

# EYES WIDE SHUT

## EQUITY AND INCLUSION IN LEADERSHIP

“Diversity and equality are ethical issues. As leaders, our commitment to them are often assessed according to what we say about them, the priorities we set and the resources we allocate....If the make-up of our teams doesn’t accurately represent our stakeholders and communities, then we fail to communicate with them or serve their needs. And if we favour one gender over the - knowingly or unknowingly - we limit the enterprise’s ability to meet its goals.” ~ Hoc Holding, PwC

As independent school educators, we are acutely aware that the most recent statistics from NAIS tell us that women continue to be underrepresented in headship positions. Yet, over two thirds of our teaching staff are women.

### For Your Consideration

Gender Equity in Independent School Headships is not a pipeline issue, it is recognition, development, and advancement | The percentage of women heads has not increased since 1999 | In traditional search processes, women are considered non-traditional candidates | Women are hired based on their accomplishments and credentials | The impact of implicit/unconscious bias | Current make-up of the school leadership team | Hiring committee makeup and process | Sponsors vs. Mentors | Women are more likely to be chosen to lead certain types of independent schools | Internal candidate opportunities

### Further Reading

- People of Color and White Women In Headship | NAIS
- Women In Leadership group on NCAIS Connect | <https://connect.ncais.org>
- Why We Have Too Few Women Leaders Ted Talk by Sheryl Sandberg | <https://leanin.org/>
- Barriers and Bias: The Status of Women in Leadership | <http://www.aauw.org>
- Your Body Shapes Who You Are Ted Talk | Amy Cuddy
- Presence: Bringing Your Boldest Self to Your Biggest Challenges | Amy Cuddy
- The Confidence Code: The Science and Art of Self-Assurance-What Women Should Know | Katty Kay and Claire Shipman
- Women and Educational Leadership | Margaret Grogan and Carol Shakeshaft
- Through the Labyrinth: The Truth About How Women Become Leaders | Alice Eagly and Linda Carli
- Thanks for the Feedback: The Science and Art of Receiving Feedback Well | Sheila Heen and Douglas Stone

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### Join Us

Women in Leadership Conference | June 2018 | Saint Mary's School | Raleigh, North Carolina