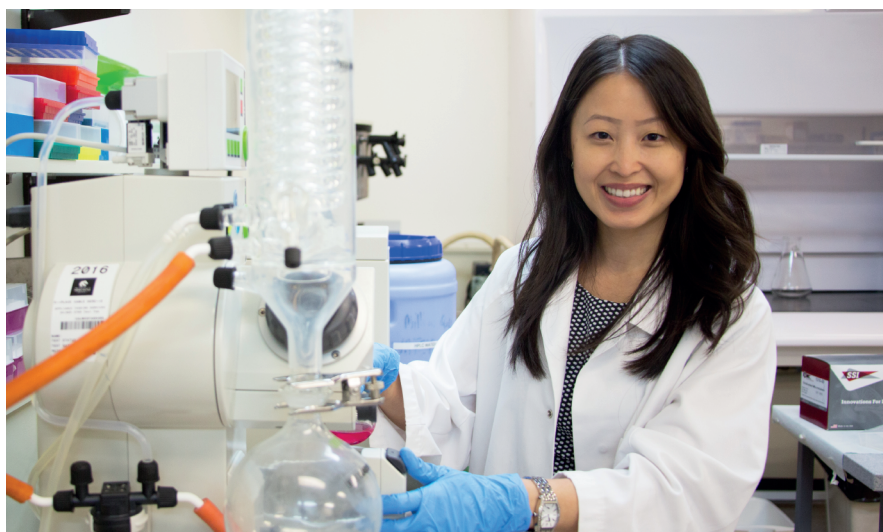


# WOMEN IN STEM DECADAL PLAN CHAMPION RESPONSE

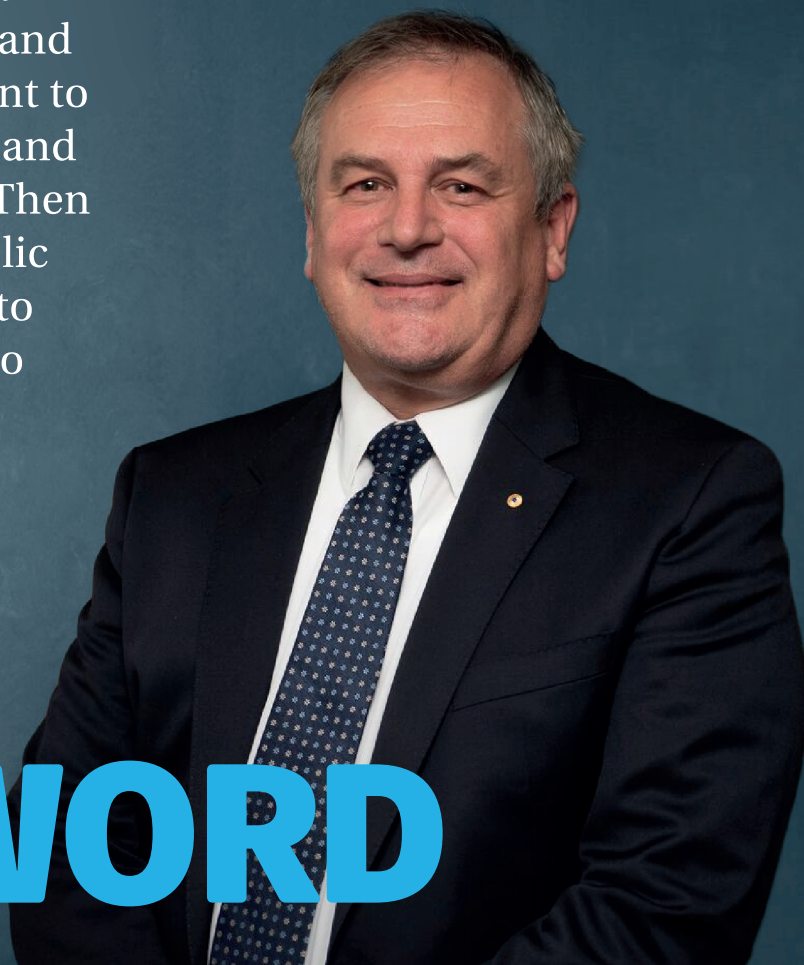
2019



THE UNIVERSITY OF  
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"It's measureable. You take a stocktake of where you are, and you try to say where you want to be, which is to get to 50/50, and there are ways to get there. Then you document that in a public way and it's a commitment to do that in a sense of trying to achieve that goal."



