

The FIPWiSE toolkit in action: Short learning resources to support positive work environments for women in science and education.

Factor 5: Women in leadership



This resource is based on the FIPWiSE toolkit for positive practice environments for women in science and education and was developed by members of FIPWiSE.

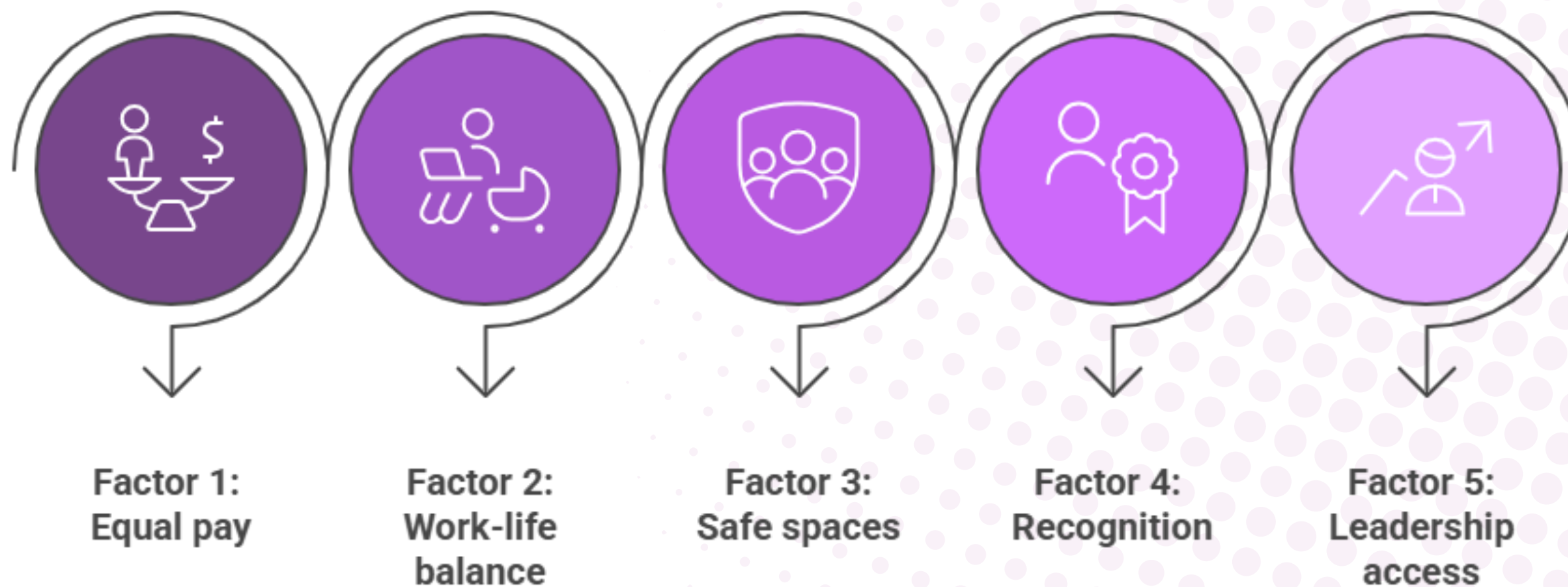


Scan the QR code to access the toolkit.

This resource supports the implementation of
FIP Development Goal 10: Equity and Equality



The FIPWiSE toolkit for positive practice environments focuses on the five key factors listed below:



This video focuses on Factor 5.

What key actions can institutions
take to ensure sustained progress
towards supporting women in
leadership?



Key actions to ensure sustained progress towards supporting women in leadership include embedding gender equity in strategy with clear targets and accountability, streamlining transparent recruitment and promotion processes, integrating mentorship, sponsorship and bias training into leadership development, and cultivating an inclusive culture supported by flexible work-life policies.



How can policies around women in leadership be effectively translated into everyday workplace practices?



Policies around women in leadership can be translated into everyday workplace practice by training and empowering managers to apply leadership-equity policies, normalising flexible work, parental leave, and equal development opportunities for all genders, establishing safe feedback channels, maintaining continuous review loops to refine practices, and reinforcing inclusive behaviours through visible leadership role-modelling.



What are the best ways to engage leadership and stakeholders in the implementation of better opportunities for women in leadership?



The best way to engage leadership and stakeholders in the implementation of better opportunities for women in leadership is to showcase data on leadership gaps and link equity to business innovation, patient outcomes, and key performance indicators, embed equity targets into shared KPIs, foster collective ownership of progress among leaders and stakeholders, and challenge bias by modelling and reinforcing inclusive behaviours daily.



How can we measure success and
track improvements over time?



We can measure success and track improvements over time through collecting and transparently reviewing data on gender representation, promotion, retention and policy uptake, conducting staff surveys and focus groups to gauge perceptions and barriers, integrating insights into employee satisfaction metrics, and using findings to refine policies and drive continuous improvement.



What strategies, tools, frameworks, or resources can support better implementation of policies around women in leadership to foster thriving positive practice environments?



Strategies, tools, frameworks and resources to support better implementation of women-in-leadership policies and foster positive practice environments include structured tools (e.g., Gender Equality Framework, Athena SWAN), leadership development programmes for all, access to mentoring, coaching and peer networks, and integration of equal-opportunity principles into well-being and culture strategies.



What role can individuals play in
enabling change, regardless of
their position?



Individuals can challenge bias and model inclusive behaviours, amplify colleagues' voices in meetings and projects, mentor peers across seniority levels, advocate for equitable policies, and set an example through their actions.



For more information, please visit our
website at <https://equityrx.fip.org> or
use the QR code below.





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