

| 2020 | | |
|---|-------|---|
| Asst. Sandra Raine forms the WIL team | Oct | |
| First meeting of WIL | Nov | |
| 2021 | | |
| | Feb | WIL launch Survey of women members |
| | Mar | Analysis of WIL survey |
| | April | Online event for all women in the company – ‘Results discussion of the survey’ |
| | May | WIL conduct a Post event survey Need for greater diversity on committees acknowledged by Committee Chairs. |
| | June | Second event planned, then postponed and turned into after lunch talk Asst. Sandra Raine writes to women to campaign and encourage more women to become Stewards |
| | July | ‘Join us’ Video conceived by the WIL team Lvy. Philippa Stary becomes second female Steward in history of the Company, after Daphne Barber in 2009 |
| | Oct | Asst. Janet Rivers launches hosting new Livery members |
| | Nov | Video script finalised |
| | Dec | Lvy. Julie Spinks and Lvy. Susanne Surman-Lee join the Education & Training Committee |
| 2022 | | |
| Lvy. Sarah Oliver delivers after lunch speech to the Company at the invitation of Master Nick Jones | Jan | |
| Planning for third WIL event commenced | Mar | |
| Master Nick Jones invites female guest speaker at the Annual Banquet: Prof. Yewanda Akinola | | |
| Lvy. Elise Maynard leads on-line event, ‘Not all Plain Sailing’ talk by senior RN officers | April | |
| ‘Join Us’ Video filming complete and launched | May | |
| Lvy. Julie Spink joins Awards & Bursary Committee | | |
| Postcards designed/launched to support ‘Join Us’ film | June | |
| Lvy. Sarah Oliver delivers presentation to Water Management Society | | |

| | | |
|--|---|--|
| <p>WIL request for portable pull-up banners, designed for use with talks, is actioned</p> <p>Education & Training Committee agree to add diversity monitoring questions to the 2023 Bursary application form to monitor that applications process is inclusive</p> <p>Asst. Sandra Raine submits first WIL report to the Annual Review</p> <p>Court agrees proposal from Upper Warden Paul Nash to change the Oath on joining to reflect gender</p> <p>Fourth WIL event, pre-Ladle Dinner tour organised</p> | <p>Sept</p> <p>Oct</p> <p>Nov</p> | |
| 2023 | | |
| <p>Number of women members increased by around 30% but 4% loss of women over the same period is felt disproportionately. Only roughly 10% of total WCoP members are women</p> | <p>Mar</p> <p>April</p> <p>May</p> <p>June</p> <p>Sept.</p> <p>Oct</p> <p>Nov</p> | <p>Events and articles in support of International Women's Day</p> <p>Bursary diversity monitoring reveals good diversity suggesting process was inclusive. Monitoring highlights need to permit telephone applications, which has been adopted for 2024</p> <p>Elevator pitch launched to attract members</p> <p>Two out of six Bursary winners are women</p> <p>Assts Sandra Raine and Janet Rivers take part in Company strategic planning day</p> <p>WIL team support preparation and staff stand at Installers Show</p> <p>Asst. Sandra Raine and Lvy. Julie Spinks appear in second professionally produced video promoting WIL</p> <p>Lvy Sandra Raine submits second WIL report to the Annual Review</p> <p>Asst. Sandra Raine becomes Renter Warden – third woman to be elected to this role</p> <p>Asst. Janet Rivers and Lvy. Julie Spinks assume Chairs of Membership and Education & Training Committees – another first.</p> <p>Lvy. Philippa Stary becomes Senior Steward at Ladle Dinner</p> |