

Equity and Diversity in STEMM: Australia's current efforts

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Who are we? Women in STEMM Australia

- [Women in STEMM Australia](#) is a non-profit organisation founded in 2014 which has grown into a nationally recognised association for women in science, technology, engineering, mathematics and medicine (STEMM).
- Our over-arching goal is to connect women in STEMM regardless of their discipline and profession. The momentum this has stimulated is exciting!
- Our website and social media profiles are our primary engagement platform and through these we connect with extraordinary people – hearing their stories, ideas and opinions, and networking like never before.
- Non-voting membership is free and our activities aim to benefit all women in STEMM.



S A G E

SCIENCE IN AUSTRALIA
GENDER EQUITY

SAGE Pilot of Athena SWAN

A partnership program between



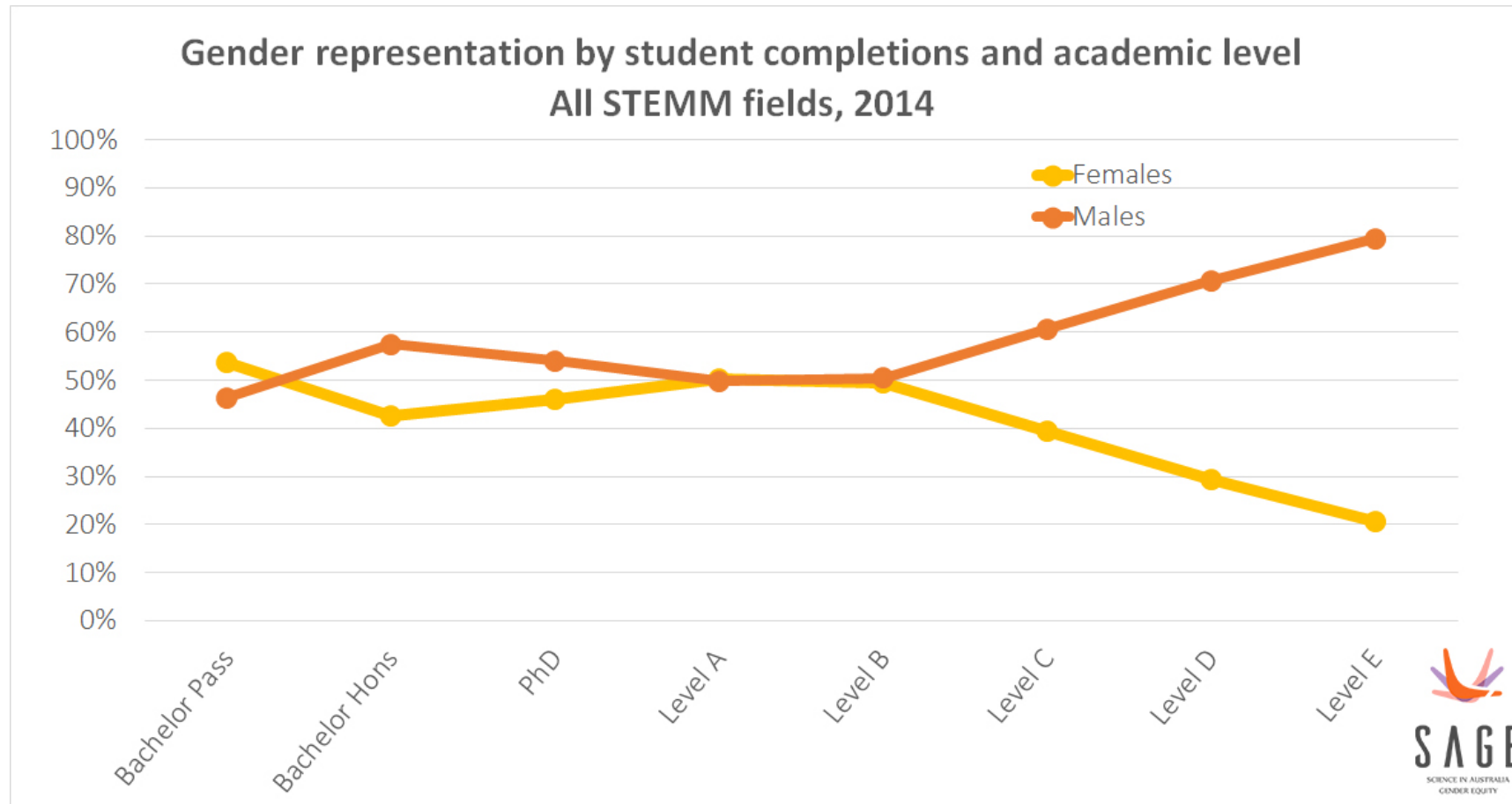
ScienceGenderEquity.org.au

@SciGenderEquity  *#SAGEPilot*





Gender Representation in STEMM



Gender distribution of staff and students in STEMM fields. Source: Higher Education Research Data, 2014.

Source: Higher Education Research Data 2014. Data held by SAGE. See: ScienceGenderEquity.org.au

SAGE – Government funding under National Innovation & Science Agenda



- **\$2 million** 2016-17 to 2019-2020
- **Core activities**
 - Support the expansion of SAGE program – annual intake, silver award materials (Institutional & Departmental)
 - Enhance structured programs of pre- and post-submission support
 - Undertake independent evaluation of the Pilot
 - Assess, recommend & transition to sustainable business model





SAGE - Pilot of Athena SWAN in Australia

- **Adoption of Charter** – Equality & Diversity including intersectionality
 - Institutions implement process & actions to demonstrate ability to attain Bronze Award – embedded into long term strategic planning and workplace culture
- Institutional **Commitment** to Charter
 - nominate **Primary Contact** - a senior STEMM professional with decision-making power in the institution & a **Secondary Contact** – another senior leader to work together with the Primary Contact & institution leading Athena SWAN activities
- Institution establishes **Self-Assessment Team**
