

# CURRICULUM VITAE

Dr Jennifer Anne de Vries

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## PERSONAL DETAILS

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Jennifer de Vries

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## ACADEMIC QUALIFICATIONS

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2010: **PhD**, University of Western Australia

2004: **Master of Management Research**, University of Western Australia

1992: **Master of Arts**, Holy Names College, Oakland, California, USA

1981: **Bachelor of Psychology**, University of Western Australia

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## CONSULTING: ORGANISATIONAL DEVELOPMENT AND GENDER STRATEGY

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Sole trader: Jennifer de Vries ([www.jendevries.com](http://www.jendevries.com))

January 2004 – present (periods of part-time and full-time consultancy)

### Clients:

#### **Higher Education and Research Sector - Australian & NZ**

University of Western Australia, Charles Sturt University, University of Newcastle, University of Tasmania, University of Melbourne, University College (Melbourne), Deakin University, Victoria University, Edith Cowan University, RMIT, Swinburne, Curtin, Murdoch, University of Auckland, Auckland University of Technology, Murdoch Childrens Research Institute, Walter & Eliza Hall Institute of Medical Research, CSIRO, Academy of Health and Medical Sciences, Universities Australia Executive Women.

#### **Higher Education and Research Sector - UK and Europe**

**UK:** Oxford University, Cambridge University, Durham University, **Sweden:** Lund University  
**Austria:** Technical University Wien, Institute of Advanced Studies Vienna, University of Innsbruck, Innsbruck Medical University, **Netherlands:** Radboud University, Leiden University, National Network of Women Professors, **Germany:** University of Bochum, University of Gottingen, Alfred Wegener Institute **Czech Republic:** National Contact Center for Gender & Science, Prague and The University of Chemistry and Technology, Prague

#### **Public and Private Sector**

WA Chamber of Minerals and Energy, ALCOA, Healthways, Perth Home Care Services, WA Disability Services Commission, WA Police, WA Department of Education, WA Department of

Environment and Conservation, WA Department of Housing, Australia and New Zealand School of Government

### **Major consultancy strands:**

#### **Gender strategy**

[www.jendevries.com/gender-strategy/](http://www.jendevries.com/gender-strategy/)

Assisting organisations to review and fine-tune their gender strategy and implementation. Recent examples (see website for details) include:

- European Research Institute Gender Strategy Consultation & Review
- Australian University: Development of Gender Equity Strategy and Action Plan
- Australian University Athena SWAN SAT expert advisor

#### **Partners for Change**

[www.jendevries.com/programs/partners-for-change/](http://www.jendevries.com/programs/partners-for-change/)

This new work with co-facilitator Tim Muirhead (<http://csdnetwork.com.au>) is a unique program bringing together *men and women in partnership* to work out what gender equality means in their workplace and how to bring about this transformative change together.

#### **Gender Capacity Building**

[www.jendevries.com/gender-strategy/](http://www.jendevries.com/gender-strategy/)

Keynotes and workshops that focus on building the capacity of individuals to understand gender processes and inequalities, and develop their capacity to build more gender equitable organisations. Various audiences include Athena SWAN teams and leaders in UK and Australia, Heads of Department, Leadership teams, HR teams, Senior women, women in STEM.

#### **Mentoring and Sponsorship**

[www.jendevries.com/programs/mentoring-and-sponsorship](http://www.jendevries.com/programs/mentoring-and-sponsorship)

A comprehensive suite of programs, keynotes, master-classes and workshops informed by research and customised to meet institutional needs. incorporates dyad, peer and group mentoring, with a focus on the development of the mentor, building developmental relationships, and working towards outcomes for the mentee, mentor and organisation. Expertise with variety of target groups including mixed gender, women only, early and mid career researchers/academics in Australia, NZ and Europe.

#### **Women's leadership development**

[www.jendevries.com/programs/womens-leadership-development](http://www.jendevries.com/programs/womens-leadership-development)

Designing and delivering women's leadership development programs and workshops as part of a longer-term strategic approach to organisational change. I focus on integrating gender scholarship into the curriculum of programs, and enabling women's exploration of leadership through a focus on gender, identity, organisational cultures, and power.

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## **COMMISSIONED RESEARCH**

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Available on [www.jendevries.com](http://www.jendevries.com)

### **Sponsorship practices in higher education**

A collaborative research project (University of Melbourne, University of WA) to examine sponsorship practices within HE. Sponsorship has recently been identified as critical to careers within corporate settings, and this research fills the need to translate this into HE context, particularly in relation to the building of academic and research careers, and with a focus on the gendered implications of informal

sponsorship practices. *Sponsorship: Creating Opportunities for Women in Higher Education* (co-author J.Binns) published by Universities Australia Executive Women (Nov 2018).

