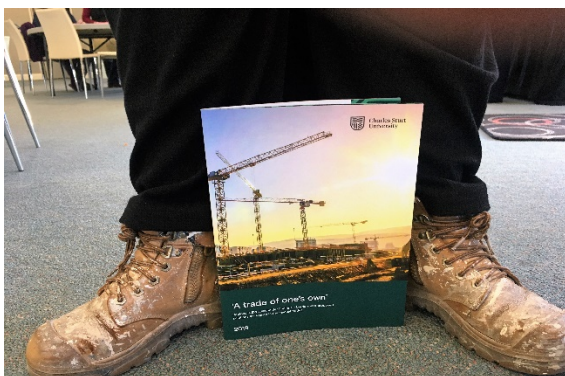


Gender Equity @ CSU

Women in the Manual Trades: Understanding Resilience

Why do women make up only 1-3% of the trades in Australia? This is one of the big questions being grappled with by the Women in Trades research team. Other questions concern gender equity in the trades and how women succeed and survive in male dominated workplaces. The construction and building industries are highly gender segregated and represent some of the most segregated workplaces in Australia today. This is despite a significant skills shortage in all associated occupations and despite persistent initiatives by industry and government to increase the percentage of women.



'A Trade of One's Own' Launch.

The trade occupations represented in the study include the construction, building, restoration,

maintenance and repair occupations of electro-technology, automotive, bricklaying, carpentry/building, painting/decorating, welding and plumbing.

The Women in Trades project is unique in its approach because it seeks to understand how resilience is developed and utilised by women in male dominated industries. Rather than only focusing on the barriers that prevent women succeeding in the skilled trades, we have used the CSU Research Narrative (Resilient People & Sustainable Communities) as a positive framework to develop an understanding of how women can be supported to achieve success and longevity in male-dominated occupations. We have explored the reasons why some women prosper in the trades, who and what facilitates their journey and how this occurs.

The Women in Trades pilot study ran from February 2018 until October 2019 using a qualitative and feminist methodological design. Feminist methodology was used because the study placed gender at the heart of the inquiry and sought to influence change for the benefit of women. Our methods involved extensive consultations with industry as well as qualitative interviewing. We conducted three industry consultations with 60 stakeholders in attendance across three events, and a series of in depth, one-on-one, interviews and a focus group with 27

participants. All consultations and interviews took place in the CSU footprint of Bathurst, Albury-Wodonga and Wagga Wagga (including the Riverina area).

The Women in Trades team launched their industry consultation report during Social Sciences Week in September. The report was officially launched by SHSS HoS Professor Wendy Bowles and BJBS Associate Dean Research Mark Morrison. The launch was extremely well attended by seventy industry stakeholders including employers, apprenticeship providers, VET educators, government representatives, tradeswomen and university staff.



Attendees at the launch

The event was an inclusive and positive space for the tradeswomen who attended, an important element, as women who work as a small minority, (often alone) everyday, require safe spaces to talk openly. The Welcome to Country that opened the event set the scene beautifully - Wiradjuri Elder Uncle Dinawan welcomed guests with stories of the important role women play as elders in the lives of both girls and boys in Wiradjuri culture. Donna Bridges, the Women in Trades team leader, MC'd on the day and introduced the concept of "A trade of One's Own" which was derived from Virginia Wolf's famous work "A Room of One's Own".

Professor Wendy Bowles was a crowd favourite after stories of her farm life and learning to drive a tractor. Craig Randazzo, CEO of Skillset Bathurst, spoke to the importance of tradeswomen in the regions and the important work that Skillset continues to do to increase the amount of women apprentices in the trades. This was followed by a panel of tradeswomen, featuring Natalie Creed and Grace Di Trapani, carpentry

apprentices from Ladex Construction Group Wagga, Wagga; Cassy Shanahan, Painter & Decorator, Albury and Bridget Smith, Electrician from JB Electrical, Albury. The panel was moderated by Paula Beattie who represented both Supporting and Linking Tradeswomen (SALT) and the Orange Women's Shed. The panel was an honest and informative Q&A and stole the entire show!

The study has found that a range of factors operate as barriers to women entering the trades and achieving longevity – these include sociocultural influences such as gender perceptions of work, gender roles in society and the gendered expectations of young people, parents, schools and employers. Once in the role women often face barriers that lead to their early departure – these include instances of bullying, hazing, harassment, the sexualisation of women and refusals to give women the same help that would be offered to male colleagues. Cultural issues such as the social exclusion and deliberate marginalisation of women operate in a social and relational way as well as on the level of workplace discrimination. In terms of "solutions" to the problems of gender integration, the study found that positive change can occur on three levels – individually (resilience, self-confidence, career efficacy), culturally (inclusive initiatives to change informal culture, informal networking events and groups, buddy systems, social media), organisationally (formal equity, diversity and inclusion policy, creation of formal mentoring and networking programs, EEO policy).



