



Charles Sturt  
University



# Gender Equity at Charles Sturt

## Gender Equity and Athena SWAN

Welcome to the first edition of our Gender Equity newsletter for 2020. We have a lot coming up in 2020 and are excited at what's possible for us to achieve together here at Charles Sturt. Despite the challenges this New Year is already bringing our communities, we know that together we can keep creating a more equitable workplace and world, one worth living in. As we look forward to 2020 we wanted to take a moment to look back and re-introduce you to the two flagship gender equity initiatives here at Charles Sturt – Athena SWAN, and the Workplace Gender Equity Strategy.

### Athena SWAN

In December 2018 Charles Sturt was amongst the first Australian universities and research institutions to receive the Athena SWAN Bronze Award. Athena SWAN is an accreditation initiative that comes from the UK and has been adapted and piloted here in Australia over the last several years. The scheme aims to redress gender inequities in the STEMM (Science, Technology, Engineering, Maths and Medicine) disciplines and professions. It has a particular focus on improving equity for women in these fields, and is closely aligned with the Commonwealth Government's nation-wide ['Women in STEM Decadal Plan'](#).

Under the Athena SWAN accreditation framework, members commit to adopting [10 key principles](#) within their policies, practices and culture. Charles Sturt has committed to 43 actions which have been developed to reduce gender inequity identified in areas such as recruitment, promotion, leave and flexible work.



The Award was the result of more than two years' work by a Self-Assessment Team involving more than 30 Charles Sturt staff from across the institution. We now have until 2022 to deliver on our commitments across the Athena SWAN Action Plan. Various parts of the University, including the Faculty of Science, Research, and People and Culture are involved in implementing our commitments. The Faculty of Science and our STEMM schools have a special role in the initiative, with many Actions to be piloted in those areas.

Some of the projects we're looking forward to moving ahead with this year include, piloting a 'Gender Parity of Presenters Guideline' at all major Faculty of Science events. We have already had one successful round of this new Guideline at the recent Learning and Teaching Forum in the Faculty – we thank the organisers of that event for working hard to achieve great parity results and for working with us to improve the Guideline for our next round.

Other work this year involves piloting a more supportive parental leave process in the Faculty of Science, exploring gender balances in Academic Workload



Management, examining reasons for shorter parental leave for both Academic and Professional staff in our STEM areas, further analysing the gender pay gap and gender imbalances in staff numbers in some fields, finding ways to encourage and support more part-time STEM academics to successful promotion, and creating new ways to connect and support STEM women to move through the career path into leadership roles.

### Workplace Gender Equity Strategy

The Workplace Gender Equity Strategy 2018-2022 was created through heavy consultation with members of Human Resources, Senior Women's Forum and members of the Leadership Development for Women program. It was endorsed by the Vice-Chancellor and the Vice-Chancellor's Leadership Team in September of 2018. In addition to the cross over action items with the Athena SWAN Action Plan, the Strategy has 23 additional strategies which will place gender equity at front of mind across the University.

The Strategy is divided into the Values of the University, with the actions centred on being inclusive, impactful, inspiring, and insightful. The Strategy is also linked to the overall University Strategy through the Internal Capability Stream.

Some of the key action items of the Strategy include; Unconscious Bias and Inclusivity training delivered to all staff by the end of 2020; the complete removal of all unnecessary gendered terms in policy and procedures; ongoing communication regarding rights and responsibilities of staff to ensure our workforce is fully informed in areas such as flexible working conditions and leave entitlements; and equal representation of gender at the senior staff level by the end of 2022.

The Strategy looks at areas such as communication, education and leadership to address gender discrimination and inequities at Charles Sturt University. During 2020, we are excited to continue to provide webinars and newsletters packed full of information relevant to our staff, continue the roll out of the Unconscious Bias and Inclusivity training, and profile senior leaders undertaking formal flexible working arrangements and senior women in the STEM disciplines. We will also be working on institutional timing of meetings and social gatherings, developing resources on a range of topics including flexible working arrangements both for employees and managers, and an analysis of the gender composition of all formal Committees at the University. While some action items are paused (as the organisation White

Ribbon is currently in liquidation), most action items are progressing well.

