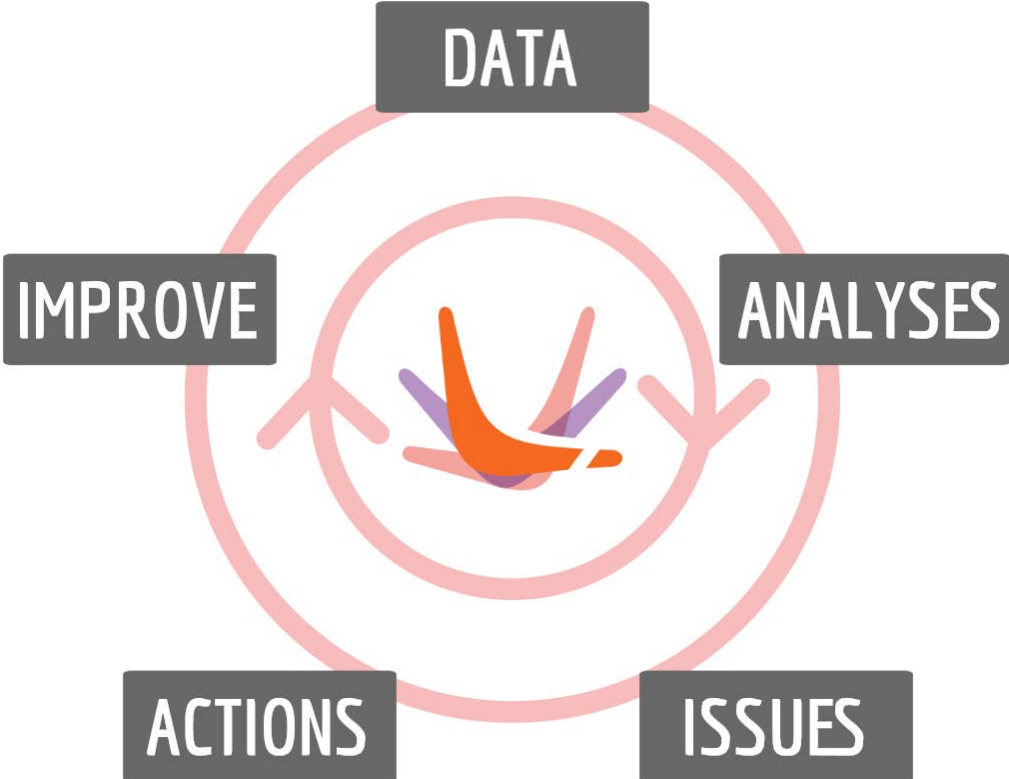


# SAGE – A Pilot of Athena SWAN

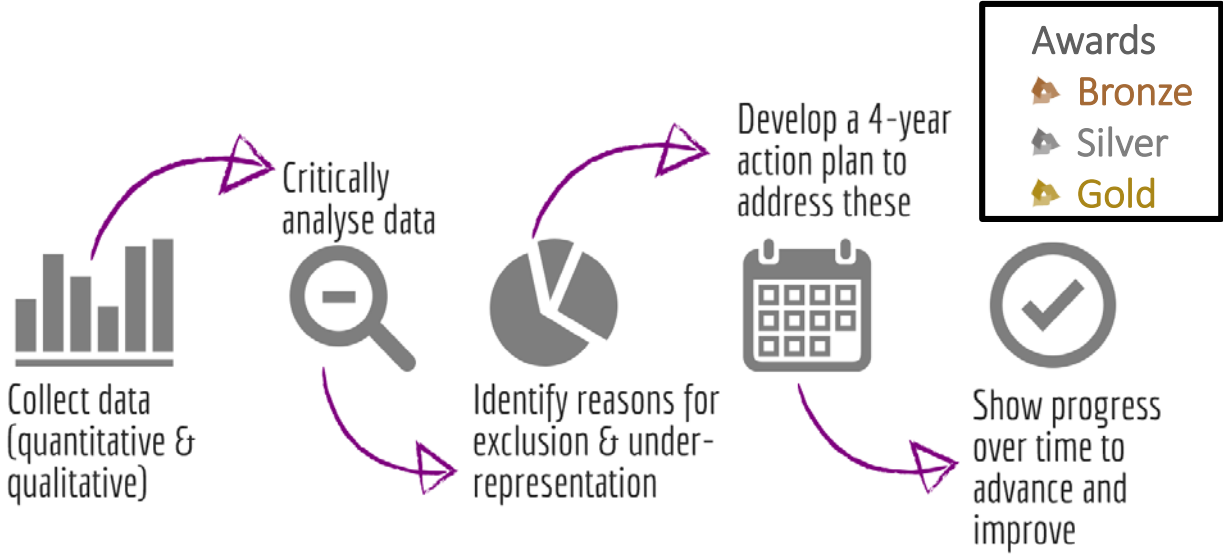
SAGE is a partnership between the Australian Academy of Science and the Australian Academy of Technology and Engineering



