

SCIENCE IN AUSTRALIA GENDER EQUITY (SAGE)

SAGE is jointly owned and governed by Australia’s leading science and technology Academies: The Australian Academy of Science (AAS) and the Australian Academy of Technology and Engineering (Applied). SAGE is an accreditation and award program piloting the Athena SWAN Charter owned and operated by the Equality Challenge Unit (UK), a unit of the recently established Advance HE.

The SAGE program centres on three integral elements:

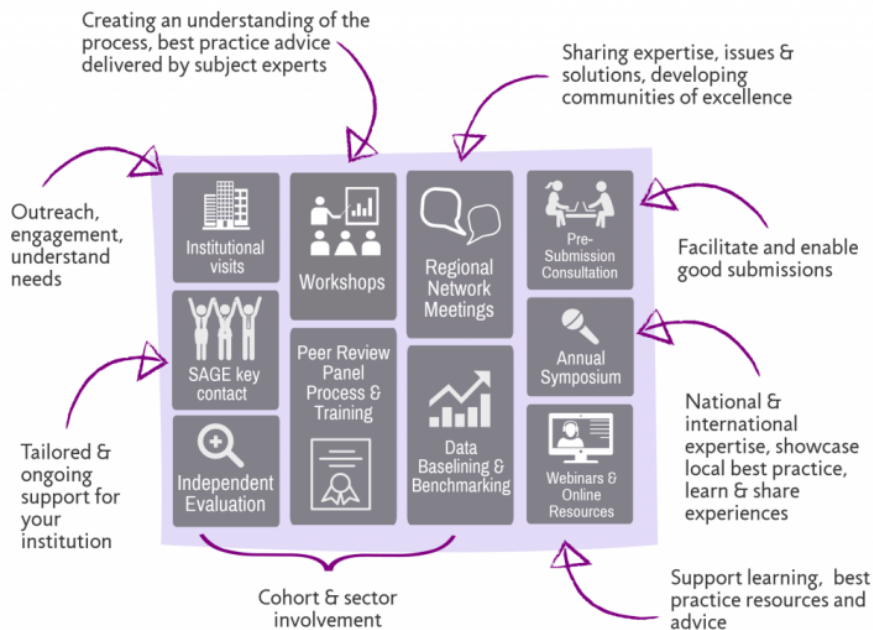
Accreditation – SAGE administers the accreditation process under which all applications are assessed for an Athena SWAN Bronze Institutional Award (STEMM). The accreditation process is designed to ensure that all outcomes are fair, transparent and equitable.

Support – SAGE supports its members by providing resources and activities, facilitating workshops, hosting an annual forum, connecting members to regional networks, and leveraging best practice across the sector.

Engagement – SAGE engages with its members, government, other nationally funded programs and initiative supporting Women in STEMM, research funding bodies and collaborates with international bodies on similar models of gender equity accreditation and self-assessment; speaks to issues of gender equity in STEMM; and provides advice, support and resources to Australia’s higher education and research sector.

SAGE was launched in 2015 as a response to the Australian Higher Education and Research sectors’ need for a coordinated, national approach to improving gender equity in STEMM.

A review of international activities and initiatives in gender equity, together with a national workshop resulted in the decision to pilot the Athena SWAN Charter. This decision recognises the Charter’s evidence-based approach to analysis, action and demonstrable impact. Monitoring of performance and impact is integral to the accreditation process and conferral of Awards.



A formative evaluation of SAGE completed in 2018 found that evidence of positive impact is already emerging ([Putting Gender on your Agenda – Evaluating the introduction of Athena SWAN into Australia – Science in Australia Gender Equity](#)). This includes increased career satisfaction and opportunities; improved working practices to support career progression; increased visibility of women in science; and an increased proportion of women in STEMM – science, technology, engineering, maths and medicine – disciplines in higher education and research nationally.

In 2018, fifteen institutions were awarded the first Athena SWAN Institutional Bronze Awards outside the UK and Ireland (<https://www.sciencegenderequity.org.au/>).

SAGE MEMBERS

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| <p>UNIVERSITIES</p> <p>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 Murdoch University Queensland University of Technology RMIT</p> <p>PUBLICLY FUNDED RESEARCH ORGANISATIONS</p> <p>Australian Astronomical Observatory Australian Institute of Marine Science Australian Nuclear Science and Technology Organisation CSIRO Defence Science and Technology Geoscience Australia</p> | <p>University of South Australia Southern Cross University Swinburne University University of Adelaide University of Canberra University of Melbourne University of New South Wales University of Newcastle University of Queensland University of Southern Queensland University of Sunshine Coast University of Sydney University of Tasmania University of Technology Sydney University of Western Australia University of Wollongong Western Sydney University</p> <p>MEDICAL RESEARCH INSTITUTES</p> <p>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</p> |
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ATHENA SWAN

Athena SWAN Charter is based on 10 key principles. By being part of Athena SWAN, institutions are committing to a progressive charter, adopting these principles within their policies, practices, action plans and culture.

| Athena SWAN Charter Principles |
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| <ol style="list-style-type: none"> 1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all. 2. We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles. 3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including <ul style="list-style-type: none"> ▪ the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM). 4. We commit to tackling the gender pay gap. 5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career. 6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women. 7. We commit to tackling the discriminatory treatment often experienced by transgender people. 8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles. 9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality. 10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible. |