

Gender Equity @ CSU

Welcomes and Farewell

Welcome to Kim Doyle who has just joined us in the Athena SWAN Project Manager role. Kim most recently was in the role of a research and project officer in the social justice area. She has an undergraduate degree in the political science area and a doctorate in history. Kim has been responsible for project management, building collaborative relationships and facilitating workshops and training. Kim has been a member of the Gender Institute at the Australian National University, which enabled her to work on innovative gender and equity focussed projects across university contexts. We look forward to Kim's contribution to our ongoing work with the team. Please make her feel welcome.

A huge thank you to Kirsty Smith who has moved to a new role as Manager, Brand Transformation Internal Communications. Kirsty came on board to help the SAT team move the Athena SWAN application process forward and she was instrumental in the finalisation and submission of our successful application. Kirsty has been a pivotal part of the team – keeping us on track, and driving us forward to implement our action plan. She has been involved in the unconscious bias and inclusivity training, the facilitation of meetings and has always ensured that all team members know what is happening and when. Kirsty has been a steady keel for the team, and kept the excitement of the award going.

Kirsty will be genuinely missed, and we wish her well in her new role.

National Reconciliation Week

National Reconciliation Week is held on the 27th May to the 3rd June each year. These dates commemorate two significant milestones in the reconciliation journey; the successful 1967 referendum, and the High Court Mabo decision respectively. It is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. The 2019 National Reconciliation Week theme is *Grounded in Truth. Walk Together with Courage*.

In recognition of National Reconciliation Week, the Australian Aboriginal Flag and the Torres Strait Islander Flag was flown on Charles Sturt University campuses from 26 May to 3 June. We also marked the week through numerous events across the campuses including morning teas at Albury, Bathurst, Dubbo, Goulburn, Port Macquarie and Wagga; a BBQ lunch at Bathurst; and the Ngungilanna Annual Reconciliation Cup staff vs students netball game at Wagga campus (with the staff taking out the cup for the second year in a row).



EDHR Adam Browne and Uncle Pat cutting the reconciliation cake in Wagga Wagga

Men's Health Week

Men's Health Week is celebrated annually on the 10th to 16th of June. The aim of the week is to heighten awareness of preventable health problems and encourage early detection and treatment of disease among men and boys. More males die at every stage through their life course, have accidents, take their own lives and suffer from lifestyle-related health conditions compared to females at the same age.

In addition, men are less frequent visitors to general practitioners, and the perception is that they don't care about health or that health services are not well-prepared to interact with men effectively.

The theme for this year is *Keeping Boys and Men Healthy*, placing emphasis on raising the profile of men, their health outcomes and health needs around the country.

Health is complex and often we are overwhelmed with health information. *Spanner in the Works?* is a fantastic resource and Men's Health initiative by the Australian Men's Shed Association. It provides some key health messages to men in a form that is understandable and achievable, and can be accessed [here](#).

Hot topic: Men taking primary carers leave

To mark Men's Health Week, we are highlighting the facts and information around men taking primary carers leave as an option to staff.

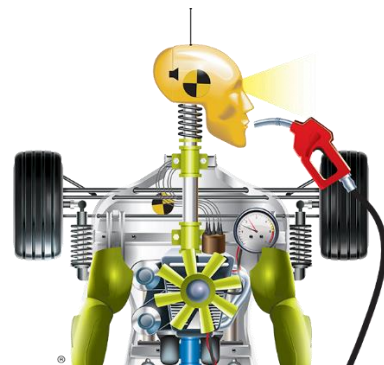
Our Enterprise Agreement provides for an inclusive definition of family. As such, men can access primary carers leave if they are responsible for the day-to-day care of a newborn or newly adopted child. The only evidence that needs to be provided is a statutory declaration confirming:

- the expected date of birth or date of placement (if adopting)
- that you will have primary care of your child during the period of leave you've applied for
- that you will not be undertaking paid work during the leave
- that you will notify the University if the primary care arrangements for your child change during your leave

Even if you are not the primary carer, you can access up to eight weeks' concurrent parental leave.

Men can and do face additional challenges when considering taking primary carers leave, and unless we encourage and enable men to take on a greater share of parenting responsibilities, we will not enable women's careers.

There is a wonderful webinar by Catalyst called *This Is How You Dad: "Maternity" Leave for Men* where one man shares his successes, challenges and tips for other men in taking primary carers leave. The webinar can be accessed [here](#).



Men's Health Week: When was your last service?

IDAHOBIT review

International Day against Homophobia, Transphobia, Biphobia and Intersexism (IDAHOBIT) was held on the 17th May 2019. Celebrated annually, the date commemorates the World Health Organisation's decision in 1990 to declassify homosexuality as a mental disorder. The 2019 IDAHOBIT theme is *Justice and Protection for All* which is in recognition that in many places around the world, LGBTIQ people still face injustice and live in fear and danger.