# FOREWORD

I am immensely proud to present The University of Newcastle Response to the Australian Academy of Science and the Australian Academy of Technology and Engineering, Women in STEM Decadal Plan. The Decadal Plan provides a solid platform on which we are able to build our response to the gender disparity in STEM disciplines. Together with our SAGE Athena SWAN Bronze Award Action Plan, the University of Newcastle is in an ideal position to champion Women in STEM initiatives in Australia.

As Vice-Chancellor, I am committed to Equity as one of our four core values. Equity, diversity and inclusiveness for access and success in higher education and beyond is fundamental to everything we do.

As a founding member of the Male Champions of Change STEM Group, I recognise the significance of growing our female workforce, and the promotion of women is a central focus of our endeavours.

The University of Newcastle Response outlines our gains to date, and our plans for the future. We have set targets for increased female representation in leadership positions across our STEM + Medical (STEMM) workforce including a 10% increase in female Heads of School. One of our excellent

achievements has been the appointment of a senior leader in research excellence to the Women in STEMM Chair. We have also appointed Assistant Deans in Equity, Diversity and Inclusion in every faculty. We have a goal to achieve 40% female representation on the Executive Committee by 2020. The University's demonstration of its commitment to equity is further outlined in our Response.

While I am proud of our University's progress towards gender equity in STEMM, I am also cognisant of the need to continue our work in this area, and to pledge ongoing commitment and leadership. On behalf of the University of Newcastle, I make that pledge and look forward to working with the Australian Academy of Science and the Australian Academy of Technology and Engineering to help deliver the Women in STEM Decadal Plan.

A handwritten signature in black ink, reading 'A Zelinsky'.

**Professor Alex Zelinsky AO**  
Vice-Chancellor and President



## LEADERSHIP

The University of Newcastle is one of the first research institutions in Australia to be awarded a Bronze Award in the SAGE Pilot of Athena SWAN in Australia. We have committed to implementing an Athena SWAN Action Plan consisting of a suite of 77 items designed to deliver improved outcomes and positive cultural change over the next four years. This is an outstanding commitment to gender equity and a demonstration of our leading role as an equity and diversity champion in Australia.

Our Vice-Chancellor and President, Professor Alex Zelinsky AO, is a Male Champion of Change. Male Champions of Change use their individual and collective leadership to elevate gender equality as an issue of national and international social and economic importance.



Women in STEMM Chair, Professor Billie Bonevski



Our University leaders, including the Vice-Chancellor and staff, have taken a Gender Equality Leadership Pledge committing to instilling practices of inclusion and equity into day-to-day work. We now have more than 332 signatories who also pledge to influence better gender balance on meeting panels and forums.

We established the inaugural Women in STEMM Chair to serve as a role model for women in STEMM and provide leadership for gender equity. The Chair is working with STEMM faculties to increase female participation in low representation disciplines, and drive strategies for the promotion of women in leadership positions in STEMM.

We have appointed five Assistant Deans in Equity, Diversity and Inclusion (EDI). Each Assistant Dean, together with their Faculty Equity, Diversity and Inclusion Committees, contribute to implementation of institutional strategies as well as lead initiatives within their faculty to improve diversity and embed inclusive policies and practices.



The University of Newcastle receiving the Athena SWAN Bronze Award in December 2018



Athena SWAN Self-Assessment Team



## EVALUATION

Our SAGE Athena SWAN Action Plan includes a comprehensive evaluation framework with regular data collection, evaluation and improvement built into the plan. Our Assistant Deans, along with other EDI subject matter experts, participate in an Athena SWAN Working Party chaired by our Women in STEMM Chair. The Working Party meets bi-monthly to monitor and review progress against the plan.

We have partnered with the Hunter Medical Research Institute to implement their FAIT Framework for Impact Assessment tool to evaluate the impact of the SAGE Pilot Action Plan on equity and diversity.

We annually report to the Workplace Gender Equality Agency (WGEA) and the WGEA and SAGE Pilot Bronze Award reports are publicly available on our University website. We continue to benchmark within the sector to further measure the impact of our strategies against similar organisations.



We have undertaken reviews of a range of institutional policies including our Code of Conduct, Sexual Harassment Policy, and other Equity, Diversity and Inclusion related policies, as well as recruitment selection, promotion and retention policies with a gender equity lens.



