



Celebrating
WES Digital Leaders Programme
Wednesday 24 March 2021



Agenda



Overview of Digital Leader programme	Carolyn Currie, CEO Women's Enterprise Scotland
Aspirations of Workplace Equality Fund	Jamie Hepburn MSP (by video)
The social and commercial value of diversity and inclusion in the workplace	Pheona Matovu, Radiant & Brighter
Overview of workplace diversity and inclusion project	Sarah Spencer, Leidos
Overview of workplace diversity and inclusion project	Morgane Tanguy, This is Milk
Comments from webinar attendees, summary and close	Carolyn Currie, CEO Women's Enterprise Scotland

Programme overview



Home WES Digital Leaders The Workshops Partners Contact

Some Types of Biases

- **Like me bias** - bias towards people like us
- **Confirmation bias** - When we believe what confirms our preconceptions
- **Anchor** - Your mind anchors to the first piece of information you were given e.g. previous wage
- **Affinity bias** - those with commonalities
- **Halo effect** - Something that is highly regarded in your view
- **Contrast** - When something is so different to what we know
- **Attribution** - Something well done is luck something badly done is their problem

Name	Company	Role
Kathryn Strachan	Copy House Ltd.	
Kirsty McLaughlan	Dell Technologies	Business Strategy & Planning lead
Aina Galsyska	NoFrames	Co-Founder
Margaret Totten	Managing Director, Akari Solutions	
Sarah Spencer	Lelidos	Senior Services
Erin MacKenzie	The TEFL Org	Senior Services
Oia Adayas	Ripples Prints	Director
Zaina Sutherland	DZaina	Founder
Nastasia Lindsay	Jabra	Global Account Manager
LORENA faria		
Morgane Tinguy	This is Milk	UX Designer
Rachee Ryan	SPEY	Senior Associate
Cara Lyman	codebase	Senior Associate
Kelly Gardiner	Mandala Digital / Ministry of Randeer Studio Limited	UX Designer (Contractor)
Bhiannon Porter	codebase	Managing Director
Allison Savill	confidence care	Head of Site for Edinburgh
Bonnie Beattie	Santamb Limited	Senior Director
Bonnie Kool		



WES Digital Leaders programme

This programme is for women in the technology sector in Scotland, to develop their leadership skills, and support mental health and resilience. The purpose is to address inequalities and retain women already in the sector, boost their career prospects, and increase employer awareness of the economic benefits of equality and diversity. The programme is free to attend, delivered digitally, and supported by this dedicated website.

The programme comprises six single day workshops over 6 weeks from 25 January to 2 March, plus one-to-one discussions. In addition to the training workshops, participants have access to digital based support. Participants will be asked to review their workplace diversity and inclusion policies, identify one proposal to improve policies and present their proposal to their line manager.

According to expert digital industry body ScotlandIS, women account for just 23% of the workforce in digital technologies roles. A recent Scottish

