

Faculty of Science Gender Equity Platform

**Dr Karen Fisher on behalf of the Faculty of Science
Equity Committee**

**APWiL Conference
10 March 2015**

Platform for Gender Equity – Academic Women

- *Platform for Gender Equity – Academic Women – Faculty of Science, November 2014*
- Background and rationale
 - Commitment to address issues of recruitment, retention, promotion and workplace experience
 - **Vision:**
 - The Faculty of Science aspires to be a visionary employer in promoting gender equity, through proactively addressing processes and practices across the Faculty that impact women negatively, and through promoting an inclusive, gender-sensitive workplace culture.

Action Platform

- Multi-targeted strategy:
 1. *Operational Guidelines* that promote gender equity in Faculty practice.
 2. *Training* that facilitate awareness, and removal, of gender-based biases across all aspects of Faculty life.
 3. *Reporting* on gender equity within key domains of Faculty life.
 4. *Mentoring* of academic women to achieve success.
 5. Developing *cultures* of gender excellence across Schools, Departments and the Faculty.

1. *Operational Guidelines* that promote gender equity in Faculty practice

- **Guidelines**

- Advertising and recruitment to emphasise gender (and other) equity groups.
- Committees making hiring decisions to receive guidelines around equity.
- Annual planning exercise to include equity (and academic gender equity specifically).
- Faculty Research Development Fund Guidelines around gender equity.
- Committee membership to be equitably shared.
- Equity guidelines for conferences operated w/i FoS.
- Guidelines around timetabling and staff availability

1. *Operational Guidelines* that promote gender equity in Faculty practice

- **Specific examples (not limited to)**

Advertising and recruitment to emphasise gender (and other) equity groups.	<ul style="list-style-type: none">• Advertisements to include a statement about staff diversity• Guidelines for recruitment; advise recruiting bodies
Committees making hiring decisions to receive guidelines around equity.	<ul style="list-style-type: none">• Around implicit bias.• Equity representation to be included on selection committees
Annual planning exercise to include equity (and academic gender equity specifically).	<ul style="list-style-type: none">• Annual plans of Schools/Departments.• Faculty annual plan.

2. *Training* that facilitates awareness, and removal, of gender-based biases across all aspects of Faculty life

- **Guidelines**

- Training to be provided on implicit gender bias and its impact of decision-making judgements.
- Training for senior academic leaders (e.g., Academic Heads, Dean(s), Committee Chairs) around implicit (gender) biases and their impacts on evaluation and decision making.
- Women academics to be encouraged to participate in University and external 'Women in Leadership' programmes

2. *Training* that facilitates awareness, and removal, of gender-based biases across all aspects of Faculty

- Training for and how (not limited to)**

Training to be provided on implicit gender bias and its impact of decision-making judgements	<ul style="list-style-type: none">• Members of Staffing Committee.• Members of selection committees within Schools/ Departments
Training for senior academic leaders (e.g., Academic Heads, Dean(s), Committee Chairs) around implicit (gender) biases and their impacts on evaluation and decision making.	<ul style="list-style-type: none">• Relevant materials and training for newly appointed Academic Heads.• Those evaluating funding to receive training around implicit (gender) bias and evaluation

3. *Reporting* on gender equity within key domains of Faculty life

- **Guidelines**

- Gender reporting around recruitment and selection processes for new or replacement positions.
- Academic gender equity reporting as standard from Schools/Departments.
- External auditing of gender equity within Schools/Departments.
- Gender reporting on Faculty funding.

3. *Reporting* on gender equity within key domains of Faculty life

- **Examples or exemplars (not limited to)**

Gender reporting around recruitment and selection processes for new or replacement positions.	<ul style="list-style-type: none">• Report on the gender ratios e.g. job, interview applicants• Develop benchmarks for achievements
Academic gender equity reporting as standard from Schools/Departments	<ul style="list-style-type: none">• part of annual reporting/ annual planning
External auditing of gender equity within Schools/Departments	<ul style="list-style-type: none">• Include status, level, salary, workload in audit.• 'Solutions' oriented

4. *Mentoring of academic women to achieve success*

- **Guidelines**

- Mentoring for all academic women, but particularly at key points in their careers.
- Build strong networks for academic women.
- Women's participation within Schools/ Departments, and within the Faculty, to be equitable.
- Establish a Research Re-ignition Grant for staff on and returning from extended parental leave, to facilitate the re- establishment of career following parental leave.
- Supporting students.

4. *Mentoring* of academic women to achieve success

- **Examples and processes (not limited to)**

Mentoring for all academic women, but particularly at key points in their careers	Mentoring for: <ul style="list-style-type: none">• newly appointed women; women who newly become parents; mid-career academic women; for all women promoted to AP.
Build strong networks for academic women	<ul style="list-style-type: none">• Establish and support a Women in Science academic network.• Run a seminar series• Provide budget support• Establish connections with academic women across faculties.



5. Developing *cultures* of gender excellence across Schools, Departments and the Faculty

- **Guidelines**

- Visibilise gender equity within Schools/ Department and the Faculty.

5. Developing *cultures* of gender excellence across Schools, Departments and the Faculty

- **Examples or exemplars (not limited to)**

Visibilise gender equity within Schools/ Department and the Faculty.	<ul style="list-style-type: none">• Include equity items in the Faculty newsletter.• Schools/Departments include discussion of equity (gender) in staff meetings.• Academics Heads to regularly distribute material highlighting gender-equity within the discipline (e.g., 2014 Fields Medal winner).• Equity representatives.
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Reflections

- Development of Platform occurred in phases and evolved over time
- Importance of focused leadership in seeing development through
 - Support from above
- Implementation of Platform ongoing and some changes will be realised sooner than others
 - i.e. short-term vs. longer-term changes