 - Representation across the institution: range of positions (junior/senior; research/teaching; clinical; etc), STEMM schools and faculties, reflective of life-experiences (varying caring responsibilities and work patterns), have used institutional policies (eg. flexible work), diverse backgrounds, career pathways, expertise, aim for gender balance
- SAGE provides support program & activities & establishes **Award Judging Process & Panels**
- SAGE **confers** Awards, **communicates** Panels' feedback, **publishes** submissions, model practices & tool kit of resources



SAGE Pilot Members



- Australian Astronomical Observatory
- Australian National University
- Australian Nuclear Science and Technology Organisation
- Baker IDI
- Bond University
- Burnet Institute
- Charles Sturt University
- CSIRO
- Curtin University
- Deakin University
- Defence Science and Technology Group
- Edith Cowan University
- Federation University Australia
- Flinders University
- George Institute
- Griffith University
- James Cook University
- Latrobe University
- Macquarie University
- Monash University
- Queensland University of Technology
- RMIT
- South Australian Health and Medical Research Institute
- Southern Cross University
- Swinburne University
- Telethon Kids
- University of Canberra
- University of Melbourne
- University of New South Wales
- University of Newcastle
- University of Queensland
- University of South Australia
- University of Sydney
- University of the Sunshine Coast
- University of Tasmania
- University of Technology Sydney
- University of Western Australia
- University of Wollongong
- Western Sydney University
- Walter and Eliza Hall Institute of Medical Research

“Gender equality is not a battle of the sexes, it’s a battle for equality, a battle that men and women must wage side-by-side. The empowerment of women is about the empowerment of humanity.”

Elizabeth Broderick

Former Australia Sex Discrimination Commissioner

MALE CHAMPIONS OF CHANGE 

Male Champions genuinely want to lead meaningful action that achieves change

Male Champions of Change: FOCUSED ON GENDER EQUALITY

The heart of The Male Champions of Change strategy involves men of power and influence forming a high profile coalition to achieve change on gender equality issues in organisations and communities.

