Athena SWAN SAGE planning for Gender Equity

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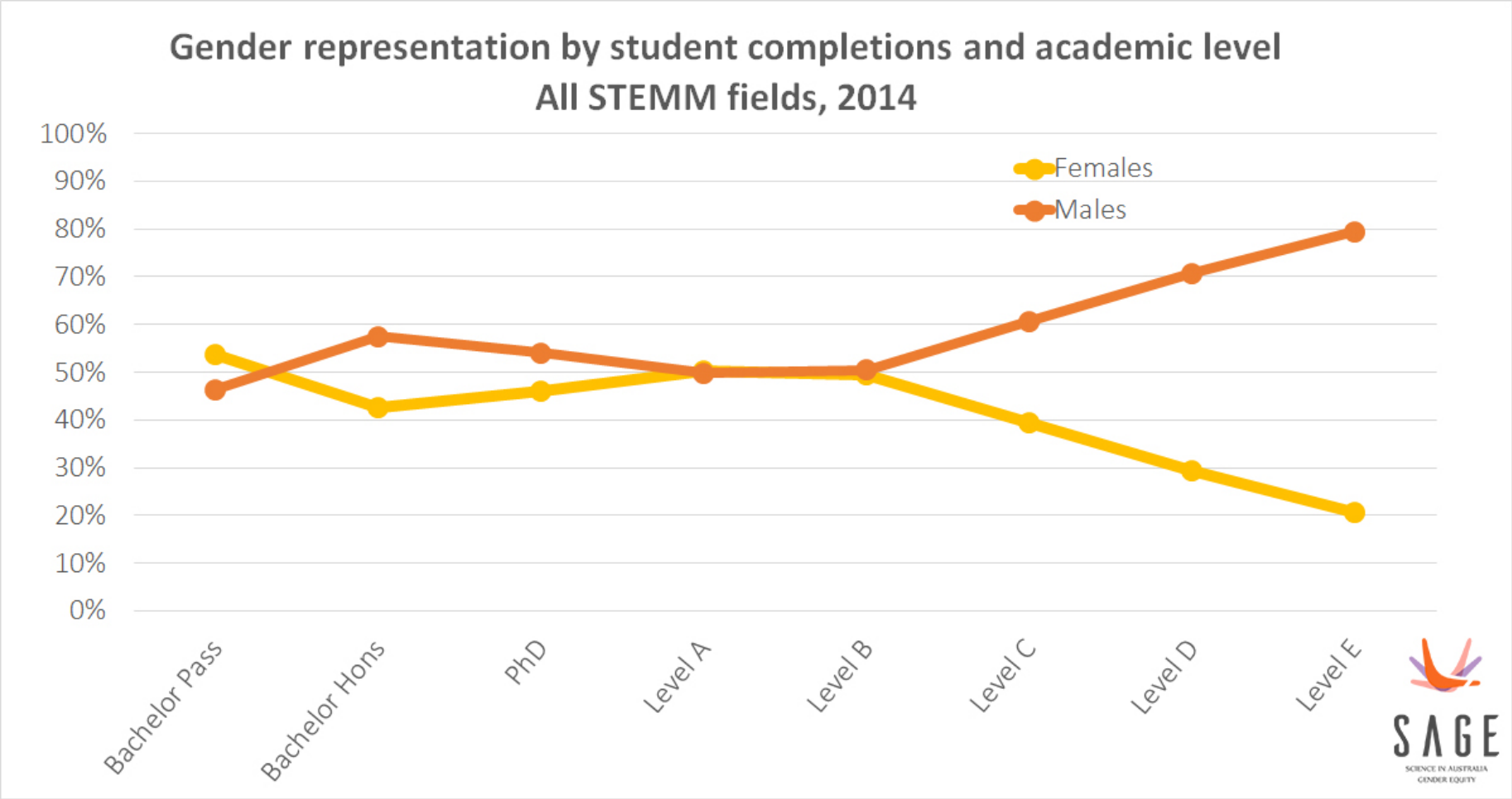
Gender Inequality in STEMM



Gender distribution of staff and students in STEMM fields. Source: Higher Education Research Data, 2014.
Source: Higher Education Research Data 2014. Data held by SAGE. See: ScienceGenderEquity.org.au

Athena SWAN

10 years in UK

Over 150 Universities/HEIs

Adopted 2014 in Australia.

40 HE /research institutions in pilot.

SAGE Pilot Members

Australian Astronomical Observatory

Australian National University

Australian Nuclear Science and Technology Organisation

Baker IDI

Bond University

Burnet Institute

Charles Sturt University

CSIRO

Curtin University

Deakin University

Defence Science and Technology Group

Edith Cowan University

Federation University Australia

Flinders University

George Institute

Griffith University

James Cook University

Latrobe University

Macquarie University

Monash University

Queensland University of Technology

RMIT

South Australian Health and Medical Research Institute

Southern Cross University

Swinburne University

Telethon Kids

University of Canberra

University of Melbourne

University of New South Wales

University of Newcastle

University of Queensland

University of South Australia

University of Sydney

University of the Sunshine Coast

University of Tasmania

University of Technology Sydney

University of Western Australia

University of Wollongong

Western Sydney University

Walter and Eliza Hall Institute of Medical Research

The AS Charter- two points

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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