



THE LEADERSHIP

Screening Discussion Guide

THE FILM

CEO and 'dreamer' Fabian Dattner, leads an international group of 76 female scientists on an Antarctic voyage designed to transform them "into the sort of leaders they want to be." But on board Dattner's own leadership style and philosophy are both severely tested as the women's deeply personal stories of workplace harassment and more are revealed. Set against the planet's last untouched wilderness, *The Leadership* unearths the profoundly troubling systemic obstacles to women's advancement in science and beyond.

THE ISSUE

The Leadership is a film about Women in STEM, Leadership and Gender Equality and is also an authentic portrait of the challenges many women face across all sectors. Specific issues covered in the film include discrimination and inequality, the gender pay gap, the maternal glass ceiling, sexual harassment and abuse in the workplace, imposter syndrome, climate change, the need for the best minds at the table to solve our climate crisis, and the lack of opportunities for culturally and linguistically diverse and Aboriginal and Torres Strait Islander women.

Despite valiant efforts spanning decades, gender equity across science, technology, engineering, mathematics and medicine (STEMM) has remained stubbornly intractable. As the film shows, it is not up to women alone to fix these issues – these are systemic problems that government, companies and organisations must address, or we risk losing generations of women who were inspired to enter STEMM, but who fail to thrive and cannot stay.

THE FACTS

- **Women comprise 27% of the overall Australian STEM workforce¹**
- **Australian women comprise 50% of science PhD graduates, but only 20% of senior academic leaders²**
- **Women are 50% of the workforce in Australia but only 18.3% are CEOs³**
- **In Australia, the gender pay gap is now sitting at 14.2%. in STEM, the latest figures show the gender pay gap is even wider at 24.4%⁴**
- **43% of women leave full-time STEM employment when they become a parent⁵**
- **39% of women have experienced sexual harassment in the workplace⁶**

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A FILM BY ILI BARÉ

DISCUSSION PROMPTS

- Consider the themes raised in the film. What parts of the film did you most relate to, and why?
- The estimation for closing the gender gap has increased by a generation (from 99.5 years to 135.6 years) due to the impacts of COVID-19. Discuss why this might be and how it makes you feel.
- What is your definition of feminism and what does it mean to you? Can only women be feminists? What does it mean for a man to be a feminist?
- How do flexible work arrangements (such as maternity/paternity leave, and working from home) impact on the rights and responsibilities of employers and workers?
- What values and behaviours do you think make a good leader? Did you see this demonstrated in the film? What worked? What didn't?
- When it comes to diversity and inclusion why does representation matter? For gender, ethnicities, sexualities, race, disability etc.
- Why was Antarctica an important backdrop to the film? How would the leadership program have been different if it had taken place in a city / different environment?
- Why do you think even accomplished people experience Imposter Syndrome?
- "Even in that environment, sexual assault and sexual harassment can still happen. It's indicative of the world we live in and how much more there is to do." - Anne Christianson. What can we do to address sexual harassment and abuse of women?
- How can men be allies in achieving gender equality and ensuring workplaces are safe?

"A potent and passionate documentary, profoundly relevant in these #metoo and Covid-19 times."

SYDNEY FILM FESTIVAL



ADDITIONAL RESOURCES

You can find information about the film on our website, including updates on the women and additional resources, at www.theleadershipfilm.org.

Resources include research, videos and lesson plans on the themes of the film, and include:

- **RESEARCH ARTICLES** on Women in STEMM, The Gender Pay Gap, the Maternal Wall, Bias at Work, Intersectionality and Diversity in STEMM and the Impact of the Pandemic
- **IN CONVERSATION VIDEOS** with guest speakers including ANNA-MARIA ARABIA, Chief Executive of the Australian Academy of Science, KYLIE WALKER, CEO, ATSE, JANELLE WEISSMAN, Executive Director of UN Women Australia, ANN SHERRY, Director, Champions of Change Coalition STEMM Group and VIRGINIA HAUSSEGGER AM, Chair of the 50/50 by 2030 Foundation and Broad Agenda's Chief Editor
- **HIGH SCHOOL LESSONS** made by Cool Australia. These six curriculum mapped lessons aim to educate students on the issues facing women in STEMM and beyond, putting a face on the stats and compelling young leaders to foster change.
- **10 THINGS YOU CAN DO** - take action items including BE PART OF THE WOMEN IN STEM DECADAL PLAN, SHARE THE FACTS and HELP MAKE FEMALE SCIENTISTS VISIBLE

We also have a **SCREENING SURVEY** and would love feedback from your screening to feed into our Impact Campaign - please share this link -

<https://theleadershipfilm.org/#participants>



ACKNOWLEDGEMENTS & CONTACTS

THE LEADERSHIP is directed by Ili Baré and produced by Greer Simpkin, for Bunya Productions.

The Leadership was made with the generous support and financing of **Screen Australia, Good Pitch Australia, Shark Island Institute, Documentary Australia Foundation,** and **Create NSW.**

For more information go to our website - theleadershipfilm.org/ or email us at info@theleadershipfilm.org.

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- https://twitter.com/leadership_film

TRIGGER WARNING

The Leadership is rated M for mature audiences. It contains themes of sexual harassment and abuse. Viewer discretion is advised.

FOOTNOTES

1. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0248373#pone.0248373.ref001>
2. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0248373#pone.0248373.ref001>
3. <https://www.wgea.gov.au/women-in-leadership>
4. https://www.wgea.gov.au/sites/default/files/documents/Gender_pay_gap_fact_sheet_Feb2020.pdf
5. <https://www.pnas.org/content/116/10/4182>
6. <https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020#fnB3>