- We take the following approach to get moving, get momentum and accelerate our impact.
- **Meet at least four times a year as a group. As this is a leadership strategy, no delegates are accepted.**
- Agree on a shared purpose, clear priorities and publicly commit to using our individual and collective leadership and resources to advance gender equity.
- Establish a support team that works with us to ensure we deliver on our individual and shared commitments.
- Share our experiences, data and reflect on our own leadership.
- Listen widely and develop personal insights into the issues and opportunities for improvement.
- Work together to identify and implement progressive, high impact actions that disrupt the status quo and create meaningful and lasting change.
- Lead with action and advocacy, working within and across our organisations and collectively at a community level.
- Hold ourselves accountable, evaluating and sharing our experiences and results widely. We encourage our peers and teams to participate in the strategy.
- The approach is simple, practical and adaptable – but it does require commitment.

- With the support of the Australian Government's National Innovation and Science Agenda, the MCC STEM will lead and influence change in women's representation in STEM.
- The group represents the diversity of organisations working in the area and the members have a deep commitment to advancing gender equality within their own organisations and more broadly.
- The STEM MCC is in a unique position to influence change and challenge the systems and stereotypes in STEM that hold women back.

“One of the things I’ve learnt is that if you don’t intentionally include, the system unintentionally excludes”

Elizabeth Broderick


Former Australia Sex Discrimination Commissioner

MALE CHAMPIONS OF CHANGE 

Committing to the Panel Pledge



MALE CHAMPIONS OF CHANGE



Gender Balance at Every Forum: The Panel Pledge

Where are the women?

Many high-profile conferences, events and taskforces lack gender balance, despite there often being no shortage of qualified women. It is estimated less than 15% of panellists in Australia are women. Less than 12% of experts cited in business newspapers are women. Such optics have consequences.

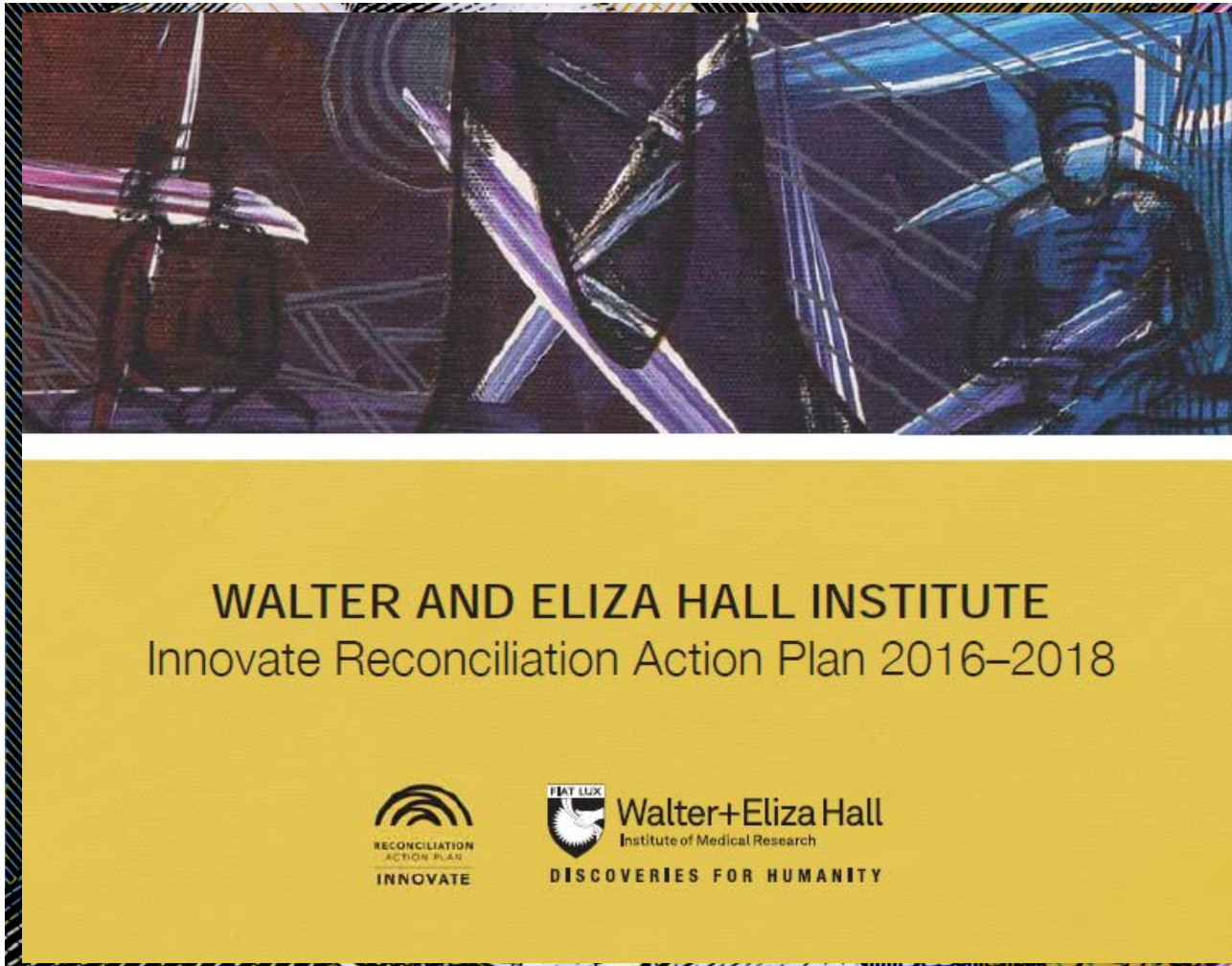
15%
of panellists in Australia are women