**Optimising Faculty Performance: Maximising the potential of academic women (with P. Todd) 2012**

This STEM faculty research project gathered qualitative and quantitative data to examine gender equity within the faculty. It identified aspects of the Faculty's culture, structures and practices that enable or hinder the success of academic women and men. Includes a strong focus on Faculty Leadership, including interviews with 12 male leaders (Dean, Deputy Deans and Heads of School).

**Mentoring for Change 2011**

Commissioned by Universities Australia Executive Women & the LH Martin Institute for Higher Education. This report provides a critical review of mentoring literature and practice, and is designed as a resource to support and enhance mentoring programs for women in the HE sector.

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**PREVIOUS EMPLOYMENT**

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**Senior Academic Fellow: Organisational Development**

**Faculty of Medicine, Dentistry and Health Sciences**, University of Melbourne

Fractional appointment October 2013 – August 2018

A specialist academic position providing leadership to the Faculty of Medicine, Dentistry and Health Sciences in the area of staff mentoring, gender and diversity, and leadership. I delivered programs, researched and published in this area.

**Senior Academic Fellow**

**POCHE Institute for Indigenous Health**, University of Melbourne

Fractional appointment January 2016 – January 2018

A specialist academic position with responsibility to design and implement an Australia wide leadership development program for early career indigenous workers in the health sector.

**Postdoctoral Fellow**, GEXcel (Gendering Excellence) Research Centre, Örebro University, Sweden

May-June & October-November 2011

Research theme 11-12: Gender Paradoxes in Academic and Scientific Organisation(s)

**Honorary Research Fellow**, UWA Business School 2011-2012

**Doctoral Researcher**, UWA Business School April 2006 to May 2010

Recipient of UPA Scholarship and ad hoc Business School Completion Scholarship

Thesis Title: *A realistic agenda? Women only programs as strategic interventions for building gender equitable workplaces*

Supervision: Professor Joan Eveline, Professor Trish Todd (UWA), Emerita Professor Jan Currie (Murdoch University) and Dr Jennifer Binns (WA Department of Commerce)

Examiners: Professor Emerita Joan Acker, University of Oregon; Professor Amanda Sinclair, University of Melbourne; Professor Joyce Fletcher, Simmons College, Boston

**History of UWA Appointments: 1995 – 2008**

**Lecturer, Higher Education Development**, Organisational and Staff Development Services (Tenured) August 2002 to August 2008 (with periods at fractional levels)

**Senior Staff Development Officer**, Centre for Staff Development (CSD, now OSDS) May 1997 - August 2002 (converted to academic)

The focus of my role was the development of UWA staff and the development of an enabling and inclusive university culture, both of which are necessary for the University to achieve its goals.

My primary responsibility was the Leadership Development for Women (LDW) program. Highlights and strengths include:

- Winning inaugural national Diversity@Work award for a women's program
- Acknowledgement by VC Alan Robson that LDW 'had transformed UWA'
- Setting the benchmark for women's programs in HE, with many universities adopting programs based on this model
- Ongoing evaluation, research and dissemination of good practice, including publications, *Creating Opportunities* and *More than the Sum of its Parts*, conference presentations and papers, web site, collegial networks and study tour visits
- Convening the Australia/NZ staff development practitioners' group for women's programs for a decade
- Remaining abreast of and contributing to best practice in the field of women's programs, nationally and internationally
- Provision of specialist consultancy services to external organisations in designing and delivering leadership programs for women

Other aspects of my role and major projects included:

- Co-convenor and developer of Ally project, funded by Diversity Initiatives Funds, to address the needs of Gay, Lesbian, Bisexual, Transgender and Intersex staff and students on Campus. Development and delivery of Ally program training. This program, the first in Australia, has disseminated across the sector and is now implemented in more than 20 universities
- Contributing to various leadership and management programs in particular Leading UWA (LUWA), Academic Leadership Development (ALD) and Raising Researchers

**Manager Equity** (1 year contract, part-time) July 1995 – June 1996

Assisting the University to comply with legislation and work towards a discrimination and harassment free work and study environment.

### **Employment 1981-1995**

Work as an organisational and research psychologist, lecturer, consultant, facilitator and trainer in the public, VET and community sector. Community development work in the adult education sector.

