Addressing gender imbalance in workplaces, academia and STEM disciplines:
What will it take?

Professor Cobie Rudd
Deputy Vice-Chancellor (Strategic Partnerships) & Vice-President
Edith Cowan University
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Reframe the Conversation
Edith Cowan University
Deputy Vice-Chancellor (Strategic Partnerships) & Vice-President

Redraw the Balance
Reflect and research

Attitudes ↔ Bias
Retrain and reset

Attitudes ← Bias
Re-examine and rewrite

Leadership
Revise and reshape

Communication
Reset and rectify

Environment
Remark and resolve

- Replace the “D”s on your scorecard with “A”s:
  - Don’t deny - Acknowledge your flaws
  - Don’t diminish - Accept it’s wrong
  - Don’t defend - be Accountable
  - Don’t excuse discrimination – Act on it!

- What we ignore we permit. What we permit, we condone.