Together, the Workplace Gender Equity Strategy and Athena SWAN projects are central parts of improving equity outcomes here at Charles Sturt, but we need the whole community on board to create this change. If you would like more information or to get involved in either initiative, please contact us at [genderequity@csu.edu.au](mailto:genderequity@csu.edu.au).

### Employer of Choice for Gender Equality

In February 2020, it was announced that for the second consecutive year, Charles Sturt was awarded the Employer of Choice for Gender Equality Citation (EOCGE) from the Commonwealth Workplace Gender Equality Agency (WGEA). The Citation is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces, over and above the compliance standards outlined in the Workplace Gender Equality Act 2012.

It must be noted that Charles Sturt was just one of 13 higher education institutions that earned the Citation, down from 20 the previous year. On the award of the Citation, Vice-Chancellor Professor Andrew Vann said:

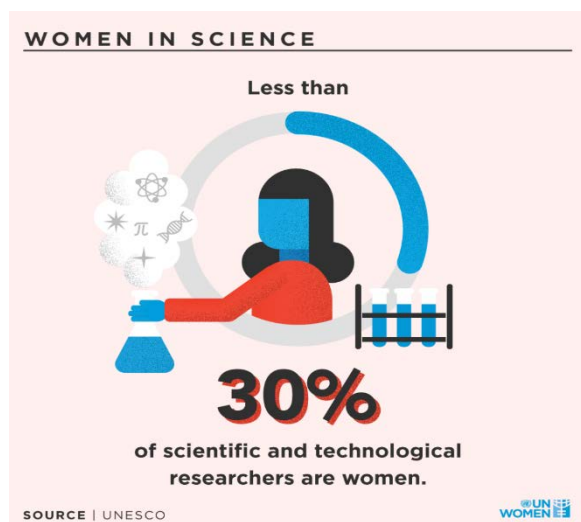
*'Over the course of many years, the University has been committed to making the necessary changes in attitudes and policies to ensure gender equity is a given. As a values-based organisation, centred on being inclusive, impactful, inspiring and insightful, Charles Sturt University is driven to be a leader in gender equity in our sector and the regions where our campuses are located'.*

We will continue to advance gender equity here at Charles Sturt University, recognising the progress we have made, and the areas we still need to work on. The important thing to note about both the Athena SWAN Bronze Institutional Award and the Employer of Choice for Gender Equality Citation is that we must demonstrate continuous improvement and advancement in our respective plans, or else we will be at risk of losing these.





## International Day of Women and Girls in Science



On February 11 each year the world marks the UN sponsored '[International Day of Women and Girls in Science](#)'.

Established in 2015 the day aims to promote full and equal access to science for women and girls. It is a reminder that women and girls play a critical role in science and their contributions should be recognised and opportunities expanded.

Here at Charles Sturt, Faculty of Science Executive Dean Professor Megan Smith noted in an interview with [Charles Sturt News](#), that she is the first woman in that role and understands her responsibility as a 'role model for girls and women wanting careers in science'. Professor Smith acknowledged the work Charles Sturt is doing to improving gender equity in STEMM and across the University with its Athena SWAN and Gender Equity Strategy initiatives, as well as the amazing work Charles Sturt women, both staff and students, do across a range of scientific fields. But also said,

*'...these women are, relatively speaking, invisible in our stereotypes of what counts as "a scientist". I'd like to see society as a whole value the work women contribute to science in all its forms, and more broadly promote the opportunities arising from the varied career pathways women can take'.*

Charles Sturt also produced this wonderful [video](#) featuring women and girls and their science stories, careers and hopes to mark the day!