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## **RECENT PROFESSIONAL DEVELOPMENT**

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*Mindful Leadership*, 2008, Mt. Eliza Executive Education, Melbourne Business School.  
Facilitators: Professor Amanda Sinclair and Richard Searle

*Positive Neuroplasticity Training*, 2016, Openground Mindfulness Training.  
Facilitated by Dr Rick Hanson

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## **PUBLICATIONS**

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Available at [www.jendevries.com/publications](http://www.jendevries.com/publications)

### **Thesis**

de Vries J. (2010) A Realistic agenda? Women only programs as strategic interventions for building gender equitable workplaces

### Reports, Books, and Book Chapters

- de Vries, J., & Binns, J. (2018). *Sponsorship: Creating career opportunities for women in higher education*. Universities Australia Executive Women, Canberra, Australia
- de Vries, J. and P. Todd (2012). *Optimising Faculty Performance: Maximising the potential of academic women*. Perth, University of Western Australia.
- de Vries J. (2011) *Rethinking mentoring: Pursuing an organisational gender change agenda*. In: Fuger H and Hoppel D (eds) *Mentoring for change: A focus on mentors and their role in advancing gender equity*. Fribourg: eument-net, 12-25
- de Vries, J. (2011). *Mentoring for Change*. Universities Australia Executive Women & the LH Martin Institute for Higher Education Leadership and Management, Melbourne, Victoria.
- de Vries, J. (2010). *Building sector capacity: Maximising the contribution of mentoring programs to achieving a more gender equitable sector*, LH Martin Institute for Higher Education Leadership and Management, University of Melbourne, Victoria
- Skene, J., Hogan, J., de Vries, J. & Goody, A. 2008, *The ALLY Network at The University of Western Australia: The Early Years*, University of Western Australia, Perth
- de Vries, J. 2005, *More than the sum of its parts: 10 years of the Leadership Development for Women Programme at UWA*, Organisation and Staff Development Services, The University of Western Australia, Perth
- Eveline, J. 2004, *Ivory Basement Leadership: Power and invisibility in the changing university*, UWA Press, Crawley. (contributor to concluding chapter)
- de Vries, J. 1998, *Creating Opportunities: An Evaluation of the Leadership Development for Women Programme 1994-1997*. The University of Western Australia, Perth

### Refereed Journal Articles and Refereed Conference Proceedings

- de Vries, J.A. & van den Brink, M.C.L 'Transformative gender interventions: Linking theory and practice using the "bifocal approach"' *Equality, Diversity and Inclusion: An International Journal*, 35 (7,8), 429-448
- de Vries, J. A. 2015. Champions of gender equality: female and male executives as leaders of gender change. *Equality, Diversity and Inclusion: An International Journal*, 34 (1), 21-36
- de Vries, J. 2013. Exploring Nordic feminist organisational theory and practice through the lens of the 'bifocal approach': Contributions to the theory and practice of transformative gender interventions. *GEXcel Work in Progress Report Volume XVII: Gender Paradoxes in Academic & Scientific Organisations*. S. Strid and L. Husu. Örebro University, Sweden, Institute of Thematic Gender Studies, LiU-ÖU: 157-173
- de Vries J. 2012 The 'Bifocal Approach': (Re)Positioning Women's Programs. In: Strid S, Husu L and Gunnarsson L (eds) *GEXcel Volume X: Proceedings from the GEXcel Theme 11-12: Gender Paradoxes in Academic & Scientific Organisations*. Örebro University, Sweden: Institute of Thematic Gender Studies, LiU-ÖU, 104-111
- de Vries, J. 2006, 'Can't we just fix the women? Designing a women's leadership development program that challenges the organization.' in *Change. Challenge. Choices. Conference Proceedings from the Inaugural International Women and Leadership Conference* eds T. Jefferson, L. Lord, N. Nelson & A. Preston, Curtin University, Fremantle, Western Australia., pp. 107 - 130
- de Vries, J. Webb, C. & Eveline, J. 2006, 'Mentoring for gender equality and organisational change', *Employee Relations*, vol. 28, no. 6. 573-587
- de Vries, J. 2005, 'Can we say that? Gendered advantage and disadvantage in the academy.' *Outskirts* [www.chloe.uwa.edu.au/outskirts/](http://www.chloe.uwa.edu.au/outskirts/), vol. 12
- Goody, A. E. & de Vries, J.A. 2002, Straight talk about queer issues. In A. Goody, J. Herrington & M. Northcote (Eds.), *Research and Development in Higher Education: Vol. 25. Quality Conversations* (pp.

