

## **Events Information**

This brochure is designed to provide Look Up and Beyond sponsors with a suggestion of events they can hold in collaboration with our group and in line with meeting their business needs and social responsibilities.

Each event is created individually, and sponsors are encouraged to provide their input and to shape the event to help meet their D, E & I goals.

Sponsors are expected to pay a contribution of £1,000 plus VAT to meet our running costs.

## **Female talent retention - The Great break-up: What is it, what is causing it and what we can do about it?**

- Raise awareness of why women leave the profession with reference to recent reports and research
- Discuss the cost of losing female talent
- Explore the reasons why women leave
- Find solutions

## **International Women's Day**

- Designed to the current year's theme, or a theme of your choosing
- Provide a history of International Women's Day
- Statistics about Women in law in Scotland
- Insights from contributors
- Call to action for the future

## **Intergenerational Barriers**

- Raise awareness about intergenerational barriers
- Reference to recent research
- Call to action - Leadership
- Call to action - Young talent

## **Female health and the barriers to progression**

- Provide insights on how to have conversations about woman's health
- How to support female well-being to retain talent
- Current statistics (profile of the profession 2023)
- Signpost to useful resources

## **Equal Parental Leave v Shared Leave**

- The history
- The current legal entitlement
- What's happening in the Scottish legal profession
- Will it help retain female talent?
- What's likely to happen in the future?

## **Sexism and misogyny in the legal profession**

- Discussing social attitudes, past and present
- Current stats and research
- Employment law rights if you are subjected to sexism at work
- Understanding barriers that may result in under reporting

## **Are Law firms under pressure to make more women partners? Will this help to retain female talent?**

- Merit of quotas and targets
- Equity v equality
- Alternative routes and roles for female leaders
- Current statistics (profile of the profession 2023)

## **‘Non- promotable’ tasks and what impact they can have to the progression of female talent**

- Discuss the past, present and future views on non-promotable tasks
- How to measure and value ‘soft-skills’
- How to embrace saying no to non-promotable tasks

# The Syndromes

## Overview:

- An introduction to Imposter Syndrome and Tall Poppy Syndrome
- Stats and Research
- What are the symptoms?
- How do we find 'cures'?

# Women of colour in the Scottish legal profession

## Overview:

- Introduction to topic with stats and research
- Explore the additional barriers women of colour face in the legal sector
- Understanding and recognising female bias
- Understanding white superiority through the lens of colour
- How to be a true ally