

Griffith University's response to the opportunities in the Women in STEM Decadal Plan



OPPORTUNITY ONE: LEADERSHIP



Figure 1: Marnie King, Professor Debra Henly and Professor Lesley Chenoweth AO receiving Griffith University's Athena SWAN Bronze Award at Parliament House, 2018.

Commitments and activities

Griffith is known for its commitment to social justice. We understand that equity, diversity and inclusion are our strength.

Our Senior Deputy Vice Chancellor, Professor Debra Henly, led Griffith's successful application for an Athena SWAN Bronze award in December 2018. She is invested in the progression of women in STEMM disciplines as the former Pro Vice Chancellor of the Sciences Faculty at Griffith, the only woman in Queensland at the time to lead a science and engineering faculty. Debra's commitment to equity, diversity and inclusion is evident in her leadership of the Athena SWAN Committee, Safe Campuses Advisory Group (charged with implementing the recommendations of the Change the Course report), First Peoples Employment Committee and the Reconciliation Action Plan Steering Group. She is also the Executive Sponsor for the women in leadership program alongside Pro Vice Chancellor (Logan Campus) Linda O'Brien.

Griffith's Vice Chancellor, Professor Carolyn Evans, appointed at the beginning of 2019, has made significant contributions to addressing gender inequity. In her short time at Griffith she has addressed gender pay equity in senior remuneration processes, engaged in Women in Leadership programs including the flagship [Leneen Forde program](#) and featured on 'Griffith celebrates our Remarkable Women' and LGBTIQ+ inclusion videos.

Deputy Vice Chancellor (Engagement), Professor Martin Betts champions equity, diversity and inclusion as Chair of the Equity Committee. He is the Executive Sponsor of the Griffith Ally network which supports LGBTIQ+ staff and students. In addition to the University Equity Committee, Academic Groups (faculties) lead their own Equity, Diversity and Inclusion Committees and Champions who drive and implement local strategies to support women.

Partnerships

We have partnered with global medical and pharmaceutical organisation [Johnson and Johnson](#) in a program designed to recruit, retain and engage women in undergraduate degrees in Science, Technology, Engineering, Mathematics, Manufacturing and Design (WiSTEM2D). Griffith was the first university in Australia to contribute to this partnership, joining around 20 other organisations worldwide.

Since 2016, Griffith has sponsored Women in Technology, the peak industry body for women in technology and life sciences in Queensland. Griffith has been a finalist for the WIT Employer of Choice Corporate Award for the past two years. Griffith women are frequently nominated for and received WIT awards.

The SAGE pilot has led to increased collaboration with Queensland Regional Network members and fellow Innovative Research Universities to address gender inequities nationally. Griffith also engages as part of Women in Engineering and IT network, where universities collaborate on projects and strategies to encourage more women into Engineering and IT.

Future plans

The Athena SWAN action plan is a strategic commitment from Griffith's leadership team. Through the implementation of the action plan, Griffith has committed to:

- The appointment of a Women in STEMM Coordinator to oversee the implementation of the action plan and related initiatives across the university. This investment is sponsored by the Vice Chancellor;
- The strategic targets of:
 - At least 45% women at Academic level D and E;
 - At least 50% women holding senior leadership positions at HEW Level 10 and above; and
 - At least 50% research intensive roles held by women;
- Embedding Griffith Athena SWAN targets into leadership KPIs;
- Applying for the Australian Workplace Equality Index (AWEI) to ensure structures are in place to support LGBTIQ+ women;

- “All Gender” bathrooms in any new building projects to support the diversity of genders; and
- Unconscious bias training for all senior leadership and other relevant roles.

Leaders are held accountable for these targets and initiatives through regular reporting of equity, diversity and inclusion matters to Executive Group and Council.

OPPORTUNITY TWO: EVALUATION

Griffith University was in the first cohort of universities to receive an Athena SWAN Bronze Award and is currently implementing their comprehensive four-year action plan. Griffith's gender equity initiatives are regularly revised and evaluated. Griffith's [Athena SWAN Bronze Award Application](#) is publicly available on the SAGE website.

The [Athena SWAN action plan](#) supports our overarching [Equity, Diversity and Inclusion Plan](#). Gender equity initiatives and priorities are included in University and Group Strategic plans, including the [People Plan](#), ensuring an ongoing focus on cultural change. These are also evaluated through regular reporting to Group Boards, Executive Group and Council.

Griffith is currently finalising its new strategic plan which will ensure equity, diversity and inclusion continue to be central to our values.

We have a target to reduce the gender pay gap by 1% annually. This is closely monitored, including during annual reviews of senior staff remuneration.

Griffith has been a WGEA Employer of Choice citation since 2001. In 2018 and 2019 Griffith was an Employer of Choice finalist in the Women in Technology Awards. This year Griffith was also a finalist in the Australian HR Awards for the Best Workplace Diversity and Inclusion Program.

