



# Edith Cowan University

Response to the Women in STEM Decadal Plan

## Glossary of abbreviations and acronyms

AS	Athena SWAN
ABCC	Australian British Chamber of Commerce
ACS	Australian Computing Society
ATSE	Australian Academy of Technology and Engineering
BPWIN	BP Women's International Network
BRUV	Baited Remote Underwater Video
BWEA	Bunbury Wellington Economic Alliance
CU ECU	Children's University Edith Cowan University
CLT	ECU Centre for Learning and Teaching
CEDA	Committee of Economic Development in Australia
DVCSP	ECU Deputy Vice-Chancellor (Strategic Partnerships)
DWER	Department of Water and Environmental Regulation
ECU	Edith Cowan University
Exec. Dean	Executive Dean
GPG	Gender Pay Gap
GPN	Girls' Programming Network
HE	Higher Education
HRSC	ECU's Human Resources Service Centre
IT	Information Technology
ICT	Information and Communications Technology
IRM	Industry Relationship Management
MAWA	Mathematical Association of Western Australia
NTEU	National Tertiary Education Union
ODVCSP	Office of the Deputy Vice-Chancellor (Strategic Partnerships)
RRR Network	Rural, Regional, Remote Women's Network of Western Australia
SAGE	Science in Australian Gender Equity
SAH	ECU School of Arts and Humanities
SBDC	Small Business Development Corporation
SDGs	United Nations' Sustainable Development Goals
SME	Small and medium-sized enterprises
SEd	ECU School of Education
SIF	Strategic Initiative Fund
SMHS	ECU School of Medical and Health Sciences
SSCI	ECU School of Science
STEM	Science, technology, engineering and mathematics

STEMM	Science, technology, engineering, mathematics and medicine
THE	Times Higher Education
UAEW	Universities Australia Executive Women
UIIN	University Industry Innovation Network
UNAAWA	United Nations Association of Australia Western Australia
UWA	University of Western Australia
VC	Vice-Chancellor
WA	Western Australia
WGEA	Workplace Gender Equality Agency
WIE@ECU	Women in Engineering at Edith Cowan University
WITWA	Women in Technology Western Australia

## Responses outlining ECU's activities towards gender equity

Edith Cowan University (ECU) is committed to achieving gender equality as an educator and employer. We are actively building a culture that promotes equality and diversity, and provides increased opportunities for women and gender diverse groups. As the only university in Australia named after a woman, Edith Dircksey Cowan, redressing gender inequalities, and improving education and opportunities for women are core to ECU's purpose.

ECU's key gender equality goals are: to promote equality, diversity and social responsibility; be a beacon for gender equality; to maintain the [Science in Australian Gender Equity \(SAGE\) Athena SWAN](#) Bronze Institutional Award and progress further under the Athena SWAN Charter; and continually achieve the [Workplace Gender Equality Agency \(WGEA\) Employer of Choice for Gender Equality Citation](#).



*ECU Athena SWAN Charter Committee members receiving the Athena SWAN Bronze Institutional Award at the SAGE Symposium, December 2018*

ECU has developed a *Gender Equality Strategy 2019 to 2021* to:

- capture the University's overall vision for gender equality and summarise the existing gender equality actions and initiatives that support this vision;
- ensure that the range of gender equality actions and initiatives are suitably integrated and operate in support of each other; and
- provide clear objectives and measures that enable the outcomes and impact of these actions and initiatives to be evaluated and reported on.

The University is a strong advocate for change and a champion for increasing female participation in science, technology, engineering, mathematics and medicine (STEMM) at every level. ECU considers the development of the Women in STEM Decadal Plan an important step in this journey.

The submission below outlines ECU's activities in response to the six (6) areas of opportunity identified in the Women in STEM Decadal Plan.

## LEADERSHIP

### Activities that leaders in your organisation are taking to achieve gender equity:

Components of gender equality and inclusivity are explicitly ingrained within the [ECU Strategic Plan 2017 – 2021 World Ready](#).

