Getting Literate - what we can be and could be better

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This session covers…

… aspects of human services work that women are often good at and some which they often ignore or feel anxious about. Participants' experiences will (hopefully… surely) inform the group discussions.
Swimming with sharks
Or self-sacrificing prisoners of love?
Human services literacy

- Vocation + altruism
- Career opportunities
- Skills development
- Local work
- Practical appeal
- Demand
- Appreciation

Do you think you are useful?

Could you be replaced by a robot?
Literary literacy
Administrative literacy

Understanding workplace systems; Underestimated; Who does what & why; And the wider context;

What seems to help?
Economic literacy

• Following the money
• Does it matter?
• How to pick it up
• Leaving it to others
• Current examples –
  – Change to business rates
  – Is the NHS in deficit?
  – What is a STP?
Organisational literacy

- Holding organisational memory
- Reputation (what others say about it)
- Values – declared and implicit
Research literacy (receptiveness)

In human services research

– Increasingly room for women
– Researchers want to involve practitioners – they need you more than you need them
– Ask them directly
– The internet of things – like research
– Know trusted sources
– Don’t get trapped in female silo
Leadership literacy
(see leadership foundation for higher ed)

Mentors
• Skill you up
• Talk with you
• Buff up your confidence
• Focus is on development
• Nurture you

Sponsors (see next ppt)
• Move you up
• Talk about you
• Buffer you against risk
• Focus is on leverage
• Advocate for you
SPONSOR:
1. Cashes in chips
2. Advocates

- Gives career advice
- Expands protege’s perceptions
- Makes connections outside the organisation
- Connects protege to senior leaders
- Advises protege on appearance
- Connects protege to career opportunities
- Promotes visibility of protege
Athena Swan – cultural and system change

http://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/
Three Group Discussion Points 1

What we’ve learned about speaking up, being seen, and being heard
What we’ve Learned about not ‘walking by’ when seeing, hearing or sensing female putdowns
What we’ve learned about people who pull the ladder up behind them – and how to challenge this
Thanks for listening

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