Members of the research team at the launch: Elizabeth Wulff, Branka Krivokapic-Skoko and Donna Bridges

The team thank ILWS for funding the publication of the report, Social Sciences week catering and social networking and the Faculty of Arts & Education for funding the event.

For a hardcopy of the report please contact Donna Bridges on dbridges@csu.edu.au or [Click here](#) for an electronic copy. A video recording from the launch can be accessed [here](#).

Article by Donna Bridges. All photos courtesy Donna Bridges.

Celebrating Regional STEM Women



REGIONAL STRENGTH. NATIONAL SUCCESS.

In November, the [Regional Universities Network](#), RUN, released a booklet celebrating '[RUN Women in Science, Technology and Engineering in Regional Australia](#)'. RUN is a collaboration of seven regionally based universities including Charles Sturt. It aims to provide policy advice, promote the contributions of regional universities and build institutional capacity across the Network through sharing best practice across a range of areas.

The booklet was released to coincide with the [United Nation's World Science Day for Peace and Development](#) on 10 November and also supports the federal Government's Women in STEM Decadal Plan. It showcases the outstanding contributions made by female researchers across the Network. It features stories from 14 women from the member universities and highlights research across a variety of areas including developing stronger and lighter steel, helping people with disability stay mobile and analysing the use of automated vehicles.

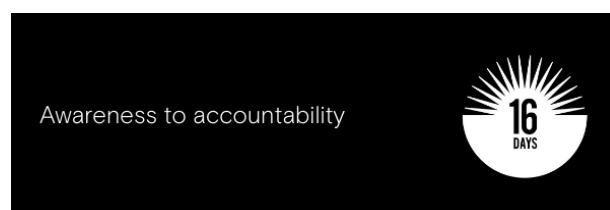
Two of the researchers who share their career successes in the booklet are Charles Sturt staff, Sandra Savocchia and Robyn Watts. A Charles Sturt and National Wine and Grape Centre researcher, Sandra's expertise is in grapevine pathology, and she is working to understand and mitigate the impact of grapevine wood diseases to help vines grow old and

produce better wines and be more productive for growers. Her research is deeply connected to the grape growing communities in Charles Sturt's footprint where she has delivered hands on workshops to the growers in the field. Her research on dieback is expected to make a contribution to other fruit and nut industries as well.

Professor Robyn Watts is an expert in the adaptive management of environmental water, and researches the Murray-Darling Basin. Adaptive management focuses on water releases that maintain and improve river health. Robyn's work has evolved into a transdisciplinary approach that sees her working with social scientists and closely with communities involved in and affected by environmental flows along the river. She describes her work as a two-way collaboration saying, 'we are incorporating community knowledge and experience to improve the science and tweak the monitoring design to make sure we get the best design and outcomes'.

The RUN booklet is a great initiative that celebrates and highlights the contributions and success of female researchers in STEM, but importantly, as RUN Chair, Professor Helen Bartlett, said it is also a reminder that women 'still face barriers to reaching their full potential'. Yet sharing stories like these can help change that by inspiring and encouraging aspiring female researchers and girls to see themselves succeeding in STEM careers.

16 Days of Activism



For 16 days across November and December [UN Women](#) runs an annual international campaign against gender-based violence. It kicks off on November 25 and finishes on 10 December, Human Rights Day. It began in 1991 by activists at the Women's Global Leadership Institute, and is currently coordinated by the [Centre for Women's Global Leadership](#). '16 Days', as it is commonly known, calls for the elimination of all forms of gender-based violence. Over 6000 organisations in

around 187 countries have participated in the campaign since it began.

In [Australia](#), family, domestic or intimate partner violence remain the most common forms of violence experienced by women. For regional women the risk of experiencing this violence is higher than for their city counterparts due to a range of complex factors.

This makes Charles Sturt's support of 16 Days even more important. The University has publically [pledged its commitment](#) to this campaign, and more broadly its responsibility in the community to promote gender equity and challenge gender based violence in the communities in which we work and live. For this year's campaign, Charles Sturt created a video highlighting the ['Know Your A to Z'](#) prevention tips from the Domestic Violence Resource Centre Victoria. Deputy Vice Chancellor (Students), Jenny Roberts said, 'we are committed to spreading this message, and this is why we have released this important video'.

If you or someone you know needs help contact Lifeline Australia on 13 11 14 or the Respect national hotline on 1800 737 732.



To view the video [click here](#).

