Athena SWAN SAGE planning for Gender Equity

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Gender Inequality in STEMM

Gender representation by student completions and academic level
All STEMM fields, 2014

Athena SWAN

10 years in UK
Over 150 Universities/HEIs

Adopted 2014 in Australia.

40 HE /research institutions in pilot.
<table>
<thead>
<tr>
<th>Australian Astronomical Observatory</th>
<th>Defence Science and Technology Group</th>
<th>South Australian Health and Medical Research Institute</th>
<th>University of Sydney</th>
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<tbody>
<tr>
<td>Australian National University</td>
<td>Edith Cowan University</td>
<td>University of the Sunshine Coast</td>
<td>University of the Sunshine Coast</td>
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<td>Australian Nuclear Science and Technology Organisation</td>
<td>Federation University Australia</td>
<td>Southern Cross University</td>
<td>University of Tasmania</td>
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<td>Baker IDI</td>
<td>Flinders University</td>
<td>Swinburne University</td>
<td>University of Technology Sydney</td>
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<td>Bond University</td>
<td>George Institute</td>
<td>Telethon Kids</td>
<td>University of Western Australia</td>
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<td>Burnet Institute</td>
<td>Griffith University</td>
<td>University of Canberra</td>
<td>University of Wollongong</td>
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<td>Charles Sturt University</td>
<td>James Cook University</td>
<td>University of Melbourne</td>
<td>Western Sydney University</td>
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<td>CSIRO</td>
<td>Latrobe University</td>
<td>University of New South Wales</td>
<td>University of Newcastle</td>
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<td>Curtin University</td>
<td>Macquarie University</td>
<td>University of Queensland</td>
<td>Walter and Eliza Hall</td>
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<td>Deakin University</td>
<td>Monash University</td>
<td>Queensland University of Technology</td>
<td>Institute of Medical Research</td>
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<td>RMIT</td>
<td>University of South Australia</td>
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</tbody>
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4
Gender inequalities requires commitment and action from everyone, at all levels of the organisation;

Unequal representation of women in science requires changing cultures and attitudes across the organisation;

An open process successful applications accessible.
How to Apply AS Australia

Formation of AS Team (Membership)
Portrait of School & Benchmarking
Self Assessment
Identification of Barriers
Action Plan
Letter from Head of Unit
The 3 yr data Required

Application Interview Appointment
Probation Promotion
Fixed term vs Tenure  Turnover
Work Function T R T/R  PT vs FT
Progress UG PG (DE)  PDRA  A B C D E
UG Application Offers completions Degree
Committee  composition
Mat/Pat uptake duration return to work.
Development of Action Plan

• Interpretation of data used to generate actions along with feedback from consultation

• Data highlighted areas for emphasis, e.g.:
  • Lack of senior female staff – mentoring for promotion,
  • Bespoke E&D Training for Admissions Tutors
  • Retraining for established staff
  • Monitor Progress and intervene if necessary
Action plan suggestions?

Consciously inviting female external speakers
Female external examiners
Publicity for female achievements
Female honorary visiting professors
Advertise Athena SWAN
Standing item
Collect and make available data.
Demonstrate Job flexibility
Notes for improving chances of success 1

Exit data for student destinations UG PG.

Management training for Junior as well as senior staff.

Evidence of consultation from the AS team with staff and staff awareness of AS.

Mixed levels of people on AS team and gender balance. Many steering groups are too big.

Evidence of duration of time takes for maternity leave in academic and non academic staff.
Notes for improving chances of success 2

Financial support of AS related activities

Action plans have to be structured over 3 years.

Evaluation of mentoring effectiveness

Action plan as a series of principles to be worked on.

More analysis of fixed contract work gender exit etc.
And there’s more

Females to interview female UG candidates.
Meaningful diversity training
Targeted invitation for recruitment
Timing of seminars
Core working day definition
Ask staff what would be reasonable adjustment.
Questionnaire on perceived barriers
Attitude toward returning staff
Australian Opportunities?

UK as 10 year testing ground.
1 in world for female education equity
24 in world for female job equity
Science in Australia Gender Equality
Affirmative Action how to use it best?
AAAS SAGE group.

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