# WORKPLACE CULTURE

We are building an Equity, Diversity and Inclusion Community of Practice which initially includes our Women in STEMM Chair, the five ADs in Equity, Diversity and Inclusion, and the members of the SAGE Athena SWAN Working Group. The Community of Practice will be delivered via face-to-face events and an online platform to bring together all members of the University community who share a passion for gender equity and foster a positive, communal culture of inclusion and diversity.

We aim to provide an environment that prioritises the rights of all staff and students to be treated with respect and dignity, and our Vice-Chancellor has committed the University to a 'zero-tolerance' of gender-based harassment and discrimination, sexual harassment, discrimination and bullying. Our Respectful and Inclusive Behaviour Policy has been updated and we are providing training on Equal Opportunity that addresses sexual discrimination and appropriate workplace behaviour as well as cultural inclusion and Indigenous understanding.

Our Workforce Gender Equity Plan 'Progress to Equity' commits our University to make gender equality a priority by focusing on the following key areas, each underpinned by specific action items:

1. Foster an inclusive and equitable organisational culture
2. Embed accountability for leaders in gender equity

3. Attract and retain more women in under-represented areas (STEMM)
4. Increase the number of women in senior and leadership positions
5. Support women's careers through training, leadership and development
6. Maintain a flexible workplace culture
7. Close the gender pay gap

As male leaders may be unable to see clearly the impact of inequities faced by women, not having experienced it themselves, we are piloting a Reverse Mentoring Scheme whereby female academic staff are paired with a senior male academic to discuss the challenges faced by women in STEMM.

We have worked towards improving gender diversity on committees. Each Faculty Equity, Diversity and Inclusion Committee is auditing gender composition of prominent decision-making committees. Where imbalance is obvious, committees have been asked to review terms of reference to improve gender equity and inclusion.

We are reviewing our Academic Workload Allocation Models to identify potential for gender biases to occur, which will inform a framework for consistent workload allocation.



Women in STEMM Chair Professor Billie Bonevski (bottom left) with EDI Assistant Deans (left to right) Professor Allyson Holbrook, Professor Jenny Bowman, Professor Regina Berretta, Professor Lisa Toohey and Associate Professor Nikola Bowden



## VISIBILITY

Imagery on our website has been refreshed to better reflect the diversity of our University community, including providing a broader scope of Women in STEMM role models. We conduct regular reviews of the image library to ensure a broader representation of age, ethnicity and work type. New to our communications strategy, is an imperative that gender equity and diversity comprise all photography briefs.

All STEMM faculties have reviewed promotional material to ensure they do not contribute to outdated gender stereotypes, and challenge preconceived norms. Promotional brochures for major program handouts now feature a woman on the cover participating in STEMM activities.

For International Women's Day in March 2018, a campaign was launched to profile female academic role models in STEMM

which comprised a collage of 12 inspiring women promoted on our website. Each year on International Women's Day, we promote activities across all of our campuses and sponsor a number of community events.

Our Panel Pledge ensures that symposium, conferences and other events at our University feature a balance in speakers.

The appointment of a senior scientist as Women in STEMM Chair serves as an important role model for junior STEMM students and staff. The Women in STEMM Chair is actively involved in a range of on-campus STEMM-related activities, and has a regular communication channel through articles in the campus newsletter. The Women in STEMM Chair also regularly engages with the broader lay media.





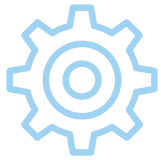
## EDUCATION

In January 2019, a University of Newcastle STEMM Ambassador was appointed to oversee all outreach activities. Our STEMM Ambassador has been named in the Top Ten STEMM Ambassadors by Science and Technology Australia. 2019 public events in Newcastle have involved Professor Lisa Harvey Smith, Eddie Woo, Dr Karl Kruszelnicki and Adam Spencer.

We host the hugely successful Science and Engineering Challenge (SEC), a nationwide STEMM outreach program presented by the University in partnership with communities, Rotary clubs, universities and sponsors. Through the SEC, students experience aspects of science and engineering that they would not usually see in their school environment. More than 550,000 people have participated in SEC to date.

We offer professional development for educators. SMART (Science, Maths And Real Technology) is an innovative, not-for-profit science communication outreach program delivered by the SEC and supported by the Faculty of Science offering STEM training programs for pre-school, primary and secondary school educators.

