



PRME Working Group on Gender Equality

Webinar Update on Global Repository

Friday, 2 March 2012

Webinar Agenda

- | | |
|---|-----------------------|
| I. Welcome | Maureen Kilgour |
| II. Wikispace Update & Demo | Merrill Csur |
| III. Global Repository
– Status Report | Patricia Flynn |
| IV. Reflections, Advice & Questions | Repository Developers |
| V. Other Business/Q&A | All |



I. Welcome - Maureen Kilgour

a) Repository Objectives

a) Changes in Working Group Steering Committee



a) Gender Equality Repository Objectives

- Document the current landscape: identify resources and best practices in business school curricula and research.
- Identify gaps in these resources, which can be the focus of future Working Group activities.



Global Gender Equality Repository

- ✓ Creation of a central, easily accessible repository of links and information on the integration of gender issues into management education.
 - Targeting faculty, deans and others in PRME member business schools across a range of disciplines and countries.
 - Will consist of three components:
 - Teaching resources,
 - Research materials, and
 - Organisations, programs & other resources.



b) Steering Committee Changes

❖ Steering Committee Departure

- **Miguel Moran**, is changing jobs and has stepped down from the Steering Committee. He will, however, remain a member of the Working Group.



Steering Committee Addition

- **Cathy Minehan**, new dean of the Simmons College School of Management, the nation's first MBA program focused on women. Served for 13 years as President and CEO of the Federal Reserve Bank of Boston. Expert in financial and economic policy setting.

<http://www.simmons.edu/som/about/faculty/833.php>



United Nations Global Compact

Working Group Leadership (March 2, 2012)

Co-Facilitators

Maureen Kilgour, Ph.D.
Associate Professor of Management
Université de St-Boniface
School of Business Administration
Winnipeg, Manitoba, Canada
Mkilgour@ustboniface.mb.ca

Patricia M. Flynn, Ph.D.
Trustee Professor of Economics & Management
Former Dean, McCallum Graduate School of Business
Bentley University
Waltham, MA, USA
pflynn@bentley.edu

Additional Steering Committee Members

Melissa Fisher, PhD
Assistant Professor
Department of Anthropology
Georgetown University
Washington, DC, USA
msf39@georgetown.edu

Surendra K. Kaushik, PhD
Professor of Finance, [Pace University](#)
Founder, [Mrs. Helena Kaushik Women's College](#)
Chairman, [Helena Kaushik Education Foundation](#)
New York, NY/Rajasthan, India
skaushik@helenakaushik.org

Cathy Minehan, MBA
Dean
School of Management
Simmons College
Boston, MA, USA
cathy.minehan@simmons.edu

Camilla Quental, PhD
Assistant Professor, Management &
Human Resources Department
Audencia Nantes School of Management
Nantes, France
cquental@audencia.com

Gudrun Sander, PhD
Vicedirector, Executive School of
Management, Technology and Law (ES-HSG)
Universität St. Gallen
St. Gallen, Switzerland
gudrun.sander@unisg.ch

PRME Secretariat

c/o Foundation for the Global Compact
801 Second Avenue, 2nd Floor
New York, NY 10017, USA

Merrill Csuri, Coordinator
csuri@unglobalcompact.net

Jonas Haerle, Head
haerle@unglobalcompact.org



Suggestions Welcome

- With Miguel's departure we are down to one male on the Steering Committee. Also, four of the seven members now hail from one country, the United States.
 - Hence, we would like to add at least one more male from outside the US.



II. Wikispace Update & Demonstration - Merrill Csur

prmegenderequalityworkinggroup.unprme.wikispaces.net/Welcome+to+the+Wikispace

PRME Principles for Responsible Management Education

unprme | My Wikis | Help | Sign Out

Redirected from the home page

Welcome to the Wikispace

Welcome to the Wikispace of the PRME Working Group on Gender Equality!

