

## WHAT'S HAPPENING

GATEWAY (/PAGES/DEFAULT.ASPX) > WHAT'S HAPPENING (/WHATSHAPPENING/PAGES/DEFAULT.ASPX)

### GWiN New Year's Resolution

24.12.15



GLOBAL WOMEN IN NEWS

working together to make a difference

**BBC**  
NEWS

Ariel is putting the same five questions to all of our staff forums, in order to find out more about what they have to offer employees and what their plans are for 2016.

Here we speak to [TPO]



## Tell me about your forum, who is it for and how can I get involved?

Global Women in News (/news/gwin) (GWiN) is a networking and development group for women in BBC News to promote gender equality and to help its members, wherever they are based around the UK or the world build their careers in what has traditionally been a male dominated industry.

The network was founded in 2014 by a handful of senior women in Global News to support the visibility and development of women in BBC News, both on and off the air, and to boost and support the career progression of the female workforce in a meaningful way.

GWiN runs regular networking events with a range of inspiring guest speakers talking about how their career paths evolved and taking questions from the audience. These have included women like journalist and author, Arianna Huffington, founder of the Inspiring Women Campaign, Miriam-Gonzalez-Durantez, and Katharine Viner, the first female Editor in Chief of the Guardian, as well as senior women in the BBC such as the director of sport, Barbara Slater, and the president of BBC Worldwide America, Ann Sarnoff.

The events have meant a greater visibility of female role models both in and outside the BBC.

In addition to networking events, GWiN also offers a number of training courses to help women progress up the career ladder and move up into the higher echelons of the BBC. These have included a Women in Leadership programme in partnership with News; a two-day Stepping Up training course for mid-career women to develop skills for securing a promotion; and confidence training sessions. GWiN has also launched a successful mentoring programme and in 2016 we are matching 260 mentors and mentees! We also conduct an annual survey to help raise awareness about the issues that concern women in News.

To join the network you need to be working in News and you can email [ETPO](mailto:ETPO) You can also get involved by attending the monthly events which we promote on W1 screens, via News Group comms and the GWiN mailing list. Other ways of getting involved include becoming a volunteer, or setting up a regional or overseas GWiN branch.

[ TPO ]

### **Who is in your group at the moment and what is the benefit for your members?**

The group was initially co-founded by a handful of women in Global News, and soon after expanded to cover all women working in domestic as well as International News, covering an 8000 strong workforce of which around half are women. GWiN now has over 1200 members – that's a third of the total number of women working in BBC News.

The key benefits are having a forum whose purpose is to support the development and progression of women into more senior roles in the BBC, to help them expand their network both internally and externally, and to be inspired by other women who as role models share their expertise and experiences.

This in turn help women's voices to be heard both on and off air, which impacts on our output and helps us better reflect and represent our female audiences. By raising awareness of issues that affect our members, we are also able to bring about positive change, for example as a result of the survey in 2014 we worked with HR to launch a Job Share Register in News.

### **What are you most proud of from GWiN in 2015?**

In less than two years since its launch, GWiN has become the BBC's biggest and fastest growing internal network - something we are very proud of!

Feedback from members has been consistently extremely positive, and included being seen as an authentic group that puts on informative, and



exciting events as well as acting as a catalyst for meaningful change and a chance to meet other women across the organisation.

Through the leadership programmes, the network is also building up the pipeline of women into senior roles, helping to improve diversity across BBC News and fostering a hope that a culture change is possible within the workforce.



## What are your plans for next year?

In February GWiN will mark its second anniversary and we are planning a large event with external organisations looking at the question of what it takes to bring about real positive change in diversity in large organisations. We want to share best practice and explore what works and what doesn't when it comes to improving gender equality and all forms of diversity, and tackling issues such as unconscious bias and the leaky pipeline.

One of our priorities next year is to increase male engagement with GWiN events and raise awareness of the issues around gender equality, so that it is not seen as a women's issue but important for everyone. Research consistently shows that a diverse and truly inclusive workforce is a stronger one and the BBC has a particular responsibility to fully reflect its audiences.

We are also hoping to continue to expand our membership and geographical spread both regionally in the UK and in our overseas bureaux, to attract both those who are looking for support and those who want to give something back to and support others.

## Tell me something about your forum I don't know?

It's not just for women!

Our inspirational talks and events are open to all staff and male colleagues are more than welcome. There are some smaller events with limited space that are for women only, but these are advertised as such.