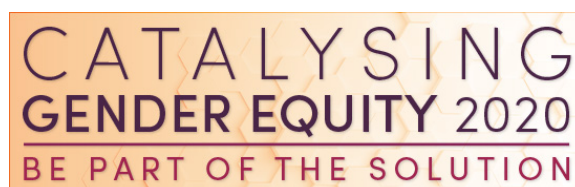
### Catalysing Gender Equity 2020 Conference

In late February the Athena SWAN project team, Professor Megan Smith, Faculty of Science Executive Dean and the Equity and Diversity Project Manager, Nic Steepe attended the 'Catalysing Gender Equity 2020 Conference', organised by the [Academy of Science and](#)

[SAGE \(Science in Australia Gender Equity\)](#). The conference brings together gender equity practitioners, and institutions working to improve their equity outcomes, especially those seeking or already holding Athena SWAN Awards. It is an invaluable opportunity to connect and share with other institutions and improve our own knowledge and practices. Thirteen new institutions also received their Bronze Awards at a gala dinner for Cohort 2 & Cohort 3!

As part of our Athena SWAN work, the overseeing body, SAGE, groups institutions together according to region so that we can support and collaborate on our Athena SWAN work. Charles Sturt is in the ACT Regional Network and our partners are the University of Canberra, Australian National University, CSIRO and Geoscience Australia.

Together, our regional network ran a workshop during the conference on intersectionality. We developed an interactive 'diversity walk' to help people recognise the various aspects of a person's identity and the way systems and structures can be biased against them in ways that lead to inequitable outcomes. We have since been asked by 29 organisations to create a training package from the workshop that they can use to run training sessions in their own workplaces. This is a fantastic outcome for our regional network, but also a success for Charles Sturt in terms of being impactful and inspiring in the communities in which we work and live!



### Gender Equity as Fairness First: Lessons Learned from Research and Practice – Dr Tracey Peter



*Editors' Note: Dr Tracey Peter was due visit Bathurst campus in May to give a talk to all interested members of the Charles Sturt community, however due to Covid-19 travel restrictions the*

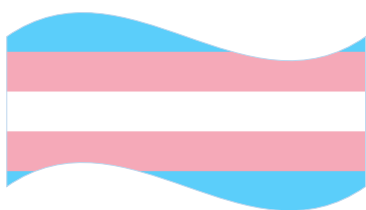
*talk is cancelled – we hope to be able to reschedule in May 2021 when Dr Peter plans to travel again.*

Dr Peter is an award-winning professor and Associate Head in the Department of Sociology and Criminology as well as the Director of the Centre for Social Science Research and Policy at the University of Manitoba in Canada. She has published widely in the following areas: equity, diversity, and inclusion (EDI), particularly relating to gender equity and women in STEMM; LGBTQ+ youth; violence against women; and sexual violence on university campuses. At the University of Manitoba, she is currently a member of the Presidential Task Force on EDI as well as a member on the Respectful Work and Learning Environment (RWLE) and Sexual Violence Policy Advisory Committee. She has been a past member of the Sexual Assault & Violence Steering Committee as well as the Gender-based salary differential committee at the University of Manitoba.

Dr. Peter was to give a brief overview of her academic research in the area of gender equity, particularly as it relates to women in STEMM. She was also to share some of her insights in terms of her administrative role on various equity, diversity, and inclusion (EDI) initiatives at the University of Manitoba in Canada, which she argues must always be located within an intersectionality framework. Finally, Dr. Peter would have provided some recommendations for how universities can move forward to provide work and learning spaces that best encapsulate the principles of EDI. The presentation will have time for conversation and questions.

Although this trip has been cancelled, we thank all those that expressed their interest in attending.

### International Transgender Day of Visibility



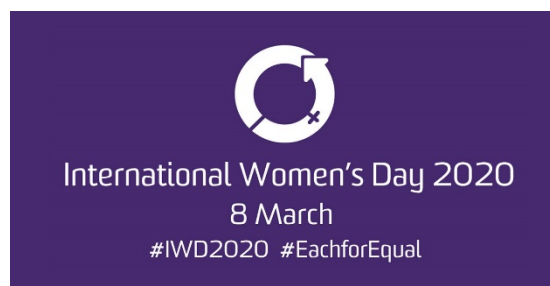
[International Transgender Day of Visibility](#) is honoured every year on March 31 and is a time to celebrate transgender people around the globe and the courage it takes to live openly and authentically, while also raising awareness around the discrimination trans people still face.

