## **EnPOWER**

Enabling Progression of Women Researchers 2022-2023











# Introducing the team (a group of women leaders)

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## Overview of today

Scene-setting: What are the issues? What did we hope to achieve? Alex

#### **Sharing project outcomes:**

- Working as a community of practice and creating an ethnography Amanda
- Learning from the literature: the EnPOWER literature review Julia
- Peer Researchers Amanda
- Sustaining the work of EnPOWER Trang, Linh, Amanda

### Aims

#### The EnPOWER project aimed to:

- directly address women's inequal access to leadership opportunities in Higher Education in Vietnam and
- transforming perceptions and practices around leadership and establishing a more even playing field for women leaders and aspiring women leaders.

#### Dự án EnPOWER nhằm mục đích:

- Giải quyết trực tiếp vấn đề tiếp cận bất bình đẳng của phụ nữ đối với các cơ hội lãnh đạo trong Giáo dục Đại học ở Việt Nam
- Thay đổi nhận thức và thực hành xung quanh vai trò lãnh đạo và thiết lập một sân chơi bình đẳng hơn cho các nữ lãnh đạo và các nữ lãnh đạo có tham vọng.

## Objectives

- creating new evidence
- generating visibility and legitimacy for women's' leadership capabilities
- supporting peer to peer mentoring contribute to

- tạo bằng chứng mới
- tạo ra tầm nhìn và tính hợp pháp cho khả năng lãnh đạo của phụ nữ
- hỗ trợ cố vấn ngang hàng góp phần vào

### Drivers?

#### **Under-representation**

"there are few women in leadership roles in several sectors including HE" (**Maheshewari and Nayak** (2020)

## Limited career progression

Soryaly and Khon's 2017 study of An Giang University noted for example that whilst 52% of academic staff were women only 32% had achieved a key leadership position.

#### 'Feeling the way'

Nguyen et al (2017) further note that women who have successfully progressed into leadership roles have often not had formal leadership training and most commonly learn 'on the job' by experience.

#### **Accidental Leaders**

Dang's 2012 case study of women leaders in universities and colleges in the Meekong Delta found that women who did progress to leadership roles tended to do so contingently and "unintentionally" (**Dang**, 2012:3).

#### **Cultural Framing**

Tran and Nguyen (2020) unconscious preference towards male leaders which results in a struggle for women leaders to gain legitimacy.

# Lived experience...



## Building the evidence base

- production of a ground-clearing literature review that maps the field and summarises the evidence base to date and provides a 'go to' reference point
- cross-institutional survey of women leaders that joins up the findings of the small-scale work undertaken in this area to date;
- cross-institutional ethnography of the experience of women leaders
- a Community of Practice, the EnPOWER CoP, that will create a new research and practice community for: exchanging existing knowledge and 'know-how'; producing new knowledge; building leadership capacity through peer mentoring and coaching; and celebrating women's achievements to provide visible role models and case studies of success.

## Sharing the evidence base....

Access the website

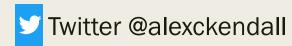
https://www.bcu.ac.uk/education-and-social-work/research/practitioner-education-research-group/enpower

Read the blog

https://www.bcu.ac.uk/education-and-social-work/research/practitioner-education-research-group/enpower/blog

## Building networks

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