Tracking your gender records and statistics: Demonstrating Success

Dr. Wafa El-Adhami, Executive Director

"Gender equality is the unfinished business of the 21st century"

Elizabeth Broderick
Former Sex Discrimination Commissioner
1. Drivers for change
2. Sustaining transformation
3. Benefits realisation and measuring impact
The current state in Australia’s tertiary education...
The current state: C-suite academia & research...

Comparison: Average across 69 science academies
All STEMM current state: the pipeline...

Gender representation by student completions and academic level
All STEMM fields, 2014
Engineering current state: the pipeline...

Gender representation by student completions and academic level

Engineering, 2014

- Females
- Males
SAGE Pilot of Athena SWAN: Driving Equality & Diversity Systematically
Athena SWAN Impact

Evidence of sustainable change

Women - improved visibility, increased self-confidence, enhanced leadership skills

All staff - positive differences in career satisfaction & development opportunities

Administrative and technical staff report a greater sense of belonging

Athena SWAN UK Evaluation 2014
Government Funding under the National Innovation Science Agenda

$2 million 2016-17 to 2019-20

Core activities

• **Enhance** structured programs of pre- and post-submission support

• **Evaluation** of the Pilot and Development of **data framework** to measure benefit realisation and assess impact

• Recommend **sustainable business model**
### SAGE Pilot Members

- **Type**
- **Complexity**
- **Size**
- **Services**
- **Location**
- **Policy & legislative frameworks**

### Universities
- Australian National University
- Bond University
- Charles Sturt University
- Curtin University
- Deakin University
- Edith Cowan University
- Federation University
- Flinders University
- Griffith University
- James Cook University
- La Trobe University
- Macquarie University
- Monash University
- Queensland University of Technology
- RMIT University
- Southern Cross University
- Swinburne University
- University of Canberra
- University of Melbourne
- University of New South Wales
- University of Newcastle
- University of Queensland
- University of South Australia
- University of Sunshine Coast
- University of Sydney
- University of Tasmania
- University of Technology Sydney
- University of Western Australia
- University of Wollongong
- Western Sydney University

### Medical Research Institutes
- Baker IDI Heart and Diabetes Institute
- Burnet Institute for Medical Research
- The George Institute
- South Australian Health and Medical Research Institute
- Telethon Kids Institute
- Walter and Eliza Hall Institute

### Publicly Funded Research Organisations
- Australian Astronomical Observatory
- Australian Nuclear Science and Technology Organisation
- CSIRO
- Defence Science and Technology Group
SAGE: enable, encourage & sustain transformation

- Outreach, engagement, understand needs
- Creating an understanding of the process, best practice advice delivered by subject experts
- Sharing expertise, issues & solutions, developing communities of excellence
- Facilitate and enable good submissions
- Support learning, best practice resources and advice
- National & international expertise, showcase local best practice, learn & share experiences
- Cohort & sector involvement

- Institutional visits
- Workshops
- Regional Network Meetings
- Pre-Submission Consultation
- Annual Symposium
- Peer Review Panel Process & Training
- Data Baselining & Benchmarking
- Webinars & Online Resources
Issues and barriers in Australia’s higher education and research...

Women in STEMM

- I am ambitious
- Recruitment: attraction and selection
- Casualisation of the female workforce
- Gap between policy and practice
- Flexible workplace arrangements
- Management practice (e.g. managers identifying opportunities to provide support)

MOTIVATION

- I aspire to become a STEMM Professional
- I am getting the support I need
- I feel like I fit in

CULTURE & OPPORTUNITY

- There are many role models
- Low number of female role models in the sector
  - less females in leadership roles
  - less females presenting and attending sector conferences and events
- Socialisation of inclusive practices (e.g. seeing others around them working flexibly)
- Support and acknowledgement of issues from senior leadership
- Images on websites, posters and other communication material within the institution
- Heavy reliance on female workforce for teaching and pastoral care duties (leaving less time for research activities)

Adapted from The Power of Flexibility: A Key Enabler to Boost Gender Parity and Employee Engagement (2015). Bain & Company and Chief Executive Women
Landscape of gender equality initiatives in Australia’s higher education & research

**Legal Framework**

Workplace Gender Equality Agency (WGEA), an Australian Government statutory agency created by the Workplace Gender Equality Act 2012, aims to promote and improve gender equality in Australian workplaces.