274-281). Jamison, ACT: Higher Education Research and Development Society of Australasia (HERDSA)

de Vries, J. 2002, Creating Opportunities: The Difference a Women's Leadership Program Can Make. In C. Wiedmer (Ed.), *Sound Changes: An International Survey of Women's Career Strategies in Higher Education*. UniFrauenstelle, Zurich, Switzerland

**Non-refereed Articles and Reports** (some available at [www.jendevries.com/publications](http://www.jendevries.com/publications))

de Vries, J. 2008, *On the right track? Women only programs as a gender equality strategy*, University of Western Australia (unpublished paper)

de Vries, J. & Leavitt, M. 2008, 'Definitely not Leadership 101: A different approach to Leadership development for women'. *The Journal for Women and Policing*, Iss 21, p. 14-15

de Vries, J. 2007, *Gendered champions of a gender equity cause* in Gender, Work and Organization 5th Biennial International Interdisciplinary Conference, 27 – 29 June, Keele University, UK. (refereed abstract)

de Vries, J. & Webb, C. 2005, *Gender in Mentoring. A focus on the mentor: evaluating 10 years of a mentoring program for women*, Paper presented at 4th European Conference on Gender Equality in Higher Education, CD Rom published by Oxford Brookes University, Oxford, UK.

de Vries, J. & Leavitt, M. 2005, *Leadership development programs for women: Moving beyond a 'fix the women' approach*. Paper presented at Gender, Work and Organization Conference (22 – 24 June), Keele, UK. (refereed abstract)

de Vries, J. A. & Goody, A. 2003, 'Creating a queer friendly campus: the Ally Network Project at the University of Western Australia', *Word is Out ejournal*, no 6. Available at <http://www.jendevries.com/publications-full/2014/8/3/straight-talk-about-queer-issues>

de Vries, J. A. & Goody, A. E. 2003, 'GLBTI friendly classes', *Issues of Teaching and Learning*, June 2003, vol. 9, no. 5

de Vries, J. 2002, 'An Ally in the Workplace', *Women out West: WA's Monthly Lesbian magazine*, July 2002, no. 35

de Vries, J. 2002, 'The last acceptable prejudice?' *UWA News*, July 2002, vol. 21, no. 9

de Vries, J. 1997, Inclusive Curriculum at UWA: A discussion paper

de Vries, J. 1989, *Sole Parents Return to the Paid Workforce*. Department of Employment and Industrial Relations, WA

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## **PUBLIC SPEAKING**

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### **Keynote presentations / Speaking invitations**

*Re-humanising work and life in academia and research (with Tim Muirhead)* European GE Academy: Online Webinar, October 2021

*From 'missing ingredient' to 'career accelerator': Everything you should know about sponsorship but never thought to ask.* Online August 2021, International Society of Biomechanics in Sport Conference

*Developing sponsorship savvy* Curtin Centre for Transformative Work Design, Women in Research Webinar series: Online webinar, April 2021

*Achievement Relative to Opportunity: a broad view* Gender Equity Seminar University of Western Australia 22 September 2020

*Developing Sponsorship Savvy* Future Women Leaders Conference for Engineers Melbourne, 18 November 2019

*Improving gender equality: senior women leaders as sponsors and change agents* RMIT Senior Academic Women 19 November 2019

*Sponsorship: Critical to women's career development success* WATTLE program, Waurin Ponds, 4 June 2019

*From 'missing ingredient' to career accelerator: Everything you should know about sponsorship but never thought to ask* Edith Cowan University Early Mid-Career Researchers Network 5 Nov 2018

*From 'missing ingredient' to career accelerator: Everything you should know about sponsorship but never thought to ask* Biosciences Early Career Researchers (BECR) Summit, University of Melbourne, Melbourne, Australia – 27 July 2018

*Sponsorship as a problematic practice: Possibilities for gender change interventions* Gender Studies Departmental Seminar, Örebro University, Sweden, 28 August 2018

*The bifocal approach: Mentoring for development and change* Mentoring program launch, Lund University, Sweden, 27 August 2018

*From 'missing ingredient' to career accelerator: Everything you should know about sponsorship but never thought to ask* Keynote speaker Biosciences Early Career Researchers (BECR) Summit University of Melbourne, 27 July 2018

*Leadership Conversations: Partners in Change* Professional Staff Leaders, University of Auckland, 17 May 2018

*Navigating Gender Equality* Medical Research Institutes HR Managers Conference, Melbourne, 15 March 2018.

*Building a gender equitable party: Mentoring and sponsorship as key ingredients for success* WA Labour Party State Conference, Perth, Western Australia, August 2017.

