



Gender Equity @ CSU

A Bronze Award for CSU's gender equity initiatives

Welcome to the first edition of CSU's gender equity update. It's an exciting time for gender equity initiatives here; last night we were awarded the prestigious Athena SWAN Bronze Institutional Award, recognising CSU's efforts to support female academics in science, technology, engineering, mathematics and medicine (STEMM) disciplines. CSU is amongst the first Australian universities and research institutions to receive the UK-initiated Award.

Under the Athena SWAN accreditation framework, members commit to adopting 10 key principles within their policies, practices, action plans and culture. Over the next four years CSU has committed to 43 actions, developed to reduce gender inequity not only in STEMM but across the institution. These actions address issues identified in recruitment and induction; career progression and promotion; the gender pay gap; research; leave and flexible work arrangements; promoting inclusivity; and embedding the Athena SWAN principles within core business. Read more [here](#).

The Award is the result of more than two years' work by a Self-Assessment Team involving more than 30 CSU staff from across the institution, and we thank everyone for their passion and dedication in preparing the award application and ongoing implementation of actions.



Members of the Athena SWAN Self-Assessment Team

Athena SWAN actions and priorities

Receiving the Bronze Institutional Award means we're committed to making positive changes. Over the coming months, we're focussed on:

- Implementing the communication plan, including newsletters, monthly webinars, and videos highlighting women in STEMM
- Investigating known issues, including the gender pay gap, equity issues experienced by sessional academics, and identifying barriers affecting maternity leave
- Developing and delivering training for staff to "Know your rights" relating to leave and flexible work arrangements
- Introduce a range of schemes to support women in research.

To keep up to date with progress, subscribe to this newsletter by emailing genderequity@csu.edu.au.



CSU's Workplace Gender Equity Strategy 2018-2022

CSU launched its first Workplace Gender Equity Strategy in September this year. Combined with the Athena SWAN Bronze Institutional Award, these two initiatives demonstrate CSU's ongoing focus and commitment to addressing gender inequities within our policies, processes and culture, which will contribute towards CSU being a more inclusive, happy and productive workplace for all staff.

One of the key action items within the Strategy is the development and delivery of Unconscious Bias & Inclusivity Training. A well-received pilot session was held for the Human Resources Leadership Team in October 2018, and planning is underway to deliver training across all CSU campuses in 2019. If you would like the training to be delivered to your team, please email genderequity@csu.edu.au to discuss options.

Another important initiative has been the requirement for all CSU policies to use gender neutral language to avoid bias towards a particular sex or gender, and ensuring inclusivity. This requirement will be implemented as policies are updated, or created, from October 2018 onwards. By the end of 2022 all unnecessary gendered terminology in policy and procedures will be removed.

Hot topic: Domestic violence leave

CSU's Enterprise Agreement has been lodged with the Fair Work Commission, and is currently awaiting approval. However, the Vice-Chancellor has brought forward the operation of the new provisions relating to Domestic Violence Leave and they have been implemented as of 1 December 2018.

An employee experiencing domestic violence or an employee supporting a member of their immediate family experiencing domestic violence may access up to fifteen days of domestic violence leave per annum to access medical, legal and support services as necessary. A further five days may be granted in special circumstances.

An employee may be required to provide evidence to support any period of absence on family or domestic violence grounds exceeding three days. All information pertaining to a staff member's personal circumstances in terms of domestic violence will be kept confidential where possible. If you do not feel comfortable discussing this leave with your line manager, please do not hesitate to contact Human Resources, or the Manager, Equity and Diversity.

The introduction of the domestic violence leave does not change the operation of the university's personal leave provisions.

Responding to domestic violence

On Friday 7 December 2018, we are trialling Domestic Violence Response Training in Bathurst. The two hour face-to-face session is being provided by Lifeline and funded by the Department of Social Services.

The training will help attendees to recognise the signs of domestic violence, learn how to respond with appropriate care, and refer those experiencing domestic violence to appropriate support services in the area.

