

Trinity 
**Women's
Review**

EVERSHEDS
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Trinity Women's Review

Volume III



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Letter from the Editor

‘If you want to walk round Ireland, or any other country, dress suitably in short skirts and strong boots, leave your jewels and gold wands in the bank, and buy a revolver. Don’t trust to your ‘feminine charm’ and your capacity for getting on the soft side of men, but take up your responsibilities and be prepared to go your own way depending for safety on your own courage, your own truth and your own common sense...’

- Countess Constance Markievicz, Irish politician, revolutionary and suffragette.

Just last year, the one-hundredth anniversary of the parliamentary vote for women in Ireland was commemorated. The Board of Trinity Women’s Review take great inspiration from the suffragettes who fought alongside Countess Markievicz to give women voices in the way in which our country is run. The struggle for full gender equality is, however, still ongoing and we hope that the publication of this Review contributes to achieving that in some way.

We received a high number of submissions this year, making our Editorial Board’s job of choosing those to be published difficult. The nine reviews we ultimately selected range in subject matter, from economics and computer science, to the Salem Witch Trials and Peter Pan. Through publishing papers from a cross-section of academic disciplines, we hope to highlight the importance of adding feminist perspectives to all areas of academia.

There are a number of people, without whom, the publication of this Review would not have been possible. In particular, I would like to thank Roisin Putti, this year’s Deputy Editor. Roisin has been an

invaluable source of advice and support this year, and despite her many commitments, never failed to make Women's Review a priority. My predecessors, Gemma Mortell and Aisling Foster, have also provided a wealth of knowledge and have always been a reassuring presence, answering any questions and helping to resolve any issues I had. I wish to thank my parents also, for raising me to be the woman I am today, and for instilling in me a sense of independence which fully prepared me for this role and for my future beyond college.

Of course, the publication of Volume III of Trinity Women's Review would not have been possible without the tireless work of our Editorial Board, who put in so many hours to ensure the Review is at the high standard you see today. It has truly been a privilege to work with such an intelligent and hardworking group of women. I would also like to thank our newly selected Advisory Board. I cannot wait to see how the Review will grow based on your advice. Finally, I have to give a special thank you to Rose Cantillon, our Design Officer, who brought our vision for the Review into fruition. This was no mean feat, and I am so grateful for her patience and diligence.

Being Editor-in-Chief of Trinity Women's Review has been a life-affirming experience and I feel so lucky to have worked with such an incredible group of women. I hope you enjoy this excellent collection essays as much as I did.

Clodagh Prior, Editor-in-Chief

Foreword

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. McKinsey & Company's study of 1,000 companies in 12 countries found that organisations in the top 25% when it comes to gender diversity among executive leaderships teams were more likely to outperform on profitability (21%) and value creation (27%).

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 promotion.

Eversheds Sutherland Women (ESW), our firm's internal women's network, 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. 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.

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

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