*Sponsorship practices in higher education* Universities Australia Executive Women (UAEW) Forum, Murdoch University, 13 July 2017

*Sponsorship in higher education careers* Women's Network, Radboud University 22 May 2017

*Looking back, looking forward: Reflections on two decades of mentoring research and practice in higher education keynote address* Old time accomplices: Mentors and mentees conference, University of Melbourne, 25-27 August 2016

*Sponsorship and unconscious bias.* Deakin University Gender Summit, Melbourne, 8 June 2016

*Leadership Conversations: Mentoring and sponsorship to support career development* University of Auckland, NZ 12 October 2016

*Organizational Culture Change: a STEM case study.* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 12 November 2015

*Mentoring and Sponsorship: Tips for success.* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 11 November 2015

*Mentoring and Sponsorship (for mentors).* National Contact Centre for Gender and Science and the University of Chemistry & Technology, Prague, 11 November 2015

*Sponsorship exposed: Everyday gendered practices in building careers.* So, what does gender and diversity at work look like? A one day symposium. Centre for Work, Organisation and Wellbeing, Griffith University, Brisbane, 27 October 2015

*Partners for Change: Women & men working together to build more gender equitable workplaces.* (with Tim Muirhead) WA Chamber of Minerals and Energy, 18 June 2015

*Mentoring and Sponsorship: Practices and Programs in Higher Education*, Presentation to Ad feminam, Oxford University, UK, 22 May 2015

*Gender interventions in Academia: Re-connecting theory and practice*, Academic seminar Radboud University, Netherlands, 18 May 2015

*Advances in Mentoring: Strategic approaches to mentoring and sponsorship for diverse target groups keynote address*, 1 day conference, Mentoring – An Instrument to Promote Equality at Universities: Status Quo, New Developments, and Challenges, Institute for Advanced Studies, Vienna, 8 May 2015

*Some things change, some stay the same: Gender change processes in a STEM Faculty*, Centre for Work, Organisation and Wellbeing, Griffith University, 24 February 2015

*The role of sponsorship in women's leadership development*, Senior Women's Leadership Network, University of Auckland 25 June 2014

*Mentoring...What's in it for me?* Australian Health Promotion Association WA Branch June 18, 2014

*Gender Inertia. Using Acker's gendering processes as an analytical tool to explore gender inequality in a STEM Faculty* Innsbruck University, Austria, 18 March 2014

*Some things change, some stay the same: Gender change processes in a STEM Faculty*, Equity Practitioners Higher Education Australasia (EPHEA) Conference, 27 November 2013, Perth, Australia.

*Lean In? You must be joking!* Women in Engineering WA AGM Guest Speaker 26 November 2013

*Some things change, some stay the same: Gender change processes in a STEM Faculty*, Auckland University of Technology, 30 October 2013

*Making the most of mentoring* Equity and Staff Development Forum, Faculty of Medicine, Dentistry and Health Science, University of Melbourne 7 August 2013

*Creating and building the impetus for change: research informing practice* Launch of the Network for ATHENA co-ordinators at Cambridge University, 3 October 2013, UK

*Looking Ahead: Frameworks for Change*, A strategic conversation for senior men and women at Durham University, 1 October 2013

*The 'bifocal approach' to mentoring for development and change*, Presentation to the annual meeting of Austrian Equity Practitioners and Mentoring Program co-ordinators, University Innsbruck, 23 September 2013, Austria

*Moving Forward: Building more gender equitable, diverse, inclusive and innovative organisations* Women in Resources Reference Group, Chamber of Minerals and Energy, 13 June 2013.

*A tale of 4 mentors: The mentoring continuum.* Healthways Leadership Development Program: Celebrating ten years, 9 April, 2013

*The personal connection: Mentoring for development and change.* Engineers Australia WA Division – Women in Engineering, 28 August 2012

*A 'bifocal' makeover: Women only programs as strategic interventions for building more gender equitable workplaces* Royal Institute for Technology KTH, Stockholm, 23 May 2011

*A 'bifocal' makeover: Women only programs as strategic interventions for building more gender equitable workplaces* Oxford Learning Institute, Oxford University, UK, 13 October 2011

*Gender change and interventions in organizing* University of Gothenburg, Faculty of Business, Economics and Law, 26 October 2011 (with Marieke van den Brink, Radboud University, Nijmegen)

*Women's programs as a novel gender intervention: linking agency and structure using the 'bifocal approach'* Örebro University Departmental seminar, 9 June 2011

*A 'bifocal makeover': women only programs as strategic interventions for building more gender equitable workplaces* Radboud University, Nijmegen, The Netherlands 30 June 2011



*Key developments in research and conceptualisation of women's career strategies.* Keynote speaker, Universities Australia Executive Women Career Development Workshop for Women, 24 March 2011, LH Martin Institute, Melbourne

*A bifocal approach to mentoring: applications for evaluation.* Keynote speaker, Workshop of the Evaluation Working Group of 'Forum Mentoring', 6 July 2010, Frankfurt, Germany

*Translating good intentions into good practice: A bifocal approach to mentoring.* Keynote speaker, Mentoring Day, Dutch Network of Women Professors, 25 June 2010, Utrecht, Netherlands

