LEADING THE CHARGE FOR GENDER EQUALITY

DIANA PARRY, PhD
Faculty member in Applied Health Sciences, Special Advisor to the President on Women’s and Gender Issues
### IMPACT 10x10x10: PARTNERS

#### CORPORATE LEADERS
- ACCOR
- BARCLAYS
- Koc
- McKinsey & Company
- PwC
- Schneider Electric
- Tupperware
- Twitter
- Unilever
- Vodafone

#### GLOBAL UNIVERSITIES
- Georgetown University
- Nagoya University
- SciencesPo
- Stony Brook University
- University of Hong Kong
- University of Leicester
- USP
- Universidad de São Paulo
- University of Waterloo

#### HEADS OF STATE
- **Arthur Peter Mutharika**
  - President of Malawi
- **Klaus Iohannis**
  - President of Romania
- **Sigmundur Davíð Gunnlaugsson**
  - Prime Minister of Iceland
- **Shinzō Abe**
  - Prime Minister of Japan
- **Benigno Aquino**
  - President of Philippines
- **Joko Widodo**
  - President of Indonesia
- **Paul Kagame**
  - President of Rwanda
- **Sauli Niinistö**
  - President of Finland
- **Stefan Löfven**
  - President of Sweden
- **Tabaré Vázquez**
  - President of Uruguay
WATERLOO'S HeForShe COMMITMENTS

MORE GIRLS IN STEM
Target: 33% female enrolment in STEM programs by 2020

MORE FEMALE FACULTY
Target: 30% female faculty by 2020

MORE FEMALE LEADERS
Target: 29% female participation in academic and senior leadership by 2020
MORE GIRLS IN STEM

Actions so far:

• Six HeForShe scholarships awarded for women entering STEM disciplines

• Special events, including screening of CODE: Debugging the Gender Gap (January 14)
MORE GIRLS IN STEM

Plans:

• Ideathon, March 5-6 — Waterloo Women: Ideas, Makers and Innovators (wwimin.com)

• New STEM website will profile campus opportunities for girls and women (March)

• Launch of STEM outreach summer camp program for girls in Aboriginal communities (August 11-13)

• Girls in Physics day (December 10)

• Varsity HeForShe themed game (fall)

• Diversity in STEM graduate conference (2018)

• Campus wide student engagement event (TBD)
MORE FEMALE FACULTY

• Reviewed policies and procedures to develop an equitable recruitment strategy for faculty hiring. Implementation of the strategy is underway with support from senior managers.

• Gender equity research grants confirmed – announcing eight $10,000 grants to support research that addresses and investigates gender equity.
MORE FEMALE LEADERS

• Leadership and mentorship roundtables. 74 faculty members participated in sessions to solicit input on what a successful mentoring and leadership program for female faculty would look like.

• Developing a campus-wide leadership and mentoring program, which is a project for 2016.

• Presidential lecture series profiling extraordinary female academics and/or equity research (2017)
FACULTY ADVOCATES

ARTS
Heather Smyth & David Moscovitch

ENVIRONMENT
Michael Drescher

ST. JEROME’S
David Seljak

APPLIED HEALTH SCIENCES
Corey Johnson

SCIENCE
David Rose

RENIISON
Sharon Roberts

ENGINEERING
Stacey Scott

MATHEMATICS
Jo Atlee

ST. PAUL’S
Mavis Fenn
ENGLISH PARTNERS

Campus partners who have been engaged in HeForShe/IMPACT initiatives:

• Staff and Faculty Associations
• Federation of Students
• Graduate Student Association
• Athletics
• Student Success Office
• WiSTEM
• University of Waterloo Book Store
Stand Together
What we share is more powerful than what divides us. Take action now to create a gender equal world.
Rebranded I am #HeForShe

• Inclusive language
• Messaging to engage a wide audience
• Crowd source for solutions
there's been some amazing things that have happened. We've had the University of Waterloo who decided that they were going to give scholarships for girls…

GLOBAL CHAMPIONS

EMMA WATSON
Actor and UN Women Global Goodwill Ambassador
Launching the new HeForShe.org, January 15, 2016

Click to watch
How you can get involved in the HeForShe movement and support gender equality:

• Add your name to the HeForShe Commitment or download the HeForShe action kit at www.heforshe.org

• Contact **Diana Parry**, special advisor to the President on women’s and gender issues, or **Mahejabeen Ebrahim**, director of Waterloo’s Equity Office

• Contact your **Faculty Advocate(s)** with questions, suggestions and requests
the path to the future runs through waterloo