### SAGE – A Pilot of Athena SWAN

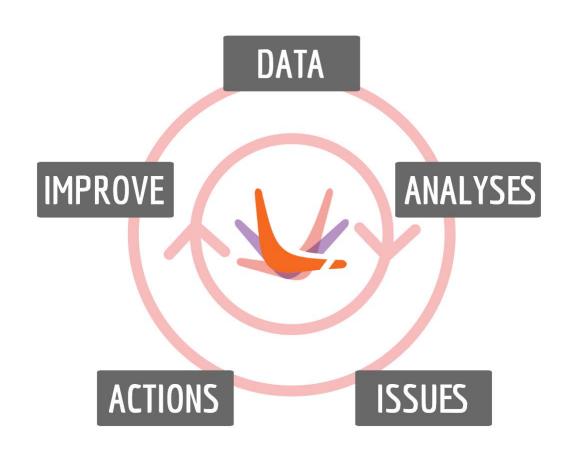
SAGE is a partnership between the Australian Academy of Science and the Australian Academy of Technology and Engineering

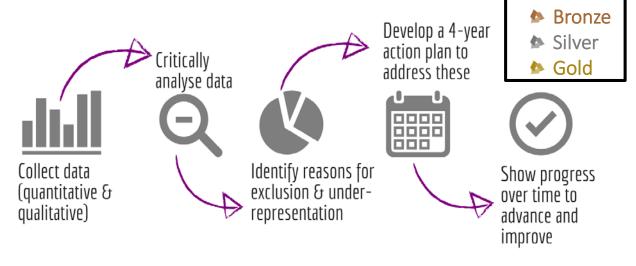




#### SAGE Pilot of Athena SWAN: Driving Equity & Diversity Systematically

Whole of institution (top-down)





Units within institution (bottom-up)





Awards

#### Athena SWAN Impact





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







Administrative and technical staff report a greater sense of belonging





# 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

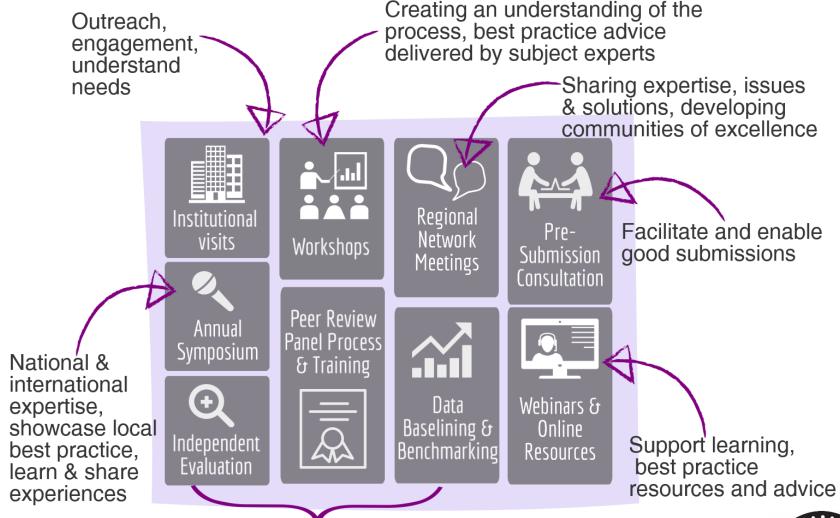
 Raise awareness of gender equity and diversity issues in STEMM within the higher education and research sector

 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



Cohort & sector involvement





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

Heavy reliance on female workforce for teaching and pastoral care duties (leaving less time for research activities) Women in STEMM I am ambitious Recruitment: attraction and selection Casualisation of the female workforce l am getting the Gap between policy and practice support I need Flexible workplace arrangements Management practice (e.g. managers identifying opportunities to provide support)

**MOTIVATION** 

Low number of female role models in the sector

- less females in leadership roles
- less females presenting and attending sector conferences and events

There are many role models

Images on websites, posters and other communication material within the institution

Support and acknowledgement of issues from senior leadership

Socialisation of inclusive practices (e.g. seeing others around them working flexibly)





I aspire to become a STEMM

Professional

**CULTURE & OPPORTUNITY** 

feel like

I fit in

#### 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



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