*The role of mentors: Translating good intentions into good practice.* Invited speaker, launch of the mentoring scheme for women academics, Radboud University, 24 June 2010, Nijmegen, Netherlands

*Translating good intentions into good practice.* Two seminar presentations, University of Tasmania, June 1 & 3 2010, Hobart & Launceston, Tasmania

*Surgeons, women surgeons, surgeons who are women: what has gender got to do with it? An exploration of women in male dominated professions.* Women in Surgery, Royal Australasian College of Surgeons Congress, Perth, 18 March 2010

*The bifocal approach: Designing mentoring to develop women and change the organization.* Keynote speaker, Mentor Training and Coaching, eument-net International Workshop, 25 February 2010, Lausanne, Switzerland

*Rethinking mentoring as a strategy for gendered change,* Guest Speaker, February 8 2010, University of Technology, Sydney

*Making a Place for Women Leaders: The contribution that a women's in-house program can make.* Presentation with Maggie Leavitt at Office of Equal Employment Opportunity (DEOPE) Women in Senior Management Forum 26 August, 2005, Perth

*Leadership Development for Women.* Speaker at Forum on Leadership Development for Academic Women, 15 August, 2005, UNSW, Sydney

*Leadership Development for Women: A best practice model.* Invited presentation to AVCC Staff Developers Conference, August 2005, Brisbane

*Allies at Work: Queers and straights working together for change.* Presenter with Dr Allan Goody at UnionsWA LGBTI Workers Rights Conference, 20 May 2005, Perth

*Creating a warmer climate for women in Higher Education.* Presenter on panel for ATN WEXDEV Curtin Women's Program, 14 April, 2005, Curtin

*Gender is neither neutral nor invisible.* Presentation for Women's Forum: Women in the Workforce, PSA Careers Week, 2004, UWA

*Creating Opportunities: The small wins approach to making more room for women in the academy.* Sydney University Network for Women (SUN) Christmas Breakfast, 1 December 2004

*Gendered Workplace Cultures – Strategic Interventions for Change.* Presentation (with Susan Harwood) to Australian Human Resources Institute (AHRI) Professional Development Seminar, April 2003

*The story of Fishwives and Rambo's.* Office for Women's Policy Seminar, 5 June 2003

*The UWA Ally program: Useful lessons for schools.* Presentation to State Schools Teachers Union and B-Legits, a GLBTI lobby group, 2003

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## CONFERENCE PRESENTATIONS

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de Vries, J. 2018, *Engaging men in the work of gender equity. No 'male champions' please. Examining partnership as a model for transformative change* in 10th European Conference on Gender Equality in Higher Education (20-22 August), Dublin, Ireland.