Via the Menu at the left hand side of this page, you can:

- View the [Resource Repository](#)
- View [In the News](#)
- Add to or create a New Page (EDIT is located at the top right of the Page window)

Resources

- [PRME WG Gender Equality Discussion Paper.docx](#)
- [1st Webinar-PRME WG Gender Equality.pptx](#)
- [PRME Gender inEquality Working Group Contacts.xlsx](#)

Background

In March 2010, the [UN Global Compact](#) and UNIFEM (now part of [UN Women](#)) launched the Women's Empowerment Principles ([WEPs](#)). The goal of WEPs is to "help the private sector focus on key elements integral to promoting gender equality in the workplace, marketplace and community."^[3] In response to this new initiative, in January 2011 the PRME Secretariat hosted a [Human Rights Webinar](#) focused on the WEPs. The goal of the webinar was to consider the relevance of WEPs for the academic community and highlight the importance of embedding gender into business school curriculum around the world. During the webinar, participants expressed interest in the development of a PRME working group on gender equality (or inequality) in order to integrate the WEPs into the work of PRME. Discussions were held following the webinar, the [PRME Working Group on Gender Equality](#) was launched in October 2011, and the first webinar was held on 18 November.

Mission

The PRME Working Group on Gender Equality brings together academics and employers in order to provide support and resources for integrating gender issues and awareness into management education, business school curricula, and related research to facilitate respect and support for the WEPs and PRME.