What you can do

1. Commit to the panel pledge
2. Keep highlighting gender balance for forums
3. Actively encourage women's voices
4. Persevere

<http://malechampionsofchange.com/commit-to-the-panel-pledge/>

Reconciliation for inclusion of indigenous people in science



- Reconciliation is the act of bringing into agreement or harmony
- In an Australian context, reconciliation is the bringing together of Aboriginal and Torres Strait Islander Australians with Australians of other descent

<http://www.wehi.edu.au/about/institute-life/reconciliation>



Reconciliation at WEHI

- Part of Reconciliation Australia's RAP program, second RAP in 2016
- Our vision for reconciliation
 - Equity in health outcomes
 - **Science by and for Indigenous peoples**
 - Realised through listening to and learning from Indigenous peoples
- Strategic plan 2015-2020 targets:
 - 2 new Indigenous interns annually
 - 3 honours students and 1 PhD student by 2020
- SAGE Athena SWAN pilot: Intersection between gender and Indigenous identity



Our partnership with CareerTrackers Indigenous Internship program

- Commitment to nurture the next generation of Indigenous scientific leaders
- Careertrackers is a multi-year internship program for Indigenous undergraduates, based on U.S. model
- Currently in the third year of our partnership, supported 5 students to date, four have been outstanding young women (plus 2 new students in 2016/17)
- First MRI to be involved in program, traditionally operated in corporate sector
- Helps to build students practical research skills and understanding of STEMM careers
- Building pathways to further study- honours, PhD



Building the pipeline for Indigenous students

- Indigenous students ~1.4% of university students nationally, less for STEMM
- Involvement in programs aimed at high school students:
 - Murrup Barak experience camp
 - SEAMS (Strengthening Engagement and Achievement in Maths and Science)
- Work experience opportunities
- Family/Community days, working in partnership with a local organisation
- Parkville Precinct: Great opportunities for shared contributions



Walter+Eliza Hall

Institute of Medical Research

DISCOVERIES FOR HUMANITY



Connecting Women in STEMM 2016...



With thanks to:



SAGE

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A partnership program between



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