- de Vries, J. 2018, *Sponsorship: Duty or discretion? Developing leaders' sponsorship practices beyond advantaging the favoured few*. in 10th European Conference on Gender Equality in Higher Education (20-22 August), Dublin, Ireland.
- de Vries, J and Muirhead, T. 2018, *Champions or Partners? Engaging men in the work of gender equity*, in Gender, Work and Organization Conference (13-16 June), Sydney, Australia.
- de Vries, J and Muirhead, T. 2016 *Men and women as partners for change: moving from commitment to action in working for gender equality*, HERDSA (Higher Education Research and Development Society of Australasia), The Shape of Higher Education, Fremantle 4-7 July 2016
- Guillemin, M and de Vries, J. 2015, *Poster: Mentoring: A focus on organisational change to enable individual careers*, Gender Summit 7, EU, 6-7 November, Berlin, Germany.
- de Vries, J. 2015, *Poster: Is my bias showing? The role of sponsorship in building scientific careers*, Gender Summit 7, EU, 6-7 November, Berlin, Germany
- van den Brink, M and de Vries, J. 2014, *Better than nothing? The detrimental effects of gender and diversity interventions*, 28th ANZAM Conference (December 3-5), Sydney, Australia
- de Vries, J. 2014, *Chasing our tails: First mentoring, now sponsorship?*, 8th European Conference on Gender Equality in Higher Education (September 3-5), Vienna, Austria
- de Vries, J. 2013, *The 'bifocal approach' to mentoring for development and change*, Equity Practitioners Higher Education Australasia (EPHEA) Conference (27-29 November), Perth, Australia.
- de Vries, J. 2012, *Gendered Executive Leaders of Gender Change*, in 28<sup>th</sup> European Group on Organization Studies (EGOS) (5-7 July), Helsinki, Finland. (now published).
- de Vries, J. 2012, *Getting in the door, building partnerships and creating sustainable change: Key issues for gender change interventions*, in Gender, Work and Organization Conference (27-29 June), Keele. UK. (refereed abstract)
- GEXcel Closing Conference, 21 October, 2011 Paper in intervention stream chaired by Teresa Rees. *Tackling the theory practice gap: pursuing gendered organizational change through a 'bifocal approach'*
- GEXcel Closing Conference, 21 October 2011, Panel member: *The Paradox of Change and Interventions* (Chair: Louise Morley)
- GEXcel Launch May 16 2011, (with Marieke van den Brink) *In the eye of the storm. Gender Scholars within Gender Change Interventions in academia: a sustainable approach?*
- de Vries, J. 2011, *Swimming against the tide of gender irrelevance: Rendering gender relevant to individuals*, in Gender, Work and Organization Conference (22-24 June), Amsterdam, Netherlands. (refereed abstract)
- de Vries, J. 2010c, *Benevolent colleagues or radical change agents? Rethinking mentoring to challenge, not maintain the status quo*, in XVII ISA World Congress of Sociology (11-18 July), Gothenburg, Sweden. (refereed abstract)
- de Vries, J. 2010b, *Tackling the theory practice gap: Pursuing organizational change through a bifocal approach*, in 26<sup>th</sup> European Group on Organization Studies (EGOS) (28 June – 3 July), Lisbon, Portugal. (refereed paper) Also selected for Early Career Pre-colloquium
- de Vries, J. 2010a, *'They [men] don't see it is all lopsided for them'*, in Gender, Work and Organization Conference (21 – 23 June), Keele. UK. (refereed abstract)
- de Vries, J. & Leavitt, M. 2009, *Challenging the Boys' Club: Whose Job is it Anyway?* in Making it Happen, Sixth Women and Policing Conference, Australasian Council of Women and Policing, Perth, Western Australia
- de Vries, J. 2009, *Disrupting the gendered power order: Do 'women only' initiatives still have a place?* in 6th European Conference on Gender Equality in Higher Education (5 - 8 August), Stockholm, Sweden. (refereed abstract)

- de Vries, J. & Leavitt, M. 2008, '*A decade of reflections and learning: the evolution of a successful leadership development (for women) program*', in Engendering Leadership Conference, Perth, University of Western Australia. (refereed abstract)
- de Vries, J. 2007, *Quickening the pace of organisational culture change: Research informed practice through model building*. Cranfield Leadership Symposium (June 26<sup>th</sup>), Cranfield University, UK
- de Vries, J. 2006, *Grow your own women: Making it a two way change process* in Change in Climate? Prospects for gender equity in universities, International conference (11 - 13 April), Australian Technology Network Women's Executive Development, University of South Australia, Adelaide
- de Vries, J. 2005, *Organisational Culture Change - Mission Impossible? Pooling what we know about disrupting the status quo*, Strategic Conversation at the Equal Opportunity Practitioners in Australasia (EOPHEA) Strategic Directions Conference (27 - 29 September), Brisbane, Queensland
- de Vries, J. 2005, *Allies and Other Friends: Strategies for developing an inclusive university environment related to sexuality and gender identity*, led a Strategic Conversation at the Equal Opportunity Practitioners in Australasia (EOPHEA) Strategic Directions Conference (27 - 29 September), Brisbane, Queensland
- de Vries, J. Harwood, S. & Eveline, J. 2005, '*Men in Excess: Shit, Loss and Advantage in Policing*', Paper presented to Standing Conference on Symbolism (SCOS) conference (7 -10 July), Sweden, Stockholm
- Eveline, J. & de Vries, J. 2005, '*Secret Women's Business' and the Change Agent Within*, Paper presented at the Gender, Work and Organization Conference (22 - 24 June), Keele, UK
- de Vries, J. 2004, *The gendered experience of UWA doctoral students*, in Diversity Dialogues Researchers Forum, University of Western Australia, Perth, Australia
- de Vries, J. & Fialho, M. 2003, *Pinking the diversity agenda: Rainbows and Allies at UWA*, Paper presented at the Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA), From Rhetoric to Outcomes Conference (4 - 6 November), Launceston, Tasmania
- de Vries, J. A. 2002, *Rainbows and Allies: Queer projects at the University of Western Australia*, Paper presented at Workers Out: The Second World Conference of Lesbian and Gay Trade Unionists (31 October – 2 November), University of Sydney, Sydney
- de Vries, J. A. & Goody, A. E. 2002, *Rainbows and Allies at UWA*. Poster presentation at Spheres of Influence: Ventures and Visions in Educational Development, 4th World Conference of the International Consortium for Educational Development (July 3-6), Perth, Western Australia
- de Vries, J. 2001, *Cultural Change*. A workshop presented at the Conference of the Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA) (28-30 November), ANU, Canberra, Australia
- de Vries, J. 2000, *Creating Opportunities: The Difference a Women's Leadership Programme Can Make*. Paper and poster presented at the Second European Conference on Gender Equality in Higher Education (12-15 September). Zurich, Switzerland
- Santhanam, E., Black, B., de Vries, J., Goody, A. & Hicks, O. 2000, *Peer feedback in teaching: How can it help academics?* Demonstration presented at the 9<sup>th</sup> Annual Teaching Learning Forum, (2-4 February), Curtin University of Technology, Perth, Western Australia
- de Vries, J. & Stuart, J. 1999, *Working towards a more supportive workplace in the academy: Organisational climate and workload allocation*. Paper presented at the 8<sup>th</sup> International Women in Leadership Conference (24-26 November), Edith Cowan University, Perth, Western Australia
- de Vries, J. 1998, *Creating Opportunity: An evaluation of the Leadership Development for Women programme 1994-1997*. Contributor to Round Table at Winds of Change: Women and the Culture of Universities (13-17 July), University of Technology Sydney, Sydney, Australia
- de Vries, J. 1998, *Leadership Programmes for Women: Crystal Ball Gazing into the Future*. Paper presented at the Higher Education Research Development Society of Australasia (HERDSA) International Conference (7-10 July), Auckland, New Zealand

