



SAGE

SCIENCE IN AUSTRALIA

GENDER EQUITY

SAGE-Athena Swan: Stimulating gender equality and diversity, Driving transformational change

Dr Wafa El-Adhami

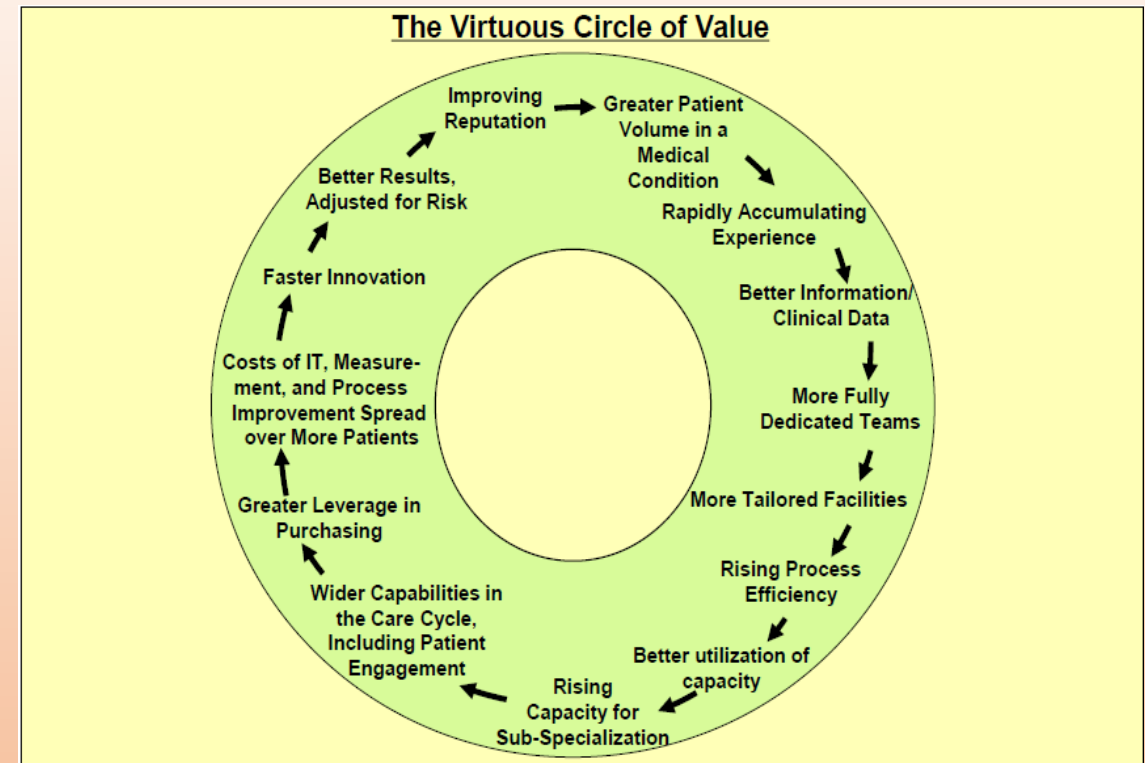
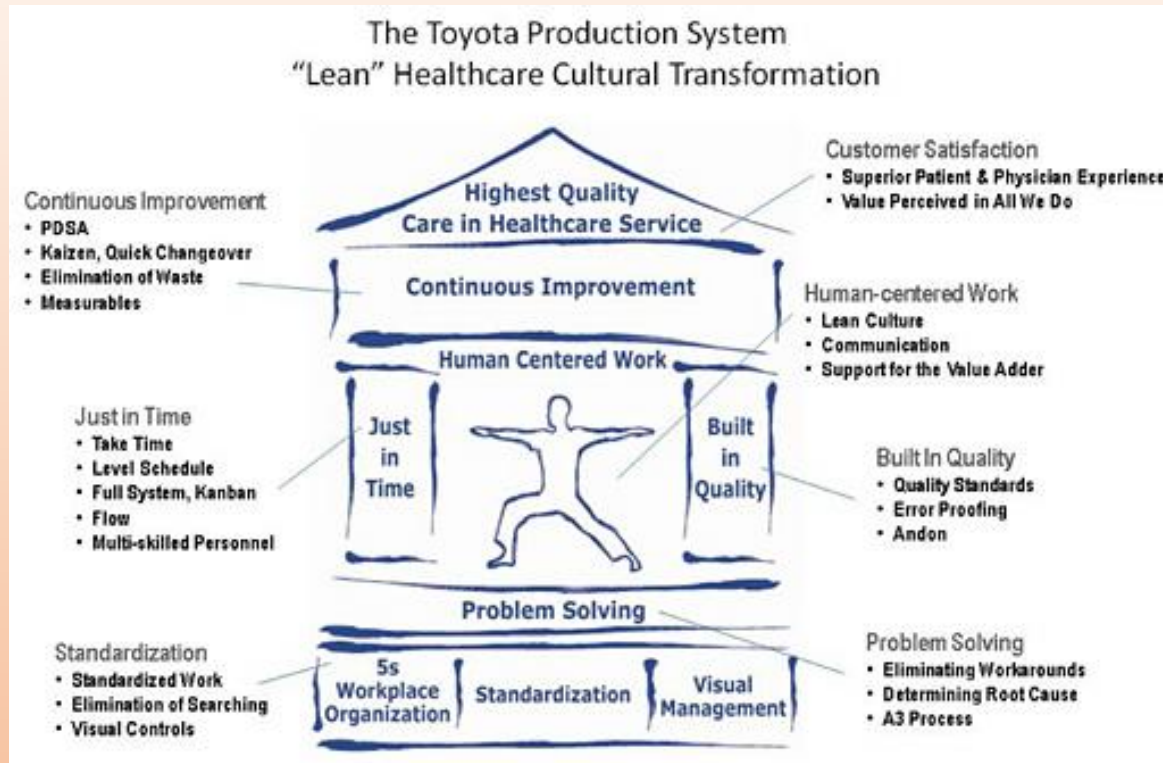
SAGE Executive Director