Impact - confidence



12% very confident to lead



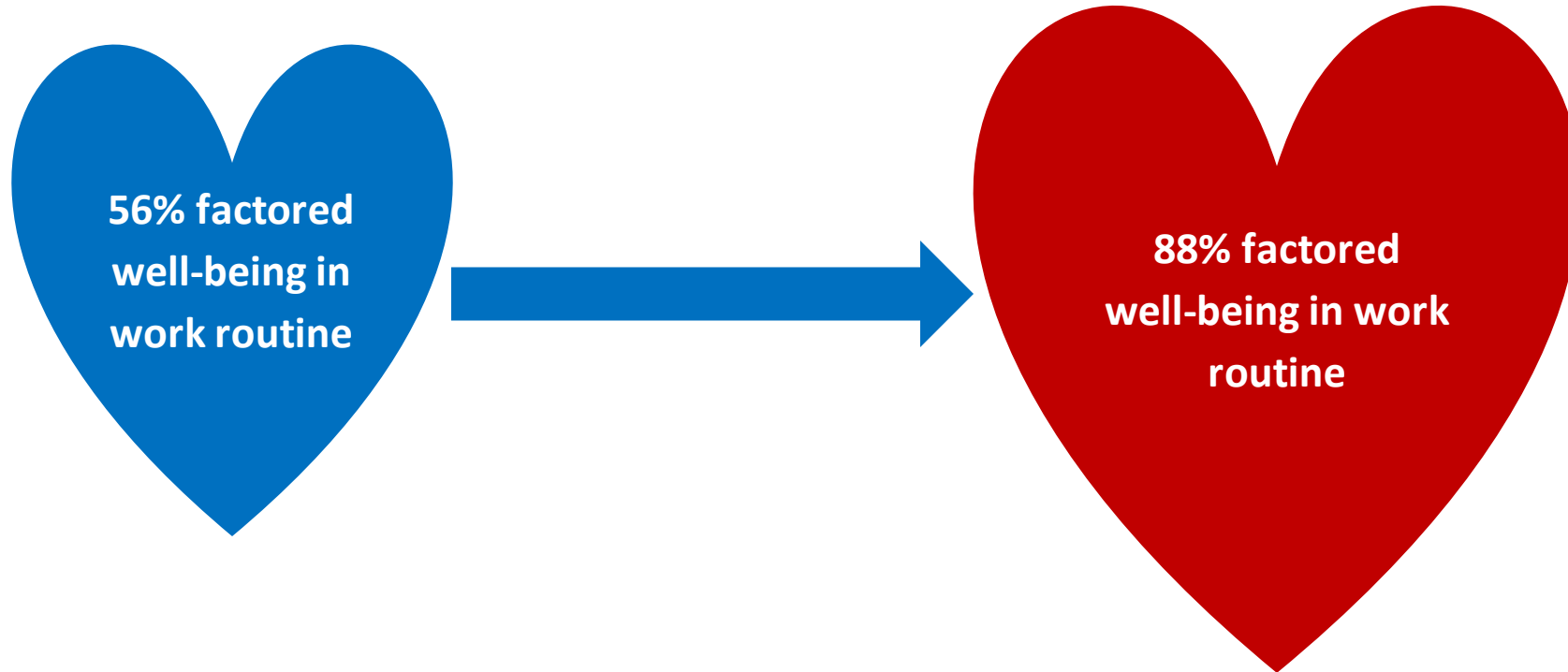
40% very confident to lead

24% have the skills to lead – and always looking to learn and improve

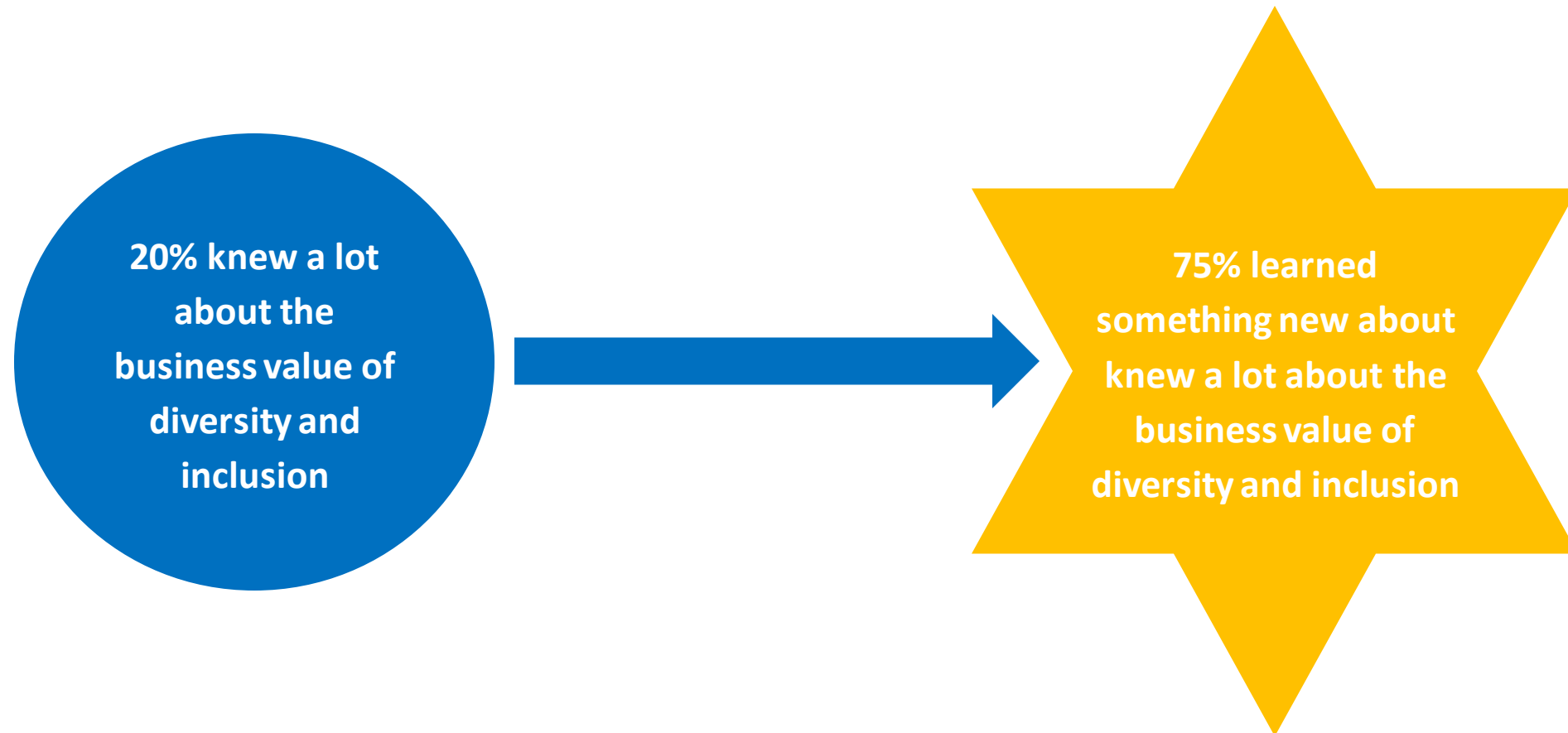


67% have the skills to lead – and always looking to learn and improve

Impact - wellbeing



Impact – diversity & inclusion



Workplace projects

'This programme has helped to expand my insight and knowledge and now I want to hold workshops to help enable a speak-up culture'

'We have to face into these uncharted territories to make a change'



Key observations



'I have experienced a lot of workplace discrimination which made me angry'

'I was in a senior position but never felt my voice was heard'

'Given current situation of homeschooling and having limited time, it was a big commitment'

'A great event to meet like-minded women and all empower each other! You leaving feeling more confident than when you arrived'

Recommendations

'This programme came at the perfect time in my career and personal life. I've finished the programme as a much more confident version of myself.

It helped me realise the potential I already had and gave me the tools and confidence I needed to put myself forward for more responsibilities and more opportunities.

I would highly recommend this programme if you are in need of an extra confidence boost to take your career to the next level.

Extremely well run, inclusive, and supportive - I loved every minute'.



Workplace Equality Fund

Jamie Hepburn MSP



Our aspirations

Carolyn Currie

Women's Enterprise
Scotland





WES Digital Leaders
Thank you!

