



## THE PURPOSE

The Initiative is, first and foremost, designed to be inclusive of all members of the College Community both women and men, and is founded on the College's values of caring, learning, integrity, and respect.

The Leadership Development for Women initiative will run in complement to existing leadership development programs at the College, in order to achieve the following goals:

- To prepare and empower women for future leadership opportunities within the organization;
- To enhance awareness regarding issues related to women in leadership and gender equality across the College Community as a whole; and,
- To increase the number of women who choose to pursue positions of formal and informal leadership at Algonquin College.

## THE STRUCTURE

The Leadership Development for Women Initiative will contain the following elements:

### 1. Leadership Speaker Series

- This semi-annual invitational series will complement the existing Leadership Speaker Series.
  - Individuals will be selected for their knowledge and experience with issues related to women in leadership (e.g., organizational leaders, community leaders, subject matter experts).
- Access to events will be open to all current and former participants in ALEI and the Management Academy, both men and women.

### 2. Leadership Mentoring Program

- This portion of the program will be aligned with the existing Leadership Mentoring Program framework.
- Women will actively be recruited to participate in the program as mentors.

**3. Community of Practice** (Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly)

- A monthly discussion group will meet to review and discuss a variety of topics through guided readings and presentations.
- Participants are encouraged to suggest topics for readings and/or presenters, to share in the creation of thought-provoking questions/exercises for the group, and to lead discussion.

### 4. ALEI and Leadership Development for Women

- Include in ALEI 1 and ALEI 3 discussions focusing on Women in Leadership
- The discussion will be for both women and men and will include, but not be limited to:
  - i. The unique challenges that women face when striving to move to higher levels of leadership;
  - ii. The gender differences that may exist in leadership styles, and the impact of perception biases in the workplace; and,
  - iii. How institutions can support gender equality in the workplace.

### 5. Annual General Meeting & Event

- Held in May, with the purpose of reviewing the past year, and discussing the path forward for the following year.

## THE COMMITTEE

The Leadership Development for Women initiative will be guided by a Steering Committee and membership includes: Sherryl Fraser, Eric Hollebhone, Sara Jordan, Jim Kyte, Katherine Root, Harpreet Singh, and Rebecca Volk.

If you are interested in involvement in the program and events please don't hesitate to contact a member of the Steering Committee or find us on Chatter under Leadership Development for Women for more information. We look forward to involvement from both men and women alike.

**"Gender equality will only be reached if we are able to empower women."**