The Vice-Chancellor and President of ECU, Professor Steve Chapman is a vocal supporter of gender equality, and serves as a:

- National Male Champion of Change in science, technology, engineering and mathematics (STEM);
- [CEO for Gender Equity \(WA\)](#);
- [WGEA Pay Equity Ambassador](#); and
- Signatory to the [WGEA Pay Equity Pledge](#)



*The Vice-Chancellor provides the opening address at the first ECU Athena SWAN (AS) Advancement Scheme Ceremony, 2016*

The Vice-Chancellor has aligned performance measures to the ECU Strategic Plan. This includes specific actions around gender equality which are mirrored in the performance objectives of the executive team.

In addition, the Vice-Chancellor appointed Professor Cobie Rudd, Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President, as a dedicated senior executive role, assigned responsibility for leading and coordinating the gender equality strategy including SAGE Athena SWAN and WGEA.

The above has had a tangible flow-on effect. In December 2018, ECU was awarded the inaugural Athena SWAN Bronze Institutional Accreditation. Subsequently, a comprehensive action plan was developed: the *ECU Athena SWAN Bronze Action Plan 2018 – 2022*.



This plan outlines a comprehensive list of twenty four (24) action items, to directly address the underlying attitudinal, behavioural and cultural causes of gender inequality at ECU.



*SAGE Athena SWAN Leadership Workshop February 2018*

The *ECU Athena SWAN Bronze Action Plan 2018 - 2022* is categorised into four (4) themes:

- Leadership – entrench Athena SWAN;
- Disrupting the status quo – recruitment and grow our own;
- Career development – promotion and progression; and
- Better practice – inclusive culture.

In February 2019, ECU achieved the Citation as an Employer of Choice for Gender Equality from WGEA for the third consecutive year. The Citation reflects the University's active commitment to gender equality and diversity, as well as the improvement of gender equity policies and practices.

Following this achievement, in April 2019 ECU was ranked sixth in the world for gender equality in the inaugural Times Higher Education (THE) Impact Rankings. The THE University Impact Rankings show how the global higher education sector is contributing to the achievement of the United Nations' Sustainable Development Goals (SDGs).

The University has committed significantly to gender equality and related equity initiatives. For example, for ECU's involvement in the lead up to, and submission for, the SAGE Athena SWAN Bronze Accreditation alone, ECU invested in excess of \$1M. This is in addition to establishment of a permanent full-time Athena SWAN Senior Analyst role in the Office of the Deputy Vice-Chancellor (Strategic Partnerships) and significant in-kind contributions from all academic and service centre areas, additional Strategic Initiative Fund (SIF) bids, and external funding from competitive grant schemes that specifically target programs to advance women in STEM.

ECU's investment in University-wide events along with sponsorship of gender-related events relevant memberships, is also notable. The Vice-Chancellor and Deputy Vice-Chancellor (Strategic Partnerships) are visible role models for gender equality, present at internal and external events and representing ECU in publications.

In October 2019, Professor Rudd was invited to become a member of the [Women Leaders Institute's Advisory Board](#). This international institute facilitates worldwide events and provides platforms and opportunities for female leaders to connect with like-minded people, and expand their networks whilst further developing leadership skills.

### Snapshot of ECU-hosted events in the past two years

- ECU celebrates International Women's Day annually in March. Reflections and recordings of events are uploaded to the [ECU YouTube channel](#) for community-wide accessibility.
- During our annual events ECU aims to create a sense of collegiality amongst women across all generations. As an example, the 2018 International Women's Day Edith Cowan Memorial Lecture, included a panel of girls and women from across the lifespan, using real life experiences to foster a connection with the community-based audience.



*International Women's Day Edith Cowan Memorial Lecture 2018*

- In February 2018, ECU in conjunction with the United Nations Association of Australia Western Australia (UNAAWA) held a networking and panel event dedicated to gender equality champions in STEMM. The event celebrated ECU women in STEMM and male champions for change. Vice-President of the UNAAWA, Dr Sandy Chong moderated the panel discussion for the community-wide event. The panel of six (6) esteemed academics (of which Professor Rudd was one) shared their experiences and advice for advancing women in the fields of STEMM in front of eighty (80) guests.
- In June 2018, Professor Rudd presented *Myth busting bias: calling it out without 'falling out'* to the ECU Women's Business Group. Professor Rudd's presentation shared ways to recognise and call bias out, to foster a better organisational culture.