Mental Health Month

Mental Health Month, held in October each year, gives us an opportunity to raise awareness about mental health and wellbeing. It is a chance to promote activities and ideas that can have a positive impact on our daily lives and the lives of others.

This year's theme is "Share the Journey". It is all about ways we can connect with others, both for our own health and wellbeing, as well as theirs.

To mark Mental Health Month, on each campus, we encouraged staff and students to sit down, have a chat, and make a chatterbox. If you would like the PDF version of the chatterbox, please contact genderequity@csu.edu.au.



Chatterbox template celebrating Mental Health Month

Unconscious Bias & Inclusivity Training Update

The second round of training has been delivered to staff, which consisted of six sessions across November and December 2019. During the second round, a total of 95 staff members completed the training, bringing the total to 255. Overall, the training was well received by staff with favourable results shown in both the data and written responses. A snapshot of the data from round two will be included in the next edition of the newsletter.

Wagga Wagga City Council

On 8 November 2019, Kim & Nic delivered training to Wagga Wagga City Council managers and executive team. This is part of the University's efforts to create an inclusive community, and a wonderful example of the collaboration and active working relationship with Charles Sturt and Wagga City Council. The data shows it is on par with the results from the first round delivered internally to Charles Sturt.



Pictured: Kim Doyle, Allana Condrón, Maryna Bilousova, Nicholas Steepe following the delivery of the training

Question	Weighted average	Pre evaluation (agree + strongly agree)		Weighted average	Post evaluation (agree + strongly agree)
I have a good understanding of unconscious bias and how it affects the work environment	3.36	40.91%	I have a good understanding of unconscious bias and how it affects the work environment	4.30	100%
I can identify my own unconscious bias	3.41	50%	I can identify my own unconscious bias	4.13	91.31%
I can identify unconscious bias in my team	3.32	40.91%	I can identify unconscious bias in my team	4.91	78.26%
I feel confident to address unconscious bias in myself	3.36	45.45%	I feel more confident to address unconscious bias in myself	4.26	95.65%
I feel confident to address unconscious bias in others	3.18	27.27%	I feel more confident to address unconscious bias in others	4.13	91.31%
I have a good understanding of inclusivity	3.91	81.82%	I have a good understanding of inclusivity	4.26	91.3%
I know how to use inclusive behaviours and practices	3.55	59.09%	I know how to use inclusive behaviours and practices	4.09	86.96%
I know how to respond appropriately to non-inclusive behaviours	3.41	50.00%	I know how to respond appropriately to non-inclusive behaviours	4.00	82.61%

Picture above: Snapshot of data from Wagga Wagga City Council Unconscious Bias training

Picture right: Jenny Roberts, Holly Conroy, Nicholas Steepe and Kim Copeland

Trans Awareness Week

Trans Awareness Week is a week when the community takes action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.

The event is a chance for the whole community to celebrate the amazing trans and gender diverse community, and educate ourselves in the many ways we can **be a trans ally**.

Trans Awareness Week is held on the 12th to the 19th of November, followed by Transgender Day of Remembrance.

To mark this event, Charles Sturt University held a free documentary screening of [Untold Australia – Country Pride](#) and Q&A session with Holly Conroy, who was recently awarded Community Hero at the ACON Honour Awards 2019. The documentary covers Holly's transition, culminating in the first Wagga Wagga Mardi Gras.

If you would like to find out more, please consider becoming a [Charles Sturt University Ally](#). ACON have recently updated their [Trans and Gender Diverse Language Guide](#) – feel free to check it out! Also, there is a really great podcast featuring Teddy Cook, Manager of Trans & Gender Diverse Equity at ACON which is really insightful. The podcast is called Thinking Justice, and is available on iTunes, Spotify and Libsyn.



Farewell 2019... Welcome 2020

As we get ready to wrap up 2019 we thought we'd look back on the year and update our readers on both the Gender Equity Strategy and the Athena SWAN projects, and look forward to some of what we have coming up in 2020.

Gender Equity Strategy

The Strategy was recently updated to reflect the new brand and is available on the [website](#).

We were deemed compliant for the 2018/19 Mandatory Reporting with the Workplace Gender Equality Agency.

The Charles Sturt University Employer of Choice citation was submitted on 29th October 2019. The initial deadline for this was 30th September, however, we were granted an extension to provide further evidence to WGEA that we did not have available. The outcome of this will be announced in February. The citation will last for a period of two years.

White Ribbon has gone into liquidation and there is currently no information regarding future status of the organisation. However, the references to White Ribbon in the WGEA application were true and accurate at the time of writing and submitting the application. The Strategy will need to be updated to reflect this. We are currently exploring Our Watch Workplace Equality and Respect Standards for workplaces.