Other local evaluation mechanisms include regular surveys and evaluations such as:

- Academic Group (Faculty) surveys include questions on the support for gender equity and/or equity, diversity and inclusion;
- Training, leadership and development program surveys;
- Harassment and Discrimination Contact Officers reporting so that the University may monitor trends; and
- Evaluation of the [Academic Equity Development Program](#) through candidates reporting back on the impact the program has had on their development.

OPPORTUNITY THREE: WORKPLACE CULTURE

Griffith University has a long-standing commitment to gender equality in its workforce with initiatives in place to support the success of staff and students. We believe that an inclusive workplace culture is critical to this success.

We understand that the normalisation of workplace flexibility and career interruptions plays an important role in achieving gender equity, particularly in STEM where women are underrepresented. To accommodate the diverse needs of our community we have the following workplace provisions:

- Eligible full-time Griffith staff are entitled to **26 weeks full time paid parental leave** with an additional 52 weeks unpaid leave.
- Griffith has introduced **pro-rata paid parental leave for those who have less than 12 months continuous service**. Unpaid leave is also available for these staff members.
- Support for working parents includes [parenting facilities](#) on each campus, the [Griffith Sport Active Kids](#) program in school holidays and on-site day care at Nathan campus.
- **Flexible work entitlements** available to both professional and academic staff under Griffith's Enterprise Agreements.
- Staff are able to work from home on an ad hoc basis under the [Anywhere, Anytime Work Guidelines](#)
- In the Sciences Group, all advertised academic positions include the statement "**Female applicants are particularly encouraged to apply** and while this position is advertised as full time, a fractional appointment with **flexible working can be negotiated.**"

Griffith has coordinated the [Women in Leadership Program](#) for mid-career academic and professional women, and the [Leneen Forde Future Leaders Program](#) to support women already successful in leadership roles, since 2003 and 2014 respectively. In 2019, six positions in Women in Leadership and three positions in Leneen Forde Future Leaders Program were given to women in the Sciences Group. We hold senior women-only promotions sessions to assist academic women prepare their promotion application.

We take pride in gender equality research at the University. Established this year, the [Gender Equality Research Network](#) (GERN) and development program supports and showcases research on gender equality, women's leadership and inclusivity. To ensure that our Athena SWAN initiatives align with best practise, the chair of this network sits on our steering committee.

Griffith takes a proactive stance on preventing discrimination, harassment and bullying (including sexual assault and sexual harassment). We have a comprehensive suite of related policies and procedures for staff and students. The [Safe Campuses Advisory Group](#), chaired by the Senior Deputy Vice Chancellor, plays a crucial role in furthering the University's progress in the prevention of and response to sexual assault and sexual harassment. Griffith has also recently committed to actions to further enhance organisational respect and prevent workplace bullying.

The Griffith-led [MATE Violence Prevention program](#) aims to prevent violence, bullying and other harmful behaviour such as gender stereotyping. The program includes cultural change workshops that focus on empowering bystanders to recognise and having the confidence to intervene in these circumstances.

The [Academic Equity Development Program](#) provides eligible academic and research staff with support to conduct sustained activities to further their development as scholars, researchers, teachers and/or practitioners. This program is offered to staff who have experienced career disadvantage related to a particular attribute including women, staff with family responsibilities, First Peoples, people with disabilities, people from culturally and linguistically diverse backgrounds and people who are sexually and gender diverse. Historically, one of these programs is awarded per Group (Faculty).

In addition, the SAGE pilot has led to the following new initiatives:

- Ten women are selected each year in the Sciences Group to receive **intensive career development and training**.
- The Health Group delivers four events per year on **leadership that target issues of gender and diversity**.
- A new **Women in Research Leadership** program co-ordinated out of the Office for Research.
- We are establishing **mentoring programs** for new academic women in Sciences and Health Groups.
- The **Griffith STEM Academic Carer Support Fund** has been established to cover any out-of-pocket childcare or respite care costs incurred while a researcher is presenting at a national/international conference, sitting on a professional research committee or attending professional development or other important Griffith activity.
- **Shortlisting and recruitment panel gender targets** have been established in the Sciences and Health Group - 30% and 50% women respectively.
- An additional [Academic Equity Development Program](#) is awarded in the Sciences and Health Groups.

What activities have made the biggest difference?

The implementation of shortlisting targets in the Sciences Group has led to additional appointments in the School of Information and Communication Technology (ICT) from two to five women. Griffith sees these increases as a result of our comprehensive program of strategies, however, targeted efforts in recruitment and selection and professional development are making an impact in STEM academic appointments.

