



BOSTON COLLEGE

Lynch School of Education and Human Development

CENTER FOR INTERNATIONAL HIGHER EDUCATION

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THE DIVERSE DIMENSIONS OF GENDER EQUALITY IN WOMEN'S HIGHER EDUCATION LEADERSHIP

CGHE/CIHE Joint Webinar

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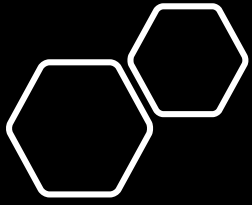
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Thin representation of women in leadership HK roles in Hong Kong public universities

Categories	% of women	Total
Top management	13.3	75
Deans of schools	24.1	291
Heads/chairs of department	27.1	383
Leaders of teaching programmes	25.8	97
Directors of research centres and institutes	23.6	590
Chair Professors	10.6	362
Full Professors	17.5	1,180
Average	20.0	2,978

*A manual search was conducted during 1-15 November 2020 covering the staff sections of official websites of the 8 public universities in Hong Kong receiving funding from the Universities Grant Council of Hong Kong.



Black Women and Intersectionality in Higher Education

- Crenshaw (1989)
- Black collegiate women and the right to vote
- Equity for who?



Ashley L. Gray, PhD

Senior Research Analyst, American Council on Education

She/Her

Data to Policy & Praxis: Intersectionality in Action

Data

- In 2016 women accounted for 30% of presidencies
- In 2018, Black women held just 3 percent of all faculty roles and were most often represented in non-tenure positions
- Black women being paid on average 94 cents per every dollar that a White male makes. Black women are also the carriers of the largest bulk of student loan debt in the sector (AAUW, 2020a).
- This debt has been exacerbated by the global pandemic of COVID-19 which has disproportionately impacted all women, but with particular emphasis on Black women (AAUW, 2020b).

Policy & Practice Implications

- Listening
- early talent development programs
- rotational leadership opportunities
- revising institutional policies with an eye to increasing flexibility and family-friendly working patterns, and
- revisiting what “counts” in the tenure and promotions process.

WCUs provide opportunities for women's academic leadership

- Campus climate is more inclusive of women students, faculty, and leaders
 - Reports of lower incidence of gender-based harassment and discrimination
 - Expectations for women's leadership
 - Effort to provide role models for students
- Tradition of hiring alumnae as faculty and leaders
- WCUs seek female leaders
- Pathways from faculty leadership to cabinet
 - Leaders face less sexism from boards and senior executives