- In 2019, ECU's 11th annual Edith Cowan Memorial Lecture to mark International Women's Day featured the Vice-Chancellor, and Deputy Vice-Chancellor (Strategic Partnerships), posing some hard-hitting questions on 'getting the balance right' between economic sustainability and equity initiatives with two leading equity specialists.

- Professor Rudd also celebrated International Women's Day in 2019 with the ECU Women's Community. A subcommittee of the ECU Student Guild, the ECU Women's Community is an on-campus equity club that is a support network for female identifying students who both advocate for the rights and wellbeing of women on campus and run campaigns to raise awareness.



*ECU students Sabrina Johnston, Nyasha Midia, Professor Cobie Rudd and Greta Makherjee at Edith Cowan house, ECU's namesake - Edith Dircksey Cowan's replica home, 8 March 2019*

- Another on-campus equity club supporting the wellbeing and leadership capabilities of women is Women in Engineering at Edith Cowan University (WIE@ECU), a student led group specifically for the development of female students in STEM. WIE@ECU sees female engineering students supporting their junior peers; providing female engineering students with leadership and collaboration opportunities through public speaking, workshops and industry networking.
- Professor Rudd was invited to present at the 2019 ECU Bluestocking Week event held in August. Bluestocking Week is an initiative of the National Tertiary Education Union (NTEU) Women's Action Committee. Bluestocking Week events afford opportunities for women in universities and in the broader community to celebrate achievements, while highlighting the issues they are still struggling with today.
- In addition to these larger events, ECU has a well-attended monthly face-to-face 'Orientation Forum', where new staff meet members of the Senior Executive Team and network. The Deputy Vice-Chancellor (Strategic Partnerships) presents on Athena SWAN and gender equality at the forum. This is coupled with a comprehensive online resource for staff induction.

## Public events

- Professor Rudd has a passion for inspiring female leaders, and has presented annually at women's leadership events including the 2016 Higher Education Women's Leadership Summit. Here Professor Rudd delivered the keynote address '*Resilience as a critical leadership tool*'.



- As a result of recognised efforts to promote gender equality, ECU was chosen by the Public Sector Network to host the annual 'Women Leaders in Public Sector Forum' in Perth in April 2016. This included panel discussions led by Professor Rudd; where a diverse range of participants from across the Public Sector met to discuss the emerging challenges and opportunities in improving gender equality.
- The Vice-Chancellor and Deputy Vice-Chancellor (Strategic Partnerships) are regularly invited to present at public events. One such event was the national 2016 Higher Equity Summit in September where they made key note presentation *'Achieving gender equality in higher education: exploring the leaky pipeline'*. At the 2016 Women in STEM conference also in September, the Vice-Chancellor delivered an address on *'Setting clear university-wide standards to break down the barriers facing women in STEM'*.
- In November 2016, the Vice-Chancellor presented a keynote speech at the Committee for Economic Development of Australia's (CEDA) Women in Leadership Series event. Professor Chapman delivered *'Australia's gender equity scorecard'* discussing strategies, case studies and personal motivations behind his quest to achieve pay equality.
- At the 4th Annual Women in Leadership WA Summit in 2017, Professor Rudd delivered the invited opening address *'Bias busting and counterprogramming'*.
- The WGEA Pay Equity Leadership Forum was hosted by ECU in February 2017. Professor Rudd moderated a panel discussion with Libby Lyons, WGEA Director, Andrew Smith, Shell Australia Country Chair, and Vice-Chancellor Professor Steve Chapman. The panel discussed their unique insights on how to close the Gender Pay Gap (GPG), which was followed by a Q&A session with the audience.
- In June 2017, Professor Rudd presented *'Calling out financial bias and imbalance'* at the CEDA Women in Leadership Series event. Professor Rudd presented on global initiatives, commitments to gender pay equity and the need to increase gender diversity in STEM higher education.



