associate Professor, Department of Political Science, University of Iowa; **Jeanette Ashe**, Chair of the Political Science Department, Douglas College; **Cordelia Fine**, psychologist and Professor in History & Philosophy of Science, University of Melbourne; **Zabeen Hirji**, Executive Advisor on the future of work, Deloitte; **Anne Laure Humbert**, Professor in Gender and Diversity and Director of the Centre for Diversity Policy, Research and Practice at Oxford Brookes University; **Arantxa Lopetegui**, Professor in the Department of Political Science, the University of the Basque Country; **Fiona Mactaggart**, Chair of the Fawcett Society and former British Labour Party politician; **Jonathan Rankin**, Software Developer, *The Guardian*; **Mary Ann Sieghart**, journalist, broadcaster and former Assistant-Editor at *The Times*; **Dr Victor Sojo**, Senior Lecturer in Leadership in the Department of Management and Marketing, the University of Melbourne.

## Support us

The generosity of our supporters enables us to produce rigorous academic research that plays a key role in driving gender equality in leadership. We provide insights that policymakers, practitioners and campaigners can use to make evidence-based decisions, effective interventions and policies with global impact.

While King's College London have provided an initial investment in our work, it is through philanthropy that we will be able to accelerate our impact, leverage additional financial support and provide the evidence to drive social change.

Philanthropic support for our mission is vital. Whether it's through supporting one of our projects aiming to break down systemic barriers in leadership, funding an early career researcher to look at how gender intersects with race, or joining our closest supporters in our Founding Circle – a visionary group of 20 philanthropists coming together to provide £1.5 million in seed funding – your involvement and partnership can effect real change.

To learn more about opportunities to support the Global Institute for Women's Leadership, please contact Margot Black at [margot.black@kcl.ac.uk](mailto:margot.black@kcl.ac.uk).

**We are very grateful to our current GIWL Founding Circle members for their commitment to gender equality and belief in our work.**

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