Australia’s National Funding Agencies

**National Policy**

The National Innovation Science Agenda

- Supporting the expansion of the SAGE program to include more Australian universities, research institutions and publically-funded organisations with a focus in STEMM.

- Establishing a new group of Male Champions of Change focused on STEM-based and entrepreneurial industries (underway). The Male Champions of Change use their individual and collective leadership to elevate gender equality as an issue of national and international social and economic importance.

- Partnering with the private sector, community groups and educational organisations to foster interest in STEM and entrepreneurship amongst women and girls and celebrate female role models in STEM through a new $8 million grant programme.

**National Leadership**

Office for Women, Prime Minister and Cabinet

- Women’s Leadership and Development Strategy
- Public Service gender equality strategy

So, how do we differentiate impact?
Which set of metrics is most relevant?

**WGEA**

*Principles aligned with the WGE Act:*
- Leadership, accountability & focus
- Learning & development
- Gender pay gap
- Flexible work
- Employee consultation
- Sex-based harassment & discrimination
- Targets for improving gender equality outcomes

**UNESCO**

- Change in perceptions, attitudes, behaviours
- Engagement of girls & young women in STEM primary & secondary education
- Attraction, access to & retention of women in STEM higher education
- Gender equality in career progression
- Promote gender dimension in research content, practice & agenda
- Promote gender equality in STEM policy making
- Promote gender equality in technology based entrepreneurship & innovation

**MCC**

- Women representation in senior roles
- Women representation in hiring & talent programs
- Women representation in parental leave returns
Benefit Realisation and Impact

Leadership, accountability & focus

Learning & development

Employee consultation

Targets for improving gender equality outcomes

Key:

WGAE Citation Principles

Structure

Leadership & Governance
A whole-system strategy, enacted at all levels of the organisation and led by the very top of the organisation.
Leaders empower and support collective action.

Human-centred
Focus is on people, attitude and culture aiming to improve how people work together and interact with policy and process to create ‘value’.

Process

Worker driven
Improvement is best achieved by the people who do the work - for they know it best.
Coaches, mentors and empowers employees to be partners in improvement.

Evidence Based
‘plan-do-study-act’
Source evidence on systems, processes and data; analyse and synthesise findings, engage and test to design improvements.

Outcome

Measurable changes and Improvements
Enact practical solutions that champion change, create a supportive and encouraging environment, remove and mitigate barriers, and drive continuous improvements.

Prevention of sex-based harassment & discrimination
Gender pay equity

Aspirations to capitalise on existing instruments and programs whilst also being able to link action under SAGE with impact...

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<td>• Gender composition of talent, promotion pools &amp; governing structures</td>
<td>• Accountability, operationalised gender equality strategy,</td>
<td>• Research effectiveness, value, excellence &amp; promotion, research capacity support</td>
<td>• Ensuring that funding sources are identified, solicited, executed, managed and successfully prosecuted</td>
<td>• Influencing &amp; shaping public policy, &amp; demonstrating advocacy in public debate</td>
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<td>• positions held and levels</td>
<td>• dedicated organisational gender equality processes, structures &amp; funding</td>
<td>• engagement, partnerships &amp; collaborations</td>
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<td>• excellence and thought leadership in consulting and advisory functions to institutional client</td>
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<td>• total workforce rates &amp; length of service</td>
<td>• championing &amp; promoting gender equality</td>
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<td>• inclusive culture</td>
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Establish Baseline

Quantitative & Qualitative

Allow Benchmarking

Facilitate Comparison

Compelling to Funders

Range of Dimensions

Range of Dimensions
Want to know more?

sciencegenderequity.org.au

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