*Profess Rudd provides a keynote at the CEDA Women in Leadership event 'Calling out financial bias and imbalance', June 2017*

- In June 2018, Professor Chapman was a keynote speaker at the CEDA Women in Leadership series 'STEM skill business essential', and discussed how businesses embracing STEM skills in the workplace will be at the forefront of digital disruption preparedness.
- At the Women in Leadership Summit in 2018, Professor Rudd participated in a panel discussion moderated by the Executive Director, CEOs for Gender Equity.
- At the annual Business Insights Western Australian HR Leadership Summit in 2019 Professor Rudd presented on '*ECU's journey to gender equality and diversity*'.

## Interviews and publications

The Vice-Chancellor and Deputy Vice-Chancellor (Strategic Partnerships) have given numerous interviews and authored several articles that have appeared in a STEM magazine, blogs and other literature. These publications are available through publically accessible media channels.

- In April 2016, Professor Rudd was widely quoted with an interview where she "exposed gender inequality" in universities, particularly in STEM. This article was featured in The Age, The Sydney Morning Herald, WA Today, and a range of social media platforms, thus also gaining international coverage.
- Professor Chapman submitted an opinion piece in Campus Review in May 2016 entitled: '[Gender equity means big changes](#)'. The article discussed retaining and promoting women in STEM fields, and the sweeping reforms in structure and mindset required by academia.
- In the lead up to the 2016 Women in STEM conference where he would be a keynote speaker, Professor Chapman featured on the July 'Women in STEM' conference blog. His article '[Why it's time to be impatient about gender equality](#)' discussed his views on challenging the status quo, changing attitudes and behaviours and, in turn, organisational cultures.
- In 2016, Professor Rudd featured on the [University Industry Innovation Network \(UIIN\)](#) blog in an interview discussing [challenges in higher education from a university leadership perspective](#).
- Professor Chapman was a guest columnist in the digital magazine WA Medical Forum, an independent monthly for health professionals. His article '[Still striving for equity](#)' published in May 2017 discussed how introducing parity and flexibility into medicine will allow women to show how valuable their contribution can be.
- In introductory interviews with the key speakers presenting at the STEM Gender Equality Congress in Berlin in June 2017, Professor Rudd shared her views on [what it will take to end gender inequality in workplaces, academia and STEM](#).
- In addition to presentations and interviews, in 2019 Professor Rudd co-authored an article with ECU Athena SWAN Senior Analyst, Ms Susan Stewart, entitled '[Why higher education's role in achieving gender equality is fundamental to Australian innovation and entrepreneurship](#)'. The article explored the role of the higher education sector in creating a relevant and responsive workforce which is able to meet, if not subvert, global challenges, and the responsibility of universities to remove the gender barriers faced by aspiring researchers, innovators and entrepreneurs.

- Other publications include Professor Rudd's March 2019 article discussing how ECU is redressing gender inequalities in academia that appeared in the superannuation journal for employers in the higher education and research sector *Super Matters*. The article focused on gender inequity in the HE sector and the well-below-average superannuation savings for women.
- In April 2019, ECU was the only University to be featured as a case study by the Australian Government Department of Industry, Innovation and Science as part of its [Advancing Women in STEM](#) strategy. The study, '[Breaking down workplace barriers](#)', enables other institutions to look to ECU as an example of best practice in this space.
- In October 2019, ECU was featured in the 3rd Edition of the *Cultural Times*, an independent magazine that celebrates the diversity and uniqueness of various cultures from around the world. ECU was invited to contribute to the edition '[Where Diversity Thrives](#)', demonstrating some of the ways ECU is responding to feedback from staff during its journey to redressing gender inequities.
- Most recently, in October 2019, [Professor Chapman was profiled](#) as part of his membership with CEO's for Gender Equity WA. The interview concept features CEOs sharing their business case for gender equity and sharing their opinions of what has or has not worked to improve gender equity outcomes within their organisation.