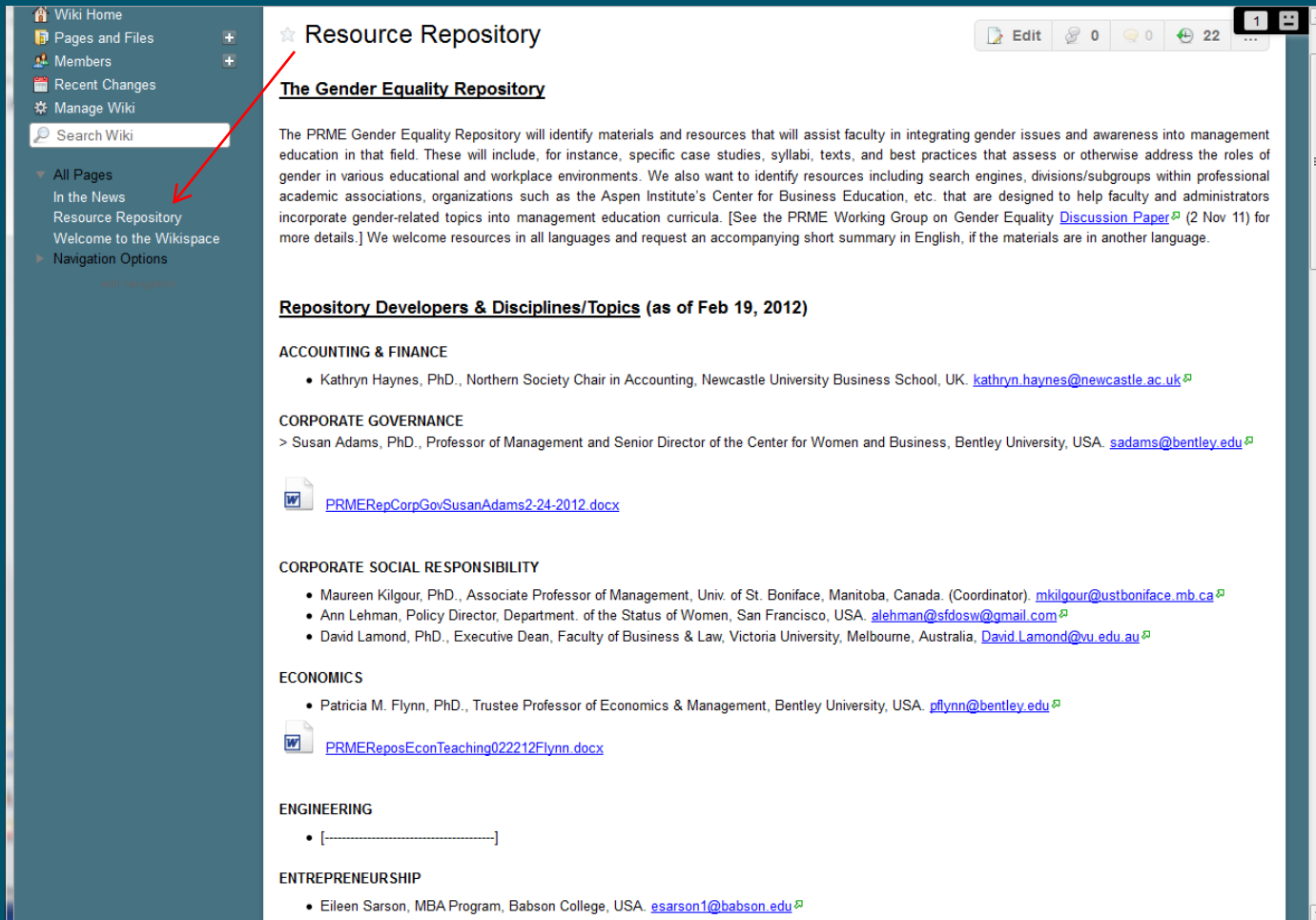
Goals

To accomplish its mission, the Working Group on Gender Equality has established the following goals:

1. Develop an interdisciplinary network of academics employers and other stakeholders who have integrated, or who are interested in integrating, gender issues into business school curricula, research and other areas where management education takes place. This network will include faculty in the arts & sciences (e.g., anthropologists, sociologists, business historians) as well as those in business disciplines.
2. Facilitate a global repository of resources for integrating gender into management studies and research.



II. Wikispace Update & Demonstration - Merrill Csur



The screenshot shows a Wikispace interface. On the left is a sidebar with navigation options: Wiki Home, Pages and Files, Members, Recent Changes, Manage Wiki, Search Wiki, All Pages, In the News, Resource Repository, Welcome to the Wikispace, and Navigation Options. A red arrow points from the 'Resource Repository' link in the sidebar to the main content area. The main content area has a title 'Resource Repository' and a sub-section 'The Gender Equality Repository'. Below this is a paragraph of text describing the repository's purpose. Further down are sections for 'Repository Developers & Disciplines/Topics (as of Feb 19, 2012)', 'ACCOUNTING & FINANCE', 'CORPORATE GOVERNANCE', 'CORPORATE SOCIAL RESPONSIBILITY', 'ECONOMICS', 'ENGINEERING', and 'ENTREPRENEURSHIP', each with a list of contributors and their contact information. There are also links to document files.

Resource Repository

The Gender Equality Repository

The PRME Gender Equality Repository will identify materials and resources that will assist faculty in integrating gender issues and awareness into management education in that field. These will include, for instance, specific case studies, syllabi, texts, and best practices that assess or otherwise address the roles of gender in various educational and workplace environments. We also want to identify resources including search engines, divisions/subgroups within professional academic associations, organizations such as the Aspen Institute's Center for Business Education, etc. that are designed to help faculty and administrators incorporate gender-related topics into management education curricula. [See the PRME Working Group on Gender Equality [Discussion Paper](#) (2 Nov 11) for more details.] We welcome resources in all languages and request an accompanying short summary in English, if the materials are in another language.


Repository Developers & Disciplines/Topics (as of Feb 19, 2012)

ACCOUNTING & FINANCE

- Kathryn Haynes, PhD., Northern Society Chair in Accounting, Newcastle University Business School, UK. kathryn.haynes@newcastle.ac.uk

CORPORATE GOVERNANCE

> Susan Adams, PhD., Professor of Management and Senior Director of the Center for Women and Business, Bentley University, USA. sadams@bentley.edu


 [PRMERepCorpGovSusanAdams2-24-2012.docx](#)

CORPORATE SOCIAL RESPONSIBILITY

- Maureen Kilgour, PhD., Associate Professor of Management, Univ. of St. Boniface, Manitoba, Canada. (Coordinator). mkilgour@ustboniface.mb.ca
- Ann Lehman, Policy Director, Department. of the Status of Women, San Francisco, USA. alehman@sfdosw@gmail.com
- David Lamond, PhD., Executive Dean, Faculty of Business & Law, Victoria University, Melbourne, Australia. David.Lamond@vu.edu.au