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**Oh yes we can!**

23.12.15

[TRD]

BBC Scotland's Operations team put their day job aside to help a Glasgow school record its very own version of the Christmas Pantomime, Aladdin.

[TRD] had three wishes from the school's ongoing partnership with BBC Scotland: to help pupils realise their talent and improve their confidence; to develop their work related skills in a fun and meaningful way and ultimately to help make them ready for employment.

The school reckoned one way to help achieve that was for the pupils to film the annual pantomime – with pupils all taking parts in both the production and the filming of it.

[ TP0 ]

Teacher [ TP0 ] who has been working with the pupils to develop all of the elements of the production over several months, explained that the skills acquired by them in operating camera, sound and lighting equipment will be practical evidence towards obtaining their national curriculum qualifications.

BBC Scotland's [ TP0 ] said: "Our team have learned how to work well with pupils with additional learning needs, and have had great fun working with all the staff and pupils at the school. We and [ TP0 ] are both looking forward to working and learning more as we develop our partnership together in 2016."

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[ TP0 ] ([https://intranet.gateway.bbc.co.uk/whathappening/\\_layouts/listform.aspx?PageType=4&ListId={3C485C4A-1577-4D63-9354-EEB12](https://intranet.gateway.bbc.co.uk/whathappening/_layouts/listform.aspx?PageType=4&ListId={3C485C4A-1577-4D63-9354-EEB12)

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## **A wonderful Irish welcome at SPOTY**

21.12.15



Northern Ireland pulled out all the stops to deliver one of the most memorable Sports Personality of the Year events of recent years.

Beautiful staged, directed with consummate professionalism and managed with exemplary efficiency, the event was a triumph for everyone involved.

In a night which saw Andy Murray lift the trophy for the second time, the true winners were the Northern Irish people and the BBC employees who helped make the event a special and memorable one.

Ariel was there to get post event reaction from some of the BBC employees at the show:

[TPD]

[TPD] (pictured above), [TPD] said: "I grew up watching SPOTY, it was one of the highlights of the year. So, to have it in Belfast, the only word I can find to describe it, is surreal. It was one of those nights that you keep pinching yourself. It was just a very special night and I think everyone is incredibly proud to work for the BBC."



[ TPO ]

[ TPO ] (pictured

above), sports broadcast journalist, said: "What a night, just incredible. I thought the engagement of the crowd was brilliant. Belfast really embraced the event. This is a sporting city. I've been to three SPOTYs and I think this is the best."

[ TPO ]

[ TPO ] said: "Sports Personality of the Year from Belfast was an absolute triumph for the production team and everyone associated with the event. To have the best sports people in the world showcased on a Northern Irish stage made us all immensely proud to be from here. It was a great honour to be at the event."

[TPD]

[TPD] (pictured above),

[TPD] "During the day, I was on the red carpet which involved escorting celebrities up and down and ensuring everything went smoothly. It went well but my feet are sore today!

"It was great to have the event here in Belfast. I think we did ourselves proud."

[TPD] "It was a superb night."

[TPD] personally arranged a highly emotional version of 'Danny Boy' which was sung by

[TPD] said: "SPOTY is one of the BBC's big flagships events and it's fantastic to have been part of it, especially because it was in Belfast."



[ TPO ]

[ TPO ]

] "It was brilliant, it was really good craic. The atmosphere was unreal."

One of the most popular winners on the night was West Belfast man Damien Lindsay who won the Get Inspired, Unsung Hero Award:

[ TPD ]

[ TPD ] (pictured

[ TPD ] 'I thought it was a fantastic show. The crowd was one of the best we have ever had at a SPOTY show. They were really engaged and there were so many standing ovations. Rory Mac got up to present an award and he got a standing ovation just for walking on the stage.'

[ TRD ]

[ TRD ]  
"It was a fantastic event, just wonderful to be there and I would have done almost any job to have been part of it and had the opportunity. It was a real treat.

"It also was a great opportunity for BBC NI to partner with BBC Sport. That worked really well.



[ TPD ]

[ TPD ] "I think it was an absolutely phenomenal event. As someone from Northern Ireland, it is the proudest I have ever been in terms of recognition for my country, especially the Michael O'Neill moment and AP McCoy winning the Lifetime Achievement award.

[ TPD ]

[ TPD ] "It was great to have something of the stature of SPOTY over here and I just thought that the arena looked amazing. It was a terrific set up and everything was so well run. It was great to experience it."

[ TPD ]

The following morning there were some bleary eyes in the Northern Ireland BBC building on Ormeau Avenue but a feeling of immense pride having participated in a truly wonderful evening.

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