In terms of women in STEM, recent outcomes have included:

- An increase of 4% in the proportion of women overall in the Sciences Group (2018: 27%, 2019: 31%)
- An increase of 3% in the proportion of women at Professor (Level E) in the Science Group (2018: 19%, 2019: 22%)
- An increase of 5% in the proportion of women in the Office of Digital Solutions at HEW 10 and above (2018: 18%, 2019: 23%)

Other success stories include the [MATE Violence Prevention program](#) being recognised as a finalist for Best Workplace Diversity and Inclusion Program for its implementation across the whole of Corporate Services. Initial evaluations showed that 90% of participants agreed or strongly agreed they would know what to do when confronted with a difficult situation.

Future activities

Aligning with our Athena SWAN commitments, key initiatives for the next 12 months include:

- Develop **Performance Relative to Opportunity Guidelines** for use in recruitment and selection, promotions and performance reviews.
- Embed in University policy our **stance on and support for gender balance on panels and keynote speakers for conferences** (internal and external).
- Develop **inclusive leadership resources** including a checklist for Selection Panel Chairs to inform them and the committee of best practice in mitigating bias.
- In STEM areas where women are underrepresented, introduce **women-only postdoctoral fellowships**.

OPPORTUNITY FOUR: VISIBILITY



Figure 2: Griffith alumna Dr Jessie Christiansen has published multiple exoplanet discoveries and co-authored discoveries on thousands more.

A review of Griffith webpages revealed that women are well-represented. The SAGE pilot has highlighted the need to provide additional opportunities for women in the STEM disciplines to promote their success and been seen in the public eye. We have increased visibility of Women in STEM by:

- Celebrating [High achieving women in STEM](#) (academic and professional staff) on our webpage. This includes the recognition of key citations and profiles of women with a successful career.
- Further promoting Women in STEM through our **'Be Remarkable'** media campaign (e.g. [Dr Jessie Christiansen](#)).
- Prioritising **Griffith News** features on successful STEM women (e.g. [Amanda Miotto, Professor Kathy Andrews](#)).
- Embedding Personal Branding workshops in our Women in Leadership and Leneen Forde programs.

- Including our [Griffith Celebrates our Remarkable Women](#) video in our candidate recruitment and attraction efforts, particularly in the Sciences Group.
- Introducing an annual prestigious Women in STEMM lecture.
- Actively nominating of women for international and national awards.
- Deliberate strategies to encourage women into Engineering Programs including:
 - featuring women in hard hats on advertising and promotional material; and
 - promoting Griffith civil engineering graduate, [Monique Quirk](#), as a student success story.

OPPORTUNITY FIVE: EDUCATION



Figure 3: Professor Katherine Andrews and Associate Professor Qin Li inspiring children through engaging STEM stories.

Our award-winning STEM outreach program [Science on the GO!](#) brings dynamic and engaging science events, programs and teaching resources by providing primary and secondary school staff and students access to Griffith's innovative STEM facilities, resources and expertise. The choice of keynote speakers, workshop hosts and panel members are consciously informed by gender balance. This has increased visibility of women in STEM during activities such as the Science and Engineering Challenge for the past 15 years with Gold Coast and Logan schools. Data over the last two years shows we have had almost 1800 students engage with this event, with 45% of participants being female.

Science on the GO! provides a range of targeted programs to engage women and girls in STEM:

- Science on the Go! partners with the Griffith University Women in Engineering group to provide female engineering students and alumni with access to study and career support, relevant networks and events.
- [Growing Tall Poppies](#) encourages high school girls to pursue further study in physics by highlighting the role of physics in solving real-world issues through hands-on learning.

- The Griffith Women in Aviation Day was launched in 2017 to encourage female students to study Aviation at a tertiary level who are interested in either becoming pilots, managers, aircraft safety inspections/investigators, IT or engineers within the aviation industry.
- In 2019, the [Aviation MATES program](#) provided students with both a woman and man as a leadership team to support female students and provide development opportunities. Today, the Aviation Program has 23% females representing the cohort (77% increase over the past years).
- Griffith partners with the South East Region STEM Champion in the Department of Education to provide STEM Girl Power Camp and STEM Champion Mentorship programs. This partnership includes assisting schools with the costs and logistics associated with teachers and students being involved in the STEM Girl Power Camp.
- Griffith has supported the IBM EXITE (EXploring Interests in Technology & Engineering) Camp to encourage girls in Years 8-10 to study and pursue careers in STEM subjects. The camps aim to show young women the diverse range of career opportunities available to them in STEM fields through fun, hands-on activities over a four-day program.

Griffith has led the way in promoting diverse STEM careers through the book series [That's RAD! Science](#). This project promotes STEM careers to primary school students through educational picture books on STEM topics. It provides STEM role models by showcasing the scientific work of women from the perspective of their children.

We have also created two new learn-to-read book series, namely [Suzie the Scientist](#) and [Millie the Mathematician](#). The books encourage parents and kids to jointly explore and discuss scientific and mathematical ideas while improving reading literacies. Importantly, Suzie and Millie provide young children with female role models in STEM that are engaging and accessible.



Figure 4: The Griffith Women in Aviation Day was launched in 2017 to encourage female students to study Aviation at a tertiary level.