ECONOMICS

- Patricia M. Flynn, PhD., Trustee Professor of Economics & Management, Bentley University, USA. pflynn@bentley.edu

 [PRMEReposEconTeaching022212Flynn.docx](#)

ENGINEERING

- [-----]

ENTREPRENEURSHIP

- Eileen Sarson, MBA Program, Babson College, USA. esarson1@babson.edu



II. Wikispace Update & Demonstration - Merrill Csuri

Wiki Home
Pages and Files
Members
Recent Changes
Manage Wiki
Search Wiki

☆ In the News

Edit 0 0 10 ...

[Business Schools Don't Prepare Women For Leadership Roles In The Workplace](#) Forbes by Erica Dhawan on 9 Feb 2012

Visit the Financial Times' [Women at the Top](#) website and [blog](#) or download the Special Report --> [FT_SR-Women_at_the_Top_2011-11-16.pdf](#)

[FT-BizEd-21Nov11.pdf](#) = Articles and op eds about women from the FT's weekly Business Education section:

- [Push to help find the keys to the C-suite](#)
- *A wide academic portfolio 'essential'*
- Feature of the Week: [Opportunities and challenges](#)
- Soapbox: [Women need to learn the value of an MBA](#)

Read more at the FT's [Women at Business School](#) section

- [Gender imbalance on corporate boards](#)
- [Boards prove slow to promote women](#)

Wiki Home
Pages and Files
Members
Recent Changes
Manage Wiki
Search Wiki

All Pages
In the News
Resource Repository
Welcome to the Wikispace
Navigation Options

B I U Normal Link File Widget Table Comment Preview Cancel Save 10 ...

[Business Schools Don't Prepare Women For Leadership Roles In The Workplace](#) Forbes by Erica Dhawan on 9 Feb 2012

Visit the Financial Times' [Women at the Top](#) website and [blog](#) or download the Special Report --> [FT_SR-Women_at_the_Top_2011-11-16.pdf](#)

[FT-BizEd-21Nov11.pdf](#) = Articles and op eds about women from the FT's weekly Business Education section:

- [Push to help find the keys to the C-suite](#)
- *A wide academic portfolio 'essential'*
- Feature of the Week: [Opportunities and challenges](#)
- Soapbox: [Women need to learn the value of an MBA](#)

Read more at the FT's [Women at Business School](#) section

- [Gender imbalance on corporate boards](#)
- [Boards prove slow to promote women](#)



II. Wikispace Update & Demonstration - Merrill Csuri

- Wiki Home
- Pages and Files
- Members
- Recent Changes
- Manage Wiki
- Search Wiki

- All Pages
- In the News
- Resource Repository
- Welcome to the Wikispace
- Navigation Options

Search: balance

Pages Messages Files

Results 1 - 4 of 4

[FT-BizEd-21Nov11.pdf](#)

Cai, an MBA student at Ceibs in Shanghai, the work/family **balance** was her biggest concern ... the **balancing** act between work and family a chal- lenge. Her husband is based in New The decision to study for a management degree means compromise and **balancing** work and family life, says

<http://prmegenderequalityworkinggroup.unprme.wikispaces.net/file/detail/FT-BizEd-21Nov11.pdf> - uploaded Nov 22, 2011 11:49 am by  unprme

[PRMEReposEconTeaching022212Flynn.docx](#)

in **balancing** the three priorities in specific interventions. 5. To illustrate the dilemmas faced by non ... as the strategies that managers can bring into play to help others **balance** work and family. Topics include why work ... and public policy strategies for enhancing gender equity at the workplace and making work/life **balance** easier

<http://prmegenderequalityworkinggroup.unprme.wikispaces.net/file/detail/PRMEReposEconTeaching022212Flynn.docx> - uploaded Feb 23, 2012 8:48 am by  pat.flynn

[1st Webinar-PRME WG Gender Equality.pptx](#)

Issues and Worklife **Balance** Section. [http:// aaahq.org/GIWB/gis.html](http://aaahq.org/GIWB/gis.html) Academy of Management

