

The logo for Trinity Women's Review features the word 'TRINITY' in a bold, uppercase, sans-serif font at the top. Below it, the word 'Women's' is written in a large, elegant, black cursive script. At the bottom, the word 'REVIEW' is written in a bold, uppercase, sans-serif font, matching the style of 'TRINITY'.

Trinity College Dublin  
Volume I

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## Preface

The goal of the Trinity Women's Review is to showcase outstanding essays written solely by self-identifying women dealing with subject matter surrounding women's issues or gender in new, interesting, enlightening and interrogating ways that are both academically excellent and stimulating to read.

We hope that through the publication of the Trinity Women's Review we can highlight the incredible contributions women make to the discourse around gender and outline the importance of the feminist critique in every field of academic study and throughout every discipline. For that reason the editorial team took it upon ourselves to open the review to all faculties in the university and sought to publish essays from as great a variety as possible. We got an overwhelmingly large response from all walks of campus and as we go to print we felt safe in the knowledge that the essays we published are each distinguished in their respective fields and still informative and exciting reads for anyone on campus.

This is a tradition that I hope will be continued in Trinity College for years to come.

Aisling Foster  
Editor-In-Chief

The Trinity Women's Review would not have been possible without the generous and ongoing support of Eversheds Sutherland and the Trinity Alumni Grant.

# EVERSHEDS SUTHERLAND

Eversheds Sutherland is proud to sponsor the *Trinity Women's Review* and to support the *Review* in promoting women's voices in academia. Under-representation at senior levels is an issue common to women in both business and academia. It is important to ensure we are doing everything possible to understand the reasons behind this disparity and take positive steps to address it. The *Trinity Women's Review* supports women from all areas of the university, providing them with a platform to showcase their abilities and their work in their many diverse fields of study.

While diversity and inclusion is on the agenda for more and more businesses today, these issues can often be seen as a nice 'to-do' rather than a necessity in organisations. International research tells us that diversity increases innovation, creativity and productivity. It tells us that the strongest teams are those made up of people from both genders and with diverse cultural backgrounds and life experience. Diversity enhances creativity, encourages the search for novel information and perspectives and leads to better decision making and problem solving. In business, this can have a real and measurable positive impact on profits. Research conducted by Catalyst in the UK shows that companies with three or more female board directors achieve a 45% higher return on equity than the average company. This research shows that more gender diverse companies exceed operating results (EBIT) by an average of 56% more than those delivered by companies with no women on their senior management teams.

At Eversheds Sutherland, we have a progressive programme and initiative focussed on providing the tools necessary to encourage our female employees to achieve their full potential. Mentoring is a key element of our programme. Our senior partners and associates

work with junior female colleagues, offering them advice and guidance as they navigate their career path. The result is a tangible growth in confidence and ambition amongst our talented junior female colleagues leading to individual successes and promotions.

Our Eversheds Sutherland Women's Leadership Initiative (ESWLI) has been in place for a number of years now. It is a dynamic initiative that is constantly evolving and adapting. We understand that there are a myriad of reasons why more women do not reach the highest levels in organisations and that a 'one size fits all' approach is not necessarily the answer. We are determined that those reasons should not include a lack of confidence in one's abilities, or indeed any level of gender discrimination. Our objective is to seek out our talented female employees from the moment they join our firm and support them every step of the way as they advance through their careers.

It is easy to call for greater diversity in the workplace, but putting in place the means to actually achieve this is a real challenge. This is especially true when it comes to senior management teams. A survey among the delegates at a recent Eversheds Sutherland Chambers Europe Diversity summit, most of whom were in-house legal counsel from large companies in Ireland, UK and Europe, reflects this fact. 94% of respondents agreed that diversity is an important issue among the profession. Encouragingly, 65% said their organisations had strong diversity policies in place. However, 64% were not aware of diversity targets being in place at senior management and board level, and only half said there was a diverse management team in place in their organisation.

Truly diverse organisations can only be achieved when the team at the top is itself diverse. A common challenge is that people tend to hire others who are like them. If we have mostly men over 40 at the top, it can be more of a challenge for women to climb the ranks. The recruitment process therefore has a real impact on driving change. Organisations are encouraged to look at their recruitment policies with a diversity frame of mind, to ensure that they are not promoting copies of themselves, but are in fact hiring the best people for the job regardless of gender or background.

While our experience comes from the business world, and specifically the world of professional services, we believe that the University shares all of our experiences and concerns in relation to gender diversity. We hope our sponsorship of the *Trinity Women's Review* will help you further your goal of shining the spotlight on the many talented women in the University.

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