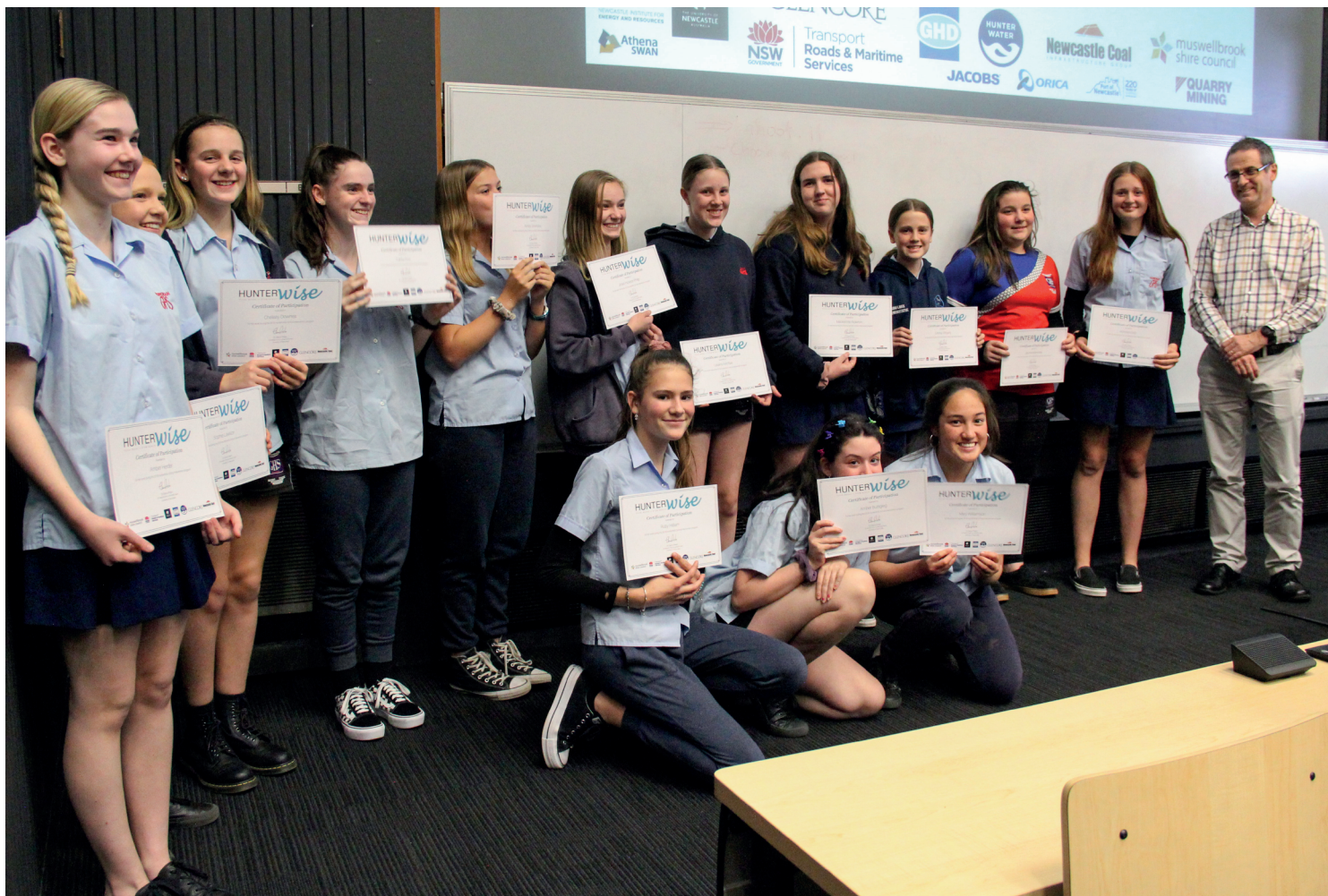
We focus on girls and women in STEMM outreach through our Hunter Women in STEM and Entrepreneurship (HunterWiSE) program. HunterWiSE features two key interlinked actions: a targeted school intervention for girls, and a series of networking events for female STEMM professionals across the Hunter. Nine high schools from low socioeconomic areas are currently participating in HunterWiSE.



## INDUSTRY ACTION

We are part of the SAGE NSW Regional Network committed to collective actions to promote Athena SWAN principles and look for opportunities to support the STEMM sector and SMEs to implement diversity and inclusion programs.

Our outreach programs including the Science and Engineering Challenge and HunterWiSE are delivered with a number of industry partners including larger organisations as well as SMEs and local councils and government departments in order to activate the entire community.





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