SCIENCE IN AUSTRALIA GENDER EQUITY PILOT SELF-ASSESSMENT TEAM (SAT) MEETING

THURSDAY 25 AUGUST 2016
12.30PM – 2PM
BUILDING – 36.304

Minutes

Attendees: SR, JW, ZJ, AR, SPZ, GA, WS, LU, SM, JB, MSS, MDT, MR, WP, LT

1. Welcome and introductions
    a. LU welcomed participants

2. Overview of SAGE Workshop "Synthesis and Presentation"

    a. Detailed discussions at the workshop about qualitative data and collection methods eg. Surveys, focus groups etc.
    b. Practical suggestions for incorporating data into the application to illustrate gaps and identify appropriate actions
    c. UOW progress is on-track with G08 Universities

3. SAGE Pilot – progress

    a. The project plan and communications plan where circulated prior to the meeting, no changes tabled

4. Bronze Award Application – data capture/analysis

    a. Draft report part 1, Gender Equity in STEMM - Walt Davis from NIASRA has provided a draft report on part 1 of the analysis covering:
        i. Proportion of women appointed to STEMM academic roles
        ii. Gender proportions for level of appointment and increment
        iii. Gender proportions for international and domestic PhDs held by STEMM academics
        iv. DR to distribute the report
        v. The next part of the analysis will look at career breaks and progression/promotion
    b. Focus Groups across EIS, SMAH and AIIM were conducted during August, common themes emerging included:
        i. Outreach activities
        ii. early career development workshops,
        iii. better support and mentoring for mid-career academics
        iv. diversity training/workshops
        v. Childcare placements for academics

vi. Recruitment and selection panel training
vii. Exemptions for "female only" positions in underrepresented areas
viii. Adoption of ROPE – relative opportunity performance evaluation

5. Update on joint activities with ANSTO and UoN
    a. ANSTO have requested assistance with survey methodology and analysis to assist with the progress of their application, we will liaise with Natascha Klocker from SOC
    b. Working on co-branded events to celebrate gender equity, UOW is invited to ANSTO events in November and ANSTO representatives have been invited to the UOW TEDx event in October
    c. A schedule of meetings and events is being discussed with UoN

6. Update on Unconscious Bias training
    a. Lorraine Deny has observed a supplier deliver face to face training at UTAS and this contractor has also delivered to USYD and would be appropriate for UOW
    b. An online training module is also now available via the PODS site

7. Upcoming events – as tabled

8. SAT Action Log:

Self-Assessment Team (SAT) - Action Log					
Item	**Action**	**Progress**	**Responsible**	**Date Due**	**Date Completed**
1	Program for future meetings - suggested timetable = May, August, November	Meetings for June, August and October have been scheduled and participants advised	LU	14/06/2016	14/06/2016
2	Development of Working Groups within each area (LU to work with school reps to identify participants)	Preliminary discussions have been held, DR to send out a communication to STEMM HOS	LU/DR	8/07/2016	12/08/2016
3	Provide UOW and faculty data (each member will receive UOW info and their own faculty and school info)	Data is currently being captured	LU	8/07/2016	5/08/2016
4	Confidentiality agreement for members to sign	Document created and reviewed	LU	8/07/2016	5/08/2016

5	Email to come with web links and relevant documents	Document created	LU	29/06/2016	29/06/2016
6	Approach Prof Charles Areni to join SAT	Discussion with Charles	LU	25/08/2016	6/07/2016
7	Unconscious Bias training to be delivered to the HOS next meeting	Potential supplier has been identified and observed delivering a course	LU/DR	21/10/2016	
8	Update selection panel guidelines to include feedback from chairs on any barriers to equitable selection decisions	Work in progress	LU/DR	21/10/2016	
9	Statements to be developed for recruitment advertising including both broad statements encouraging diversity and more specific gender statements	Statements have been drafted and shared with the recruitment section and the WDRG for feedback	DR	25/08/2016	
10	SAGE logo and EOCGE citation to be used in recruitment advertising	Discussed at eRecruitment design workshop	DR	25/08/2016	
11	Develop a communication plan for the project and liaise with the media unit	Final draft plan completed	DR	25/08/2016	
12	Investigate the capture of career break data and any effect on progression and promotion	Data from Ascender 2006 - 2016 has been provided to NIASRA with an initial draft report received	DR	25/08/2016	
13	Capture the conversion rate of undergrad to post grad to career in STEMM	Pipeline analysis has been conducted and is being used in current focus group meetings	DR	25/08/2016	
14	Compile SAT member results from the Harvard IAT tool		DR	25/08/2026	

15	Decide on a consultant to deliver Unconscious Bias training and develop a complementary online tool	A consultant has been identified	LU	21/10/2016	
16	Create an online space for SAT members to share documents	Possible use of Moodle	DR	25/08/2016	

9. Next steps - ongoing

    a. Finalise quantitative data analysis

    b. Identify areas for qualitative data analysis

    c. Determine practice and data gaps to inform the action plan

10. Other business
    a. Discussion on flexibility – need to promote men talking about flexibility and normalise flexible work practices
        i. Need to consider flexible work practices for people who do not have carers responsibilities
        ii. Initiatives to consider could be using the maternity leave grant to buy out teaching work load so research can be fast tracked
    b. Global challenges multi-disciplinary project – thought for problem solving
    c. LU to arrange to meet with Destiny Paris from EIS about current outreach activities
    d. A phone hook-up is planned with Surrey University this month, the DVC(R&I) is also meeting with them on her current trip
        i. Representatives from Surrey are planning to visit in 2017 and there is potential for SAGE/Athena SWAN activities to be planned concurrently with the visit
    e. The Women in STEM and Entrepreneurship Grants program was launched this week.
        i. A meeting will be called with a range of stakeholders to determine potential applications for grant funding

11. Next meeting: Friday 21st October 2016