A partnership program between





Sustainable Transformative systems



Toyota Production System -Transforming Healthcare Organizations for the 21st Century
By Mike Olive and Mike Brown, PSQH, Nov 2009 (<http://www.psqh.com/analysis/toyota-production-system-transforming-healthcare-organizations/>)

Value Based Healthcare Delivery. Michael E. Porter, Harvard Business School.
HBS Healthcare Initiative & Healthcare Club, March 2012 (<http://vbhcrize.com/wp-content/uploads/2014/03/Porter-Value-based-health-care-delivery.pdf>)



Accreditation – structural change enables cultural transformation

Leadership: a whole-system strategy, enacted at all levels of the organisation and led by the very top of the organisation; leaders empower and support collective action.

Human-centred: focus is on people, attitude and culture aiming to improve how people work together and interact with policy and process to create *'value'* .

Worker driven: improvement is best achieved by the people who do the work – for they know it best. Management coaches, mentors and empowers employees to be partners in improvement.


Evidence based: *'plan-do-study-act'*. Source evidence on systems, processes and data; analyse and synthesise findings, engage and test to design improvements.

Implementable: enact practices that champion change, create supportive and encouraging environment, remove and mitigate barriers, and drive continuous improvements.

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Athena SWAN: Accrediting Excellence, Rewarding Achievement

- Managed and owned by Equality Challenge Unit (ECU), UK
- ECU Pre-May 2015
 - STEM only
 - 2005: 10 founder members
 - 2016: 137 members
- ECU Post-May 2016
 - Inclusion of AHSSBL
 - 10 principles 

Principles

1. Academia cannot reach its full potential unless it can benefit from the talents of all
2. Advancing gender equality in academia
3. Addressing unequal gender representation across disciplines & functions
4. Tackling the gender pay gap
5. Removing obstacles to a sustainable career
6. Addressing negative consequences of short-term contracts
7. Tackling discriminatory treatment of transgender people
8. Action from all levels, especially senior leadership
9. Sustainable structural and cultural changes
10. Considering the intersection of gender and other factors