# SAGE Pilot of Athena SWAN: Driving Equity & Diversity Systematically



Whole of institution (top-down)

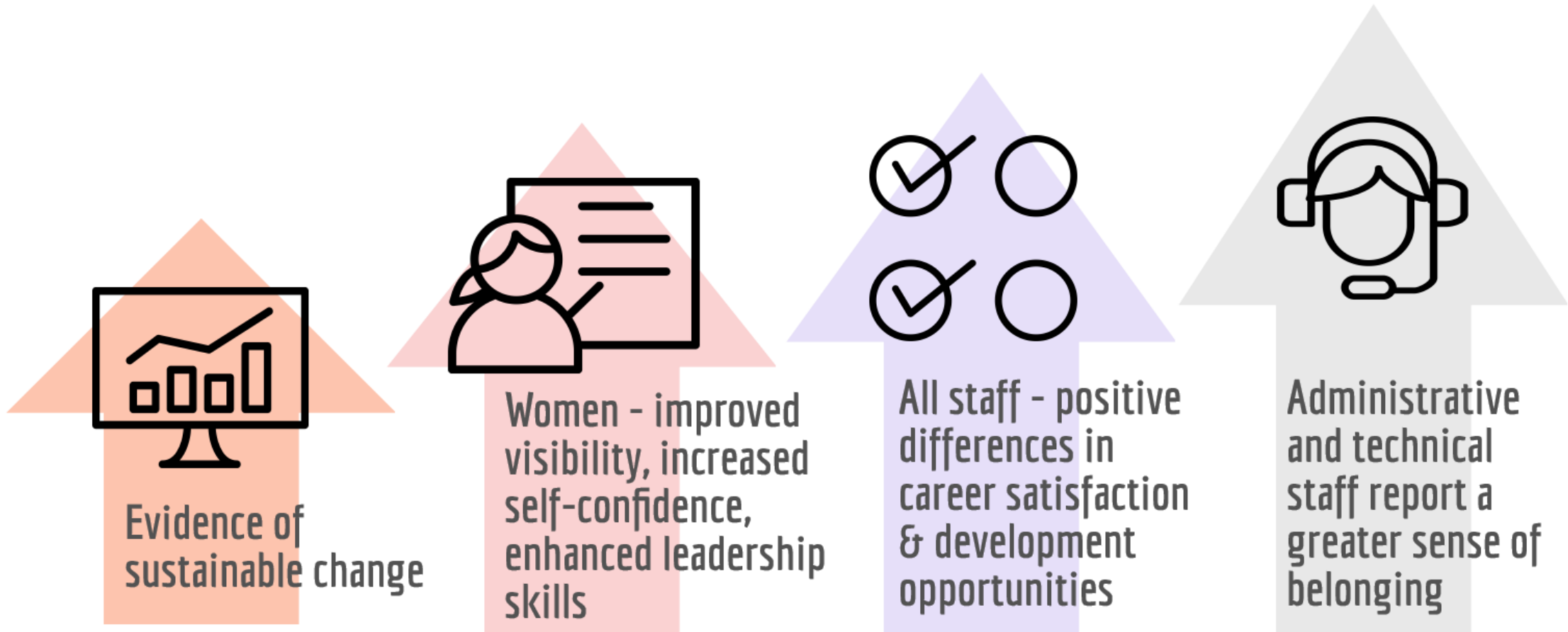


Units within institution (bottom-up)