<http://prmegenderequalityworkinggroup.unprme.wikispaces.net/file/detail/1st+Webinar-PRME+WG+Gender+Equality.pptx> - uploaded Nov 18, 2011 11:24 am by  unprme

[PRME WG Gender Equality Discussion Pa...](#)

of **Balance**?, 2004, M. Sutherland & C. Mitchell, Wits Business School, University of the Witwatersrand ... Issues and Worklife **Balance** Section whose objective is to facilitate the interaction among AAA members ?regarding gender issues and worklife **balance** as they relate to accounting practice, research and education

<http://prmegenderequalityworkinggroup.unprme.wikispaces.net/file/detail/PRME+WG+Gender+Equality+Discussion+Paper.docx> - uploaded Nov 18, 2011 11:25 am by  unprme



III. Repository Status – Pat Flynn

- a) Repository Developers
- b) Wikispace Formatting Issues
- c) Timeline



a) Repository Developers

- ✓ We currently have 14 developers from 7 countries.



❖ Recent Developer Additions

- ✓ **David Lamond**, PhD, Executive Dean, Faculty of Business & Law, Victoria Univ., Melbourne, Australia. (CSR)
- ✓ **Ruth Ashford**, PhD, FCIM, MIPR Chartered Marketer Mam, Dean & Pro Vice Chancellor, Manchester Metropolitan University, Manchester, U.K. (Marketing)
- ✓ **Deanna M. Kennedy**, PhD., Asst. Prof., Business Program, Univ. of Washington Bothell, USA. (Operations Management)



❖ Areas Without Developers – Volunteers Needed

- **Marketing** (We have one volunteer, but need a coordinator)
- **Non-Profit Management**
- **IT**
- **Law**
- **Engineering**
- **Other**



b) Wikispace Formatting

Repository Phase 1 – AY2011-2012

➤ Focus on TEACHING RESOURCES



❖ Wikispace CATEGORIES within Disciplines

- I. Case Studies
- II. Courses/syllabi**
- III. Textbooks
- IV. Best Practices
- V. Search Engines
- VI. Professional Academic Associations & Subdivisions
- VII. Other Resources **at Colleges & Universities** or Other Organisations
- VIII. Data Sources**
- IX. Other Resources** (including research valuable for course development)

(Changes underlined)



❖ Listing Order within Discipline Categories

- Within discipline categories, resources should be listed in reverse chronological order, starting with 2012.
 - For courses/programs offered annually, or over multiple years, list once under most recent offered.
 - For others without a date, list at end of materials under “No Date.”



❖ Cross Listings

- Many of the teaching resources are relevant to multiple disciplines and should be cross-listed.
- Repository Developers are encouraged to email relevant resource materials to other developers as appropriate.



❖ Generic Resources

- Some resources, especially organisations, search engines & programs dedicated to gender issues, provide Repository materials relevant to a wide range of discipline/topics. (e.g., Catalyst, caseplace.org). We will include a “Generic Gender Equality Resources” section in the Repository.
- Resources listed in this generic area, also can – and in many instances should -- be listed in specific disciplines.



c) Timeline for Global Gender Equality Repository

- Solicitation of volunteers On-going
- Creation of discipline/theme-based sub-groups and identification of coordinators. On-going

TEACHING RESOURCES (AY2011-2012)

- Posting of materials to Wikispace March 2012+
- Launch of the Working Group Gender Equality Repository at the 3rd Global Forum in Rio de Janeiro June 15, 2012



Timeline (cont.)

RESEARCH RESOURCES (AY2012-2013)

- Discussion/Agreement on what is to be included Jul-Aug. 2012
- Collection of research materials Aug. 2012+
- Posting to Wikispace
 - First round of research materials completed by Jan. 1, 2013
 - Posting of teaching materials On-going



IV. Reflections, Advice and Questions from the Repository Developers

- Accounting & Finance
- Corporate Governance
- Corporate Social Responsibility
- Economics
- History & Anthropology of Gender, Business & Finance
- Leadership
- Management
- Negotiation
- Operations Management



V. New Business and Q&A



United Nations Global Compact