The day was founded by American transgender activist Rachel Crandall in 2009. It was a counterweight to the lack of celebratory days with a transgender focus, with the only well-known transgender centred day being the [Transgender Day of Remembrance](#) which mourns transgendered people killed by violence. The Day of

Visibility, while acknowledging the challenges and discriminations still present, is about celebrating and recognising the achievements, lives and contributions of transgender people to their communities.

You can find amazing stories, videos and a whole host of helpful resources at this [Human Rights Campaign website](#).

### An Equal World is an Enabled World



On March 8<sup>th</sup> we celebrated International Women's Day. This day is an annual global celebration of the social, economic, cultural and political achievements of women. The actual day itself kicks off a year-long campaign towards greater equity for women.

This year's theme is 'Each for Equal'. Individually and collectively the theme calls on all of us to recognise we're each responsible for our own thoughts and actions – all day, every day. We can actively choose, or not, to challenge stereotypes, fight bias, broaden perceptions and celebrate women's achievements. If we all do this collectively we can help create a gender equal world.

You can find more information and a range of useful resources at the [International Women's Day website](#).



Alongside International Women's Day, this year also marks the 25<sup>th</sup> Anniversary of the 'Beijing Declaration and Platform for Action', one of the most visionary agendas for the empowerment of women and girls, everywhere. It set out to remove systemic barriers that held women back from equal participation in all areas of life. Though many obstacles have been removed, progress is slow, so UN Women has launched 'Generation Equality', the theme of International Women's Day is aligned to this vision. This global

campaign is to support and encourage the next generation of activists and advocates for gender equality. Find out more [here](#).

### Want to know more about gender equity?

Gender equity and equity more broadly encompass a wide range of issues, stories and challenges both here at Charles Sturt and across our communities. The following articles and resources give an insight into some of these issues and stories.

- ❖ [Push to boost the number of male nurses](#)  
We hear a lot about the gender imbalance in male-dominated professions like engineering and mining but there is one crucial industry where that imbalance is reversed. Men only make up 11 per cent of the nursing workforce and there is a campaign to boost the numbers to help address a nurse shortage.
- ❖ [Give fathers more leave to narrow gender gap: Defence Minister.](#)  
Defence Minister Linda Reynolds has raised the prospect of giving fathers parental leave entitlements equal to those of mothers to overcome the career penalty suffered by women who have a family.
- ❖ [Why gender equality is good for everyone - men included.](#)  
Michael Kimmel makes the surprising, funny, practical case for treating men and women equally in the workplace and at home. It's not a zero-sum game, but a win-win that will result in more opportunity and more happiness for everybody.
- ❖ ['You'll never be brilliant because you have a working wife': Bias remains the biggest issue for women in medical research.](#)  
An article drawing together challenges and experiences four women medical researchers have faced over the life of their careers. The four women were interviewed as part of a UNSW panel celebrating International Women's Day

For more information or to get involved please contact the team at: [genderequity@csu.edu.au](mailto:genderequity@csu.edu.au)

### Key Dates

There are lots of events and activities planned to support and promote gender equity at Charles Sturt. 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](#).

26 <sup>th</sup> March	Webinar with the VC – Gender Equity at Charles Sturt
31 <sup>st</sup> March	International Transgender Day of Visibility
17 <sup>th</sup> May	International Day Against Homophobia, Biphobia, Intersexism and Transphobia.
27 <sup>th</sup> May – 3 <sup>rd</sup> June	National Reconciliation Week
June	Gender Equity at Charles Sturt Newsletter Published

1<sup>st</sup>-5<sup>th</sup> June NAIDOC Week, and Mabo Day (3<sup>rd</sup> June)

### Hot topic



Charles Sturt recently became members of Pride in Diversity, the national not-for-profit employer support program for LGBTIQ+ workplace inclusion specialising in Human Resources, organisational change and workplace diversity.

Resources available to Charles Sturt staff include a monthly E-Newsletter, WebEx training, a Video Portal and LGBTI E-Learning modules.

To login in, [click here](#).

Username: CSU

Password: CharlesSturtAllies2014

**Note:** Both are case-sensitive.

Charles Sturt also completed and submitted the Australian Workplace Equality Index, with results being released towards the end of May 2020.