**Awards**

- Bronze
- Silver
- Gold

# Athena SWAN Impact



# Government Funding under the National Innovation Science Agenda



\$2 million 2016-17 to 2019-20

## Core activities

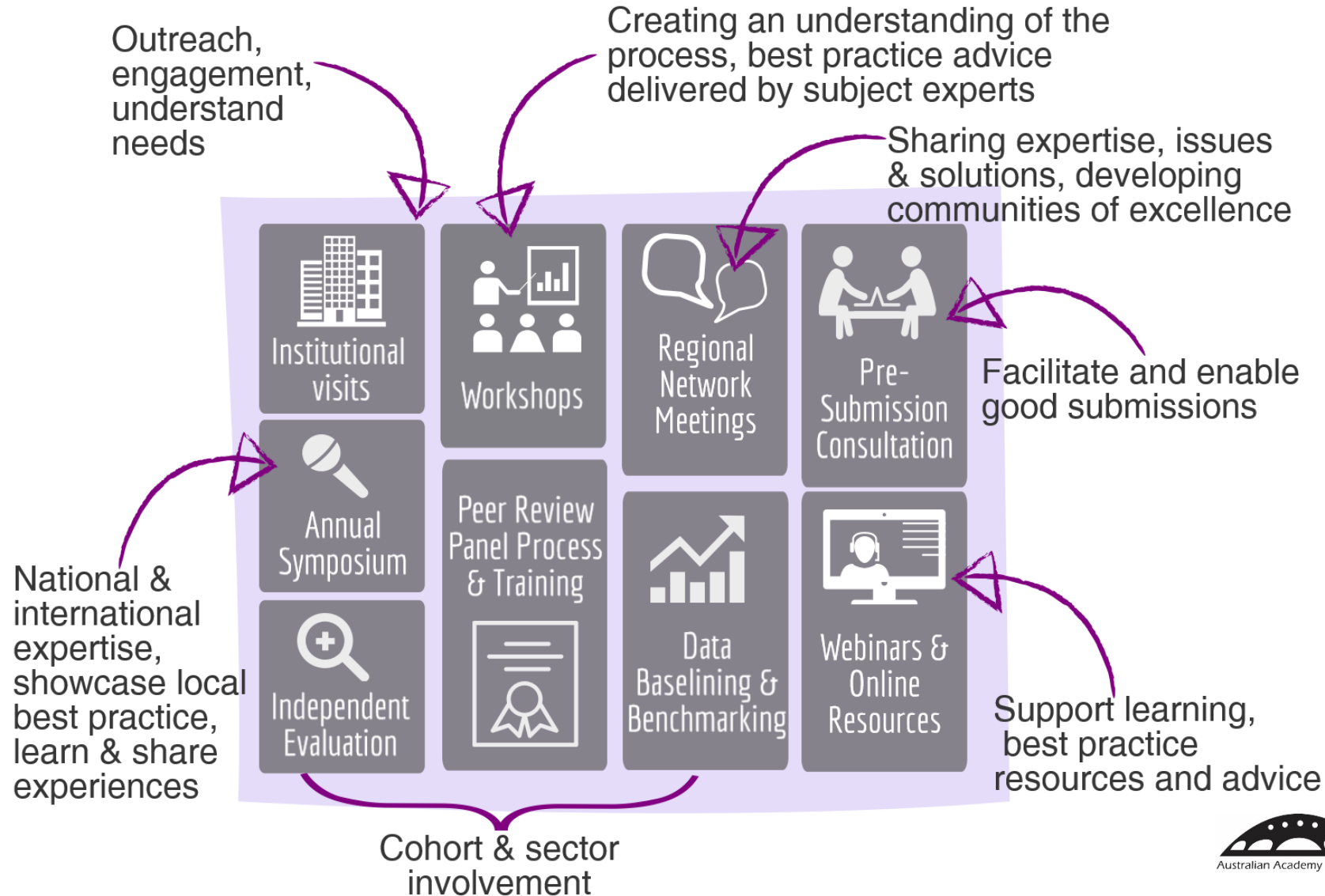
- **Enhance** structured programs of pre- and post-submission support
- **Evaluation** of the Pilot and Development of **data framework** to measure benefit realisation and assess impact
- Recommend **sustainable business model**



## Objectives of SAGE

- Pilot Athena SWAN Charter in Australia
- Raise awareness of gender equity and diversity issues in STEMM within the higher education and research sector
- Collaborate with national programmes to promote and support initiatives aimed at encouraging women and gender minorities to participate in STEMM and to address systemic barriers to equity

# SAGE: enable, encourage & sustain transformation



# Issues and barriers in Australia's higher education and research...



# What SAGE members are identifying and addressing

## Parental Leave, Return to Work and Caring Responsibilities

- Maternity/paternity leave is now termed parental leave and the primary carer, male or female, is entitled to take the full amount of paid leave.
- Specific awards to support staff who have experienced significant career disruption as a result of extended leave.
- Conference attendance schemes for those with carer responsibilities
- Parenting rooms.
- Changes to sabbatical leave policies for employees to make sabbatical arrangements that are suited to their personal circumstances.

## Recruitment

- Diversity statements in all recruitment advertising.
- Flexible employment opportunities in job advertisements.
- Training for recruitment (and promotion) Committee Chairs Women-only positions advertised at either particular levels or in particular disciplines.

## Promotions

- Change of promotions criteria.
- Women in Research Writing Retreats.
- 'Performance relative to opportunity' process.
- Funding to provide relief from teaching and administrative or other duties.
- Career advancement programs.

## Embedding gender equality in decision-making activities

- Athena SWAN made a standing item on the agendas of influential committees.
- Dedicated project officers (0.2FTE-1FTE) appointed at most institutions.
- Athena SWAN engagement activities (launches, morning teas, talks, etc.)



Want to know more?



**sciencegenderequity.org.au**



**@SciGenderEquity**



**sage@science.org.au**