de Vries, J. 1997, *Achieving Critical Mass: the Leadership Development for Women Programme at UWA*. Paper presented at the 6<sup>th</sup> International Women in Leadership Conference (19-21 November), Edith Cowan University, Perth, Western Australia

### **Guest lecturing**

*Gender and Diversity Unit* guest lecturer, Radboud Summer School, Nijmegen, the Netherlands August, 2017

*Gender, Work and Organisation Unit*, 4 day intensive guest lecture and seminar program in Masters Program Innsbruck University, March 2014, repeated May 2015

*Developing a gender strategy* Guest lecture in Masters Unit, Managing Workplace Diversity, UWA Business School, March 2015

*Power and Sexuality in Organisations: The Hidden Issues*. Workshop and case study presentation in Managing Diversity (UWA Business School) April 2003, repeated in September 2004 and September 2005

*Gender in the Workplace* Lecture and tutorial in Introduction to Human Resource Management, postgraduate class (UWA Business School) April 2009 and repeated May 2010

*Leadership Development* Lecture and tutorial in Human Resource Management: Managing Jobs, Performance and Employee Wellbeing, undergraduate class (UWA Business School) September 2009

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## **SERVICE AND ENGAGEMENT**

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Affiliate (Gender expert) to Executive Committee, Women in STEMM Australia, 2016 - 2018

### **Service – Melbourne University**

Chair, Mentoring Advisory Group, Faculty of Medicine, Dentistry and Health Sciences 2017/18

Member, Institutional Self Assessment Team Athena SWAN 2016 - 2018,

Member, Equity, Diversity and Staff Development Committee, Faculty of Medicine, Dentistry and Health Sciences 2013 – 2018

Member, Mentoring Advisory Group, Faculty of Medicine, Dentistry and Health Sciences 2013 – 2016

### **Service – UWA**

Postgraduate representative, Management and Organisation discipline

Member, Organising Committee, Engendering Leadership Conference 2007-2008

Postgraduate representative, UWA Business School Research Committee 2007-2008

Member, Convening Group, Diversity Dialogues 2004

Member, UWA Academic Board 2004-2007

Member, Steering committee, Heads of School Programme 2004

Member, Leadership Development Reference Group 2003

Chair, Ally Working Party 2002/2003

Executive Officer, Academic Workload Working Party 2001

### **Engagement**

Co-convenor (with Jill Armstrong, Graeme Russell and Michael Flood) Men, Change Agency and Postfeminism Stream GWO Conference, Sydney, Australia 2018.

Journal Reviewer, Gender, Work and Organisation (GWO); Equality, Diversity and Inclusion (EDI), Qualitative Research in Organizations and Management, European Management Review

Co-convenor (with Marieke van den Brink and Ulla Erikson-Zetterquist) Change and Organisational Learning Stream GWO Conference, Keele University, UK 2012

Stream leader (Leadership Development) and reviewer, GWO *Engendering Leadership Conference*, Perth, 2008

Convenor of Australasian Staff Development for Women (*SDFW*) Practitioners group, 1998 – 2008

Referee, Proceedings of Higher Education Research and Development Society of Australasia (HERDSA) Conference, July 7-10, 2002, Perth, Western Australia

Examiner, DBA thesis, Southern Cross University

Examiner, Honours thesis: University of South Australia