We celebrated in fabulous style, with various activities across the campuses. A rainbow flag flew on each campus to mark the day, Drag Queen Bingo was held at Wagga and Bathurst campuses, and rainbows (chalk, fabric, paint and vinyl) decorated campus grounds. Most importantly, students and staff on each campus pledged to take a stand against homophobia, biphobia, transphobia and intersexism at Charles Sturt University.

IDAHOBIT celebrated bringing our authentic selves to work, while being mindful of those within Australia and globally who cannot. We must continue to live the 'Inclusive' value with pride and show solidarity to others. If you are interested in becoming an ally, please register your interest [here](#).



Signing the IDAHOBIT pledge in Bathurst

Kerry Mann boosts her research through the Return to Research program

The Return to Research program is run by the Faculty of Science to support Faculty staff who have decreased their research load for reasons including parental leave, carers leave or extended sick leave. It helps individuals return to active research by providing funding to support activities

such as working on external grant submissions, project development, and data collection and analysis. The program is also one of the actions in the Athena SWAN action plan for 2018.

Kerry Mann from the School of Exercise Science, Sport and Health was a perfect candidate for the program as she juggled single parenting with a part-time teaching load, whilst finishing her PhD. Kerry needed a boost to get back into research, and was selected to take part in the Return to Research program at the perfect time. It provided funding for Kerry to attend an international conference, together with her young son, and her mum and nanna to take care of her son while she attended the conference. The faculty funded Kerry's travel, however, Kerry was responsible for funding her families travel.

It gave Kerry the opportunity to promote her research and re-establish her profile and professional network, while knowing she had her family support system in place.

"It was really important to be able to get my profile back out there in the biomechanics world" said Kerry. "The program helped make things a lot easier... having the ability to have my support system there was really important, I would not have been able to go without them".

Kerry reflected that for those women in traditional caring roles, a little support goes a long way to helping female researchers achieve their research goals in tandem with their caring responsibilities. Having support from the Return to Research program removed the obstacle of caring responsibilities, allowing Kerry to focus on her work and get the most possible out of the conference; develop the program in which she works; and promote the University. Kerry noted that having conferences provide some kind of childcare support would be invaluable as so many people need to combine carer's responsibilities with their careers.

Kerry admits to being a little hesitant to apply for something that *"maybe someone else needs more than me"*, and something that may not be for people in a part-time position. Kerry's advice to anyone thinking of applying to the program:

"There's no harm in applying, put yourself out there and try and get some funding, these are really valuable steps that help you get back to where you were. A little step like going to a conference makes a big difference, not only in your self-confidence in your research area, but also the connections you make".

Kerry has now returned to a full-time teaching and research load. Without the foundations established through attending the conference, Kerry wouldn't have been able to go to a recent workshop on non-linear analysis which gave valuable insights to further analysing her data. Getting back into the research area would have been a difficult step to take without the support provided through the Return to Research program.

Applications for the Return to Research program can be made at any time, but funding for this year's round must be used by the end of November 2019. The maximum individual request is \$7000. Please [contact Jane Quinn](#), Associate Dean Research, Faculty of Science, for further information.



Kerry with her family as they left for the conference

Want to know more about gender equity?

The issues surrounding gender inequality are complex and have ongoing impacts both here at CSU and in our everyday lives. The following links provide a quick introduction to the subject.

1. A life of career uncertainty for sessional academics

In this short article by Sarina Kilham from the School of Agricultural and Wine Sciences, Sarina describes what every day life is like for many casual academics/sessional/short-contract staff from her own perspective. View the article [here](#).

2. Katie Bouman: the 29-year-old whose work led to first black hole photo

Bouman made headlines around the world in April this year. She is a post-doctoral fellow at MIT whose algorithm led to an image of a supermassive black hole along with a team of over 200 colleagues. To read more about this incredible scientific discovery, view the article [here](#).

3. Dads overcoming barriers in the workplace to taking parental leave

To mark Men's Health Week, this ABC Life article details the practical and cultural factors that stop many men from taking leave when their children are small. There are also some tips on broaching the conversations. Read the article [here](#).

Key dates

There are lots of events and activities planned to support and promote gender equity at CSU. In addition to those activities listed below, keep an eye out for announcements in What's New and check for updates on the Gender Equity [webpage](#).

12 June Athena SWAN Self-Assessment Team face-to-face meeting in Young

19 June Webinar: Michael Curtin, Head of School of Community Health; Challenges and successes of life as a male academic

24 July Athena SWAN Self-Assessment Team meeting

14 August Webinar: Challenges and successes of life as a female academic (to coincide with Blue Stocking Week)

28 August Athena SWAN Self-Assessment Team meeting

6 September Gender Equity @ CSU newsletter published



For more information, to subscribe to newsletter updates or to get involved, please contact the team at: genderequity@csu.edu.au