Athena SWAN awards – Institutional and Departmental

Bronze

- self-assessment & analysis
- identify issues
- put in place a solid foundation

Silver

- evidence of progress and achievement
- majority of STEMM departments to hold AS awards

Gold – Launched in July 2015

- beacons of achievement, champions of good practice
- majority of departments to hold Silver awards, at least one to hold Gold award

- 568 award holders in total (as of May 2016):

- **Bronze**

- 75 Bronze universities
- 10 Bronze research institutes
- 315 Bronze departments

- **Silver**

- 9 Silver universities
- 3 Silver research institutes
- 149 Silver departments

- **Gold**

- 7 Gold departments
- **Uni criteria released in July 2015**



Like the virtuous circle of value, Athena Swan accreditation requires members to:

1. **Collect** data (quantitative and qualitative)
2. Critically **analyse** data
3. **Identify** reasons for exclusion & under-representation
4. Develop a 4-year **action** plan to address these
5. Show **progress** over time to advance and improve

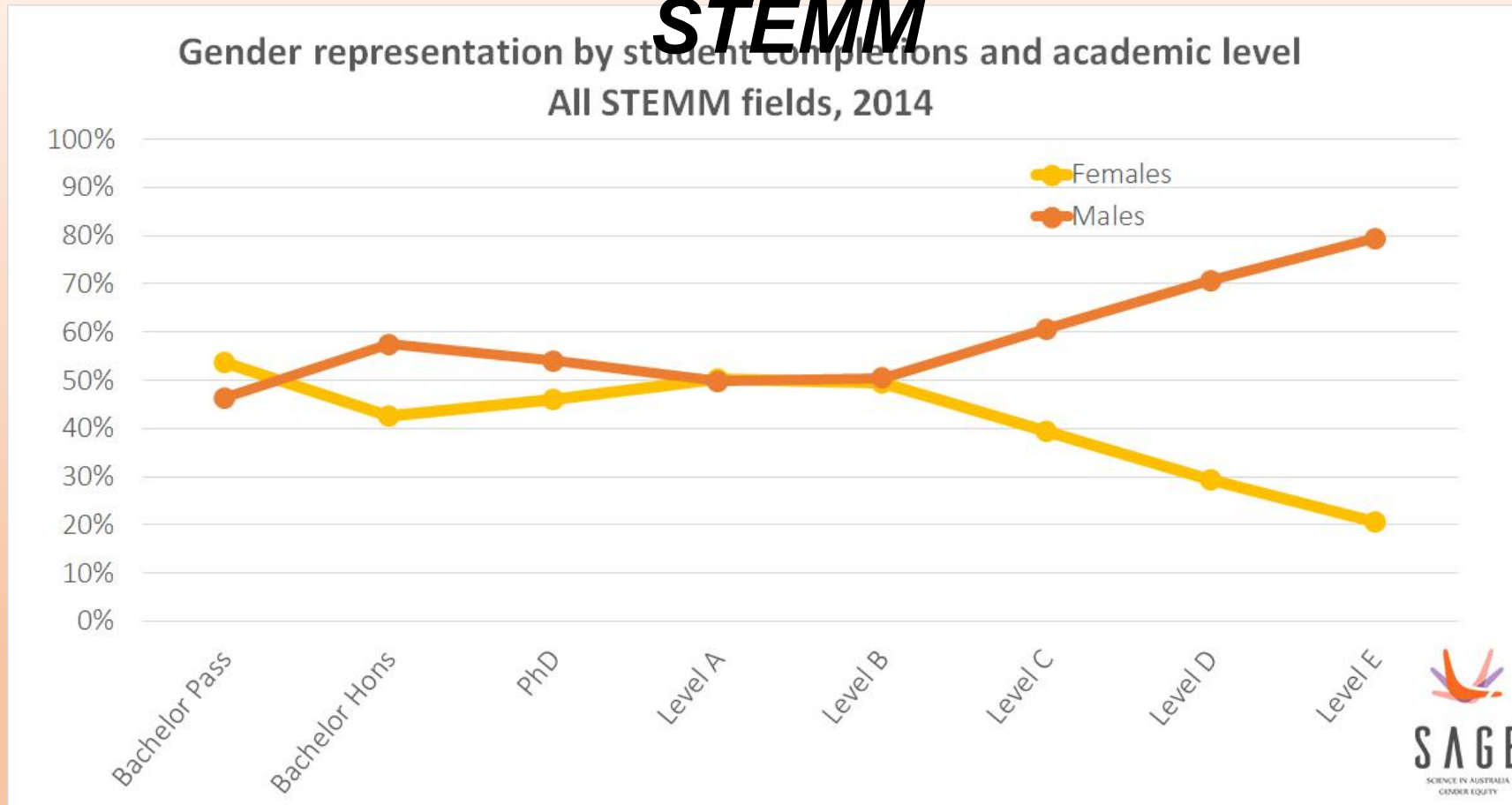


Athena SWAN- Evaluation report (2014)

- Evidence of **sustainable** change
- Women – improved visibility, increased self-**confidence**, enhanced **leadership** skills
- All staff – positive differences in career **satisfaction**, **development** opportunities
- Administrative and technical staff report a greater sense of **belonging**



Gender representation in STEMM



Gender distribution of staff and students in STEMM fields. *Source: Higher Education Research Data 2014. Data held by SAGE. See: ScienceGenderEquity.org.au*

Data speak volumes: Tertiary Education



Workforce composition

Group

Showing all [full-time](#) [part-time](#) [casual](#)

Results for 2015 [View yearly change](#)

All (Male 42.8% Female 57.2%)



Managers (all)

CEO (Male 77.5% Female 22.5%)



Key management personnel (Male 61.9% Female 38.1%)



Other executives/general managers (Male 59.0% Female 41.0%)



Senior managers (Male 61.7% Female 38.3%)



Other managers (Male 48.9% Female 51.1%)



Non-managers (all)