Charles Sturt University assisted with the organisation of Reclaim The Night in Bathurst on 25th October. Jenny Roberts, Deputy Vice-Chancellor Students, was a key note speaker for the event. Kym Allen, Project Officer, Equity & Diversity, also represented Charles Sturt at this event.

Athena SWAN Project

It has been a busy year for Athena SWAN. We farewelled both Janelle Thomas and Kirsty Smith who were instrumental in the application process and keeping the project moving. In June, Kim joined the team as the new project manager, and the former Self Assessment Team also became the Athena SWAN Gender Equity at Charles Sturt Team (GEI Team).

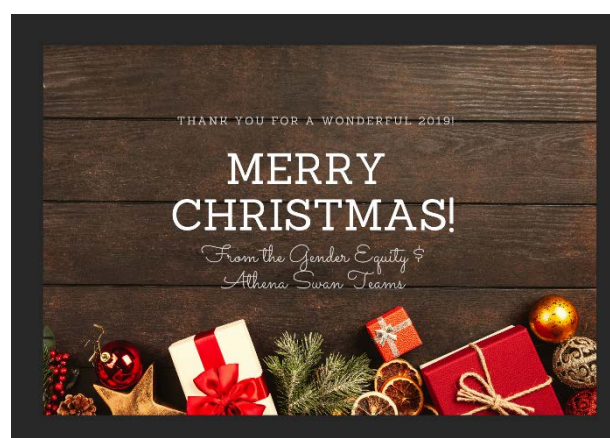
After a some time reflecting on what it means to move from a period of assessment to one of action and delivering on our goals by the 2022 deadline the GEI Team is now ready to begin work on specific Action Items in 2020.

Some of these early 2020 projects include analysing the gender pay gap here at Charles Sturt, examining AWM data by gender in our STEMM schools to get a clear picture of any inequities, and exploring the reasons for shorter periods of parental leave by STEMM school academic and professional staff.

Alongside these, we will be launching some of the pilot projects in the Faculty of Science that the Athena SWAN Action Plan requires. We will have more details in the New Year. And finally, in February we will be working with our Science in Australia Gender Equity (SAGE) regional partners to run an intersectionality workshop at the SAGE 'Catalysing Gender Equity' conference in February.

Both the Athena SWAN and Gender Equity teams are looking forward to the challenges and opportunities in 2020. If you are interested in getting involved in either or both of the projects, or would like to know more please contact us at genderequity@csu.edu.au.

From all of us at Athena SWAN and Gender Equity we thank everyone who has helped us work towards a more equitable Charles Sturt this year and wish everyone a safe and happy Christmas and New Year!



Want to know more about gender equity?

The issues surrounding gender inequity are complex and have ongoing impacts both here at Charles Sturt and in our everyday lives. The following links aim to improve knowledge around the subject.

1. Do people care if men don't care about caring? The asymmetry in support for changing gender roles.

This article discusses the gender imbalances in female dominated professions, which is of equal concern to the underrepresentation of females in the STEMM disciplines. Access [the article here](#).

2. Men At Work. Australia's parenthood trap.

Annabel Crabb pens an incredible quarterly essay discussing men and parental leave. You are able to purchase it from [here](#), or email us and we can send you the PDF.

3. 'A hand up, not a handout': UTS lowers engineering entry bar for women

This Sydney Morning Herald from August discusses the recent decision by UTS to lower the ATAR for females in engineering. You can [read it here](#).

Hot Topic: LifeWorks

LifeWorks

Charles Sturt University recently launch our new Employee Assistance Program (EAP) Wellbeing Platform.

This new platform will help you feel more connected, rewarded and supported in your life, health and wellness journey, with access to:

- ✚ The same free and confidential EAP counselling and Managers Hotline services, conveniently available anytime, anywhere;
- ✚ Personalised wellbeing content based on your areas of interest;

- ✚ Perks and exclusive offers, including discounts and special offers; and
- ✚ Wellbeing newsfeed with helpful 'snackable' daily content that's personalised to you.

Getting started with LifeWorks is easy as 1-2-3!

You should have received an invitation email from LifeWorks (notifications@lifeworks.com) with your unique code to sign up.

1. Sign up by following the link in the email.
2. Create your LifeWorks account.
3. Download the LifeWorks app to easily access your new platform!

For further information please refer to the Employee Assistance Program webpage and helpful FAQ's, available on the [Division of Human Resources website](#).

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](#).

28th/29th January	Domestic Violence and Indigenous 2-day Lifeline Training (Wagga Wagga)
March	Gender Equity at Charles Sturt newsletter published
17 th /18 th March	Domestic Violence and Disability 2-day Lifeline Training (Wagga Wagga)
June	Gender Equity at CSU newsletter published
15 th June	2 Hour DV Alert Training (Dubbo)



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