

Subject: Expressions of Interest for membership of the Gender Equity Working Group

The Australian National University was recently awarded a SAGE Athena SWAN Institutional Bronze Award through the [Science in Australia Gender Equity \(SAGE\) pilot program](#).

The award recognises the University's efforts to eliminate gender bias and develop an inclusive culture that values all members of the University community.

Expressions of interest are now open for the Gender Equity Working Group (GEWG) as part of the ANU Inclusion, Diversity, Equity and Access (I.D.E.A) Governance Framework (<https://www.anu.edu.au/about/governance/committees/anu-idea-oversight-committee>). This working group will be responsible for the implementation, evaluation, reporting and review of the SAGE Athena SWAN Action Plan and expansion to a broader Gender Equity Action Plan designed to enhance the university experience for the whole-of-university-community.

The GEWG will also provide oversight and guidance to the departmental (college and school level) Gender Equity Committees as they prepare applications for Athena SWAN Departmental Bronze and Silver awards.

Members of the GEWG are expected to commit to a 2 year term, commencing January 2020.

The GEWG is a crucial part of the I.D.E.A Framework and I encourage you to lodge an expression of interest if you are committed to advancing gender equity at the ANU.

Application process:

Applicants are invited to submit an Expression of Interest addressing the following criteria and forward to eo.pvcue@anu.edu.au by COB Tuesday 24th December, 2019. Please:

1. Provide your full name, University ID, position, work area, and supervisor support.
2. Provide a brief statement outlining why you are interested in contributing to the Gender Equity Working Group? (One page maximum).

Expressions of Interest will be reviewed by a panel comprising a current outgoing member of the GEWG, a representative from the Gender Institute and a representative from local GE committee. Applicants will be notified of the outcome once the selection process has been completed.

Dr Luby Simson

On behalf of the I.D.E.A Oversight Committee, I.D.E.A Governance Framework

Background – current ANU Gender Equity aligned programs

SAGE Athena SWAN Program

The Athena SWAN Charter was established in 2005 in the United Kingdom in response to serious under-representation of women in STEMM – refer to <http://www.sciencegenderequity.org.au/athena-swan-principles>. The program is an evaluation and accreditation framework for higher education and research organisations that focuses on the improvement of gender equity policies and practices in STEMM. This framework is based on ten principles of the Athena SWAN Charter. Over the last 10 years it has shown significant results in improving gender diversity, and bolstering women's leadership roles within STEM institutions in the UK.

The Australian Academy of Science established the Science in Australia Gender Equity (SAGE) initiative in 2014 to explore options for advancing gender equity in Australian science, technology, engineering, mathematics and medicine (STEMM) disciplines. One of the key drivers was the fact that in 2013, not one woman was elected to the Academy Fellowship. This led to the SAGE Forum in 2014 which was attended by 140 leaders and policy representatives from STEM to consider gender equity issues and identify appropriate solutions for Australia.

Professor Brian Schmidt was a co-Chair for the SAGE Forum Steering Committee and a key proposal of the Forum was hence to undertake an Australian Pilot of the Athena Scientific Women's Academic Network (SWAN) Charter.

The SAGE program seeks to assist Australian higher education and research organisations to achieve Athena SWAN accreditation. Our involvement in the SAGE Athena SWAN program is integral to achieving the ANU strategic goals for gender equity in attaining a percentage of women in senior academic and professional roles equal or exceeding the Go8 average. To remain competitive for the best world talent, the ANU needs to actively participate in world leading initiatives and programs to address gender inequality.

Male Champions of Change program

The Male Champions of Change are committed to identifying and sharing practical actions that leaders can take to increase the representation of women in leadership.

Objective

The Male Champions of Change STEM exists to achieve a significant and sustainable increase in the representation of women in leadership positions in STEM. We hold ourselves to account by tracking women's representation in our organisations and progress more broadly in STEM in Australia.

Our Commitment

We are committed to utilising the power and influence we hold to step up beside women to deliver change. We will work together to listen, learn and lead through action. This involves listening to women peers, gender experts, and our own employees – both women and men. It means learning about existing thinking, and what has and hasn't worked in STEM and beyond. This listening and learning must then translate into taking practical action, tracking the impact of our actions so that we can be effective in achieving our objective. We commit to inspiring other STEM leaders to step up to create change.