



Gender Equity Working Group

Terms of Reference

Introduction

1. This Terms of Reference sets out the Working Group's objective, authority, composition and tenure, roles and responsibilities, reporting and administrative arrangements.

Objective

2. The ANU is committed to creating a culture of respect and inclusion by incorporating the ANU values of equity and diversity into all aspects of the study, work and living environment. The objective of the Working Group is to assist with strategic development, implementation of actions and the reporting cycle of the Gender Equity Working Group as part of the University's commitment to the creation of an inclusive, diverse, equitable and accessible study, work and living environment.

Authority

3. The Deputy Vice Chancellor (Student and University Experience) authorises the Working Group, within the scope of its role and responsibilities, to:

- obtain any information it needs from any ANU employee and/or external party (subject to their legal obligation to protect information);
- request the attendance of any ANU staff at Working Group meetings;
- discuss any matters with external parties (subject to confidentiality considerations); and
- obtain external professional advice, as considered necessary to meet its responsibilities, at the University's expense.

Composition and Tenure

4. The Working Group will consist of:

- ex officio, the Deputy Vice-Chancellor (Student and University Experience) [DVC(SUE)] or nominee from the DVC(SUE) Portfolio

- ex officio, the Director of Human Resources or nominee
- ex officio, the Director of Planning and Performance Measurement or nominee
- ex officio, the Director of Facilities and Services or nominee
- ex officio, the Gender Institute Convenor or nominee
- ex officio, Implementation Leader, Male Champions of Change or nominee
- ex officio, PARSA President or nominee
- ex officio, ANUSA President or nominee
- one academic and one professional staff member from each Academic College nominated by the relevant Dean or nominee, who is ideally also a member of the local area I.D.E.A committee.
- one I.D.E.A/Gender Equity Committee member from a STEM Research School or nominee
- one I.D.E.A/Gender Equity Chair from a AHSSBL (HASS) Research School or nominee
- one representative from the Residential Experience Group
- one representative from Strategic Communications and Public Affairs or nominee

5. The Chair and Deputy Chair will be appointed through an Expression of Interest (EOI) process and serve for a period of two years.

6. The Chair will be responsible for reporting to the I.D.E.A Oversight Committee on behalf of the Working Group.

7. SAT Members will be appointed for 6 months in the first instance, with a call for expressions of interest to the Working Group for two years membership in November 2019.

8. The Working Group members will be refreshed in a 2-year cycle of membership, retaining at least 25% of membership each cycle.

9. An appointed member may resign from the Working Group in writing to the Chair.

10. The Chair will have regard to the University's objectives relating to I.D.E.A action plans and initiatives and the need for both continuity and regular renewal, in filling positions on the Working Group.

Roles and Responsibilities of the Working Group

11. a. The Committee's responsibilities relating to the Gender Equity Action Plan are:
 - i. To assist in the implementation, evaluation, reporting and review of the SAGE Athena SWAN Action Plan and expansion to a Gender Equity Action Plan designed to enhance the university experience, including evaluation of outcomes and reporting to the I.D.E.A Oversight Committee, SMG and VC reports to Council where appropriate.
 - ii. To coordinate activities across the University sharing ideas and initiatives to promote the Gender Equity Action Plan and initiatives.
 - iii. Advocate for the Gender Equity Action Plan and initiatives with the ANU community and beyond.
 - iv. Provide a forum to facilitate information flow and debate on the Gender Equity initiatives across the University and between senior executive officers and the wider University community.
 - v. Provide feedback and advice on the implications of policies, programs and services on the Gender Equity Action Plan, identifying gaps, opportunities and recommend additional actions.
 - b) The Working Group's responsibilities relating to the SAGE Athena SWAN Departmental Bronze and Silver awards are:
 - i. Oversee and provide guidance to the University on the Silver Award pathway, shaping the SAGE Bronze Action Plan into 5 key priority areas and maintaining oversight on the progress to the SAGE Cygnet Awards.
12. The Chair is authorised, where necessary, to take executive action on behalf of the Working Group between meetings and must report to the Working Group as soon as practicable on any executive action taken. The Deputy Chair can take on this role in the absence of the Chair.

Responsibilities of Members

13. Members of the Working Group are expected to understand and observe the legal requirements of the *Australian National University Act 1991*, the *Public Governance, Performance and Accountability Act 2013* and University legislation.
14. Members are also expected to:
 - act in the interests of the University as a whole;

- provide two-way information flow on Gender Equity initiatives and actions from their work areas and across the University
- contribute the time needed to study and understand the papers provided; and
- apply good analytical skills, objectivity and good judgment.

Reporting

15. The Working Group, with leadership from the Chair, will provide reports to the ANU I.D.E.A Oversight Committee on its operation and activities. The report should include a summary of the on-going work performed to fully discharge its responsibilities during the preceding year.

Administrative Arrangements

Meetings and Planning

16. The Working Group will meet at least four times per year on dates determined by the Working Group.

17. A forward meeting plan, including meeting dates, location and agenda items, is agreed by the Working Group each year. The forward meeting plan covers all its responsibilities, as detailed in this Terms of Reference.

18. The Chair convenes and presides at all meetings of the Working Group at which they are present. The Working Group operates on a consensus basis and where a vote is necessary, this will be facilitated by the Chair. Where a deciding vote is necessary this will be undertaken by the Chair.

19. The procedure at meetings of the Working Group is determined by the person presiding over the meeting, taking account of the advice of the Working Group members.

20. The agenda, minutes and papers of each Working Group meeting will be forwarded to the I.D.E.A Oversight Committee, and directly to the Deputy Vice Chancellor (Student and University Experience) and the VC.

Attendance at Meetings and Quorums

21. A quorum consists of at least 50 per cent of Working Group members who hold office for the time being.

22. Meetings are held in person, and a Working Group member may only participate in a meeting by telephone or video conference with the prior consent of the Chair.

23. A member of the Working Group who is unable to attend a meeting of the

Committee is to nominate an alternate with the prior consent of the Chair.

24. Alternates have the same rights and responsibilities as Working Group members. An alternate may not be appointed Deputy Chair.

25. The Chair may request any other ANU employee and/or external party to attend Working Group meetings or participate in certain agenda items.

26. Observer status will be facilitated where appropriate.

Secretariat

27. The Working Group Chair will nominate secretariat support to the Working Group.

28. The nominated secretariat will ensure the minutes of the meetings are prepared and maintained. Minutes must be approved by the Chair and circulated to each member of the Working Group.

Assessment and Review

29. The Chair will initiate an annual review of the performance of the Working Group, and this Terms of Reference, with appropriate input sought from Working Group members, the I.D.E.A Oversight Committee and any other relevant stakeholders, as determined by the Vice-Chancellor. The review of performance will be conducted on a self-assessment basis unless otherwise determined by the Vice-Chancellor.