Date | time 4/17/2015 12:00 PM | Location University of Iowa, Iowa City, Iowa

**Presenter**
Christine Grant, Ph.D.

**Presenter Position**
UI Athletic Director Emerita

**Sponsored By**
Chief Diversity Office and Iowa Network for Women in Higher Education

**Topic**
The Need for Women in Decision-Making Positions

**Key Points**
- Understand that thinking differently is not wrong
- Recognize the positive potential of having multiple women’s voices in decision-making roles
- Review issues that still impact women in the workplace
- Consider different methods to maintain a voice in decision making

**A Different Approach to Leadership**

**Looking at the Data.** What issues are currently impacting women more broadly? What is the role of leaders in addressing these concerns? What is the role of other women in non-leadership positions in addressing these concerns?

**Reflecting on Perspectives.** Dr. Grant highlights that the women’s movement “encouraged women to take their own thoughts more seriously rather than to assume that if they see things differently from men they must be wrong.” Does this statement resonate with you? Have you experienced or witnessed moments when “thinking differently” was perceived more as “being wrong”?

**Redefining Leadership.** How would you describe the current leadership of your department or office? What is the goal of your office? Is there only one way to obtain that goal? Is the leadership creating the goals representative of those who will ultimately benefit from them? Consider the structure of your work place. Are there elements that seem outdated or antiquated? Is structure enforced under strict guidelines? Is there room for ambiguity?

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**Lost Moments.** Dr. Grant shares that “through silence we failed to uphold our values.” What influences why we stay silent or when we speak? Do have you any moments where you regretted not sharing your opinion? Who was the audience in that situation? Do you have a strategy on how to intervene should a similar situation arise?

**Remembering the Results**

**National Review.** What are your thoughts around current issues, such as 50/50 in 2020? What is your belief on voting for someone based on a particular identity? Dr. Grant states that, “If [all] women are allowed to fully contribute their abilities, what an enormous and unbelievable contribution that would be from the USA to the women of this world.” What are some areas, outside of increased participation in sport, where the presence of women has changed the demographics? In what areas are women still faced with inequality? What is the impact/effect on positions of power in those areas?

**The Importance of Voice.** Consider the statement, “If women would have not taken up this issue and resolved to fix the problem, would it have been taken up at all?” Can you think of any examples where this statement felt true at the national level? State level? Local level? Office level? Personal level? What was the result of taking up the issue? Were you successful? What helped make you successful?

**Lessons Learned.** Sports is one area which Dr. Grant states important lessons are learned organically, including learning about yourself and that, “If you lost today, you could win tomorrow.” Where do you learn your daily lessons? How do you stay resilient despite challenges? Take a minute to write down some statements that keep you motivated (e.g., “the rising of women means the rising of the race”).

**Other Resources**


“...women have an enormous amount of talent and creativity to positively contribute to this world and make it an infinitely better place for all who inhabit it.”

- Dr. Christine Grant

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