

APWiL Policy Round Table on Gender Equity

The University of Hong Kong, 26-28 April 2016

Draft programme

Time	Session	Suggested Session Lead	Anticipated Outcomes (e.g. policy, practice, training, etc.)
Tuesday, 26 April			
1pm – 1.45pm	Welcome and introduction		Setting expectations for the 2 day programme
1.45pm – 2.45pm	Gender Equity in Hong Kong's Universities	Dr Sarah Aiston	<p>Sets framework for subsequent sessions through analysis of current situation in HK universities:</p> <ul style="list-style-type: none"> -statistical data which shows the serious underrepresentation of women academics in the highest levels of the sector - interviews to explore the enablers and barriers for academic women, paying particular attention to the Asian cultural context - a mapping exercise of gender equity policies/initiatives across the HK sector - the gender research productivity gap

2.45pm-3.00pm	Break		
3.00pm – 4.30pm	What would success look like for your university	Icebreaker - Work in small groups then draw together as a group	Understanding of different approaches to policy frameworks, legislation and best practice across the network
4.30pm	Close – and move to another building for refreshments and conversation		
Wednesday, 27 April			
8.30am – 10.30am	Recruitment <ul style="list-style-type: none"> ▪ Demographics and Diversity across the Institution ▪ Policy Drivers 		
10.30am – 10.45am	Break		
10.45am 12.45pm	Retention <ul style="list-style-type: none"> ▪ Pipelines and Career Paths ▪ Flexible Working Arrangements ▪ Supporting Staff with Family and Carer Responsibilities ▪ Merit Relative to Opportunity 		
12.45pm - 1.45pm	Lunch		

1.45pm-3.15pm	Success <ul style="list-style-type: none"> ▪ Role of workplace culture ▪ Health, Safety and Wellbeing at Work and at Home ▪ Understanding and Overcoming Unconscious Bias 		
3.15pm-3.30pm	Break		
3.30pm-4.30pm	Success con'td <ul style="list-style-type: none"> ▪ Promotions Policy and Practice 		
4.30pm – 5.00pm	University Presidents/Vice Presidents Panel Discussion		
	Dinner		
Thursday, 28 April			
9.00am-12pm	Taking APWiL Forward – Recommendations for the 20 th APRU Presidents Meeting		
12pm	Close		