Clerical and administrative (Male 29.2% Female 70.8%)



Community and personal service (Male 32.9% Female 67.1%)



Machinery operators and drivers (Male 98.0% Female 2.0%)



Sales (Male 38.4% Female 61.6%)



Professionals (Male 45.4% Female 54.6%)



Technicians and trade (Male 72.8% Female 27.2%)



Labourers (Male 66.2% Female 33.8%)



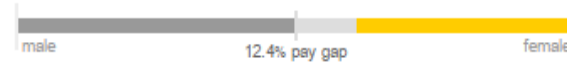


Inequality is deep: Tertiary Education Group

Gender pay gaps
moving from 10.2% to 10.8% as a result

Results for 2015 [View yearly change](#)

Total remuneration (full-time)



Base remuneration (full-time)



Managers (full-time total remuneration)

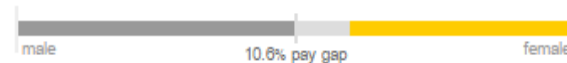
Key management personnel



Other executives/general managers



Senior managers



Other managers



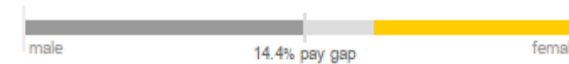
LEGEND
■ male ■ gap ■ female

Non-managers (full-time total remuneration)

Clerical and administrative



Community and personal service



Machinery operators and drivers

Insufficient data available

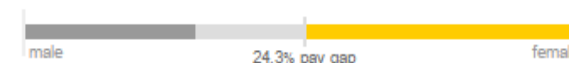
Sales



Professionals



Technicians and trade



Labourers





Yet, there is value in gender equality & diversity

- Improved productivity and economic growth
- Increased organisational performance
- Enhanced ability to attract and retain talent
- Enhanced organisational reputation



SAGE is a partnership between





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 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



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
 - establishes **Self-Assessment Team** – group of academics, researchers, professionals to lead the “plan-do-study-act” journey and that is representative of the institutional diversity (its people, disciplines, lived experience, specialties/expertise, and aim for gender balance)
- Institution **Develops & Submits** application for accreditation



Questions?

Further resources:

- SAGE website: www.sciencegenderequity.org.au
- Sign up to our newsletter
- Social media: @SciGenderEquity

Inquiries:

- SAGE email: sage@science.org.au