We are looking at running this training across all CSU campuses in 2019. Expressions of interest to attend a session on your campus can be sent to genderequity@csu.edu.au.



Making the promotions process fairer

Reviewed in 2015, CSU's academic promotion process now includes EEO considerations that may impact career progression, such as family responsibilities, career breaks, cultural factors, and working part-time. With promotion success rates steadily improving since then, we spoke to the Faculty of Science's Associate Professor Lucy Webster, who was successfully promoted in the 2018 round, about the process.



During the six years since Lucy's previous promotion, she had two 6-month periods of maternity leave, followed by 6-months working part-time, and changed focus in her academic role. Lucy found the EEO considerations important to the application process, and feels including these up-front in the form is a really positive approach for CSU. She was given advice that "if you have something to write in that space then you should write it, and it won't be viewed as a fault in your application. Be up-front about it, let the committee know why, make that section really strong, and refer back to it throughout your application".

In Lucy's case, "my role as primary carer for two young children greatly impacted my career path", particularly in that it "impacted on my ability to travel, especially to national and international conferences", making it difficult for Lucy to evidence her international standing as an academic, disseminate research, and establish the networks which are key to career progression.

Lucy's advice to anyone considering applying for promotion:

- Don't be afraid to take a risk and give it a go
- Build yourself a strong network of senior colleagues both internally and outside CSU

- Seek honest advice and feedback from those networks early in the process
- Give yourself enough time to carefully craft the application and reflect, it's a time-consuming process
- Speak up if you need more support or a new mentor within the application process
- Listen to the advice of mentors when they tell you you're ready to apply, even though you may doubt yourself!

Leadership Development for Women conference

More than 80 staff from across CSU came to Bathurst for the biennial Leadership Development for Women (LDW) Conference on 21-22 November. Attendees enjoyed keynotes from Jo McCrae, Fiona Nash, and Jenny Roberts who shared their insights into the conference theme of "Leadership with Collaboration and Inclusion – Leading Together". Other breakout sessions covered a range of collaborative leadership topics including:

- Competition versus collaboration
- Lessons learned in politics and not-for-profits
- Using 'Serious Play' in leadership
- Gender equality and domestic violence.



Applications for the 2019 LDW Program will open in March. The program is designed for academic staff (Level A – C) and professional staff (level 5 – 10) with experience leading and managing people, projects, systems and processes to further their leadership skills. Further details can be found on the [LDW webpage](#).

Want to know more about gender equity?

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

1. Do we need gender quotas?

Read the arguments in the [Sydney Morning Herald](#) from the McKell Institute's chief executive as to why he was wrong to oppose gender quotas (hint: unconscious bias plays a big role in maintaining the status quo in male-dominated boards).

2. Gender stereotypes

Imagine you're about to meet a firefighter, fighter pilot and a surgeon. What do you picture? Watch this 2-minute [video](#) to see how gender stereotypes are well established by the age of 5.



3. 'Walking into a headwind'

That's one woman's description about how it feels to establish her science career. Read [The Conversation's](#) article about the research that explores the experiences and barriers for women working in science.

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](#).

7 December	Domestic Violence Response Training, Bathurst (dates for other campuses TBA)
12 December	Webinar: What is Athena SWAN and the Bronze Award?
23 January	Athena SWAN Self-Assessment Team meeting
February	Workplace Gender Equality Agency Employer of Choice Awards announced
11 February	International Day of Women and Girls in Science
13 February	Webinar: Why do we need gender equity?
27 February	Athena SWAN Self-Assessment Team meeting
8 March	Gender Equity @ CSU newsletter published

We need your help

Each newsletter, we'll provide updates on the progress of the Workplace Gender Equity Strategy, the Athena SWAN action plan, and key initiatives being introduced across the University. We also want to share stories of interest to you, so please send us your story ideas.

We also need a name for this newsletter. A name that reflects CSU's proud history of valuing female leadership, as well as our ongoing efforts for improvement. Whoever comes up with the best name, will receive CSU coffee vouchers.

Please email suggestions for the newsletter name or any story ideas to genderequity@csu.edu.au.



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