#### **Key leadership activities have included:**

- Progressing two schools applying for Athena SWAN Bronze departmental awards;
- Promoting ECU Athena SWAN Bronze Action Plan initiatives;
- Improving female participation in STEMM disciplines;
- Developing a *Gender Equality Strategy 2019 to 2021*;
- Setting executive team KPIs addressing gender inequities with targets and actions incorporated into performance agreements;
- Setting specific gender targets where there is sustained underrepresentation of females in particular schools;
- Developing tools that provide accessible metrics to allow senior leaders the information to make informed decisions; and
- Improving recruitment, promotion, retention and leadership development processes and activities.

#### **Future activities include:**

- Development of a *Leadership Capability Framework* to build an inclusive culture, address bias and implement gender balancing strategies;
- Reviewing departmental Operational Plans from 2020 to include incorporation of specific actions where gender balance and/or pay equity is an identified issue;
- Development of a Diversity Development Program to increase awareness of inequalities faced by different marginalised groups; and
- Enhanced career development support and professional development resources to improve female career progression and retention, including sponsorship of women to enhance their career advancement.

## Partnerships formed to advance gender equity

- ECU has formed partnerships that have a focus on collaboration and information sharing to improve gender equality in WA and nationally. This is achieved through initiatives such as: continued sponsorship of women's events; strategic workshops and discussions with like-minded WA organisations, and hosting development opportunities for women.

### Government and government agencies:

- ECU works closely with WGEA, delivering roundtables and education workshops such as the 'WGEA and ECU Pay Equity Forum' held at the University in 2017, participating in WGEA media campaigns such as Equal Pay Day, and providing financial support of events.
- International partnerships with universities have also been formed through participation in the Athena SWAN Charter. ECU's Athena SWAN International Buddy Program saw ECU connect with Dr Tamsin Majerus, University of Nottingham, who worked with ECU in 2017 to provide feedback on gender equality initiatives.



*ECU staff members, the Vice-Chancellor and Deputy Vice-Chancellor (Strategic Partnerships) meet with Dr Tamsin Majerus, May 2017*

- In October 2019, ECU hosted Professor Jenny McKinley from Queens University, Belfast. Professor McKinley discussed her experiences with Athena SWAN Accreditation in the UK and provided insight into the University progressing Athena SWAN Accreditation for ECU schools.
- The University has developed a strong relationship with SAGE through its participation in the SAGE Athena SWAN Charter, which includes the Australian Academy of Science and the Australian Academy of Technology and Engineering. Additionally, partnerships have been established through the SAGE WA Athena SWAN Regional Network comprising WA public universities and research institutes.



- To advance these partnerships, in December 2018, ECU was pleased to host the WA leg of a SAGE-sponsored Australian tour featuring Dr Carole Thomas of the John Innes Centre that was part of a national Athena SWAN event. Based in the UK, the John Innes Centre is the first institution to receive a Gold Athena SWAN Institutional Award.
- In 2018 and 2019, ECU has sponsored the Australian British Chamber of Commerce (ABCC) WGEA Data Launch in Perth, with Professor Rudd being part of the event's panel discussion.
- For International Women's Day 2019, ECU staff members attended the Labour Business Roundtable International Women's Day Sundowner event hosted by the WA Premier Mark McGowan and Cabinet Ministers.



*The Hon. Simone McGurk MLA, Associate Professor Matt Byrne, Professor Cobie Rudd, Professor Braden Hill with Western Australia's Premier, The Hon. Mark McGowan, March 2019.*

- ECU has partnered with the Australian Government Department of Industry, Innovation and Science to contribute to the *Advancing Women in STEM* strategy that aims to increase gender equity in STEM education and careers. The Department launched *Advancing Women in STEM* in April 2019. As previously mentioned, ECU was the only university to feature a case study in the publication [\*'Breaking down workplace barriers'\*](#).
- As part of ECU's submission to the Department of Industry, Innovation and Science for the above-mentioned *Advancing Women in STEM* strategy, five (5) profiles of [ECU 'Women in STEMM'](#) were also accepted for publication. The profiles are published within [Women in STEMM Australia](#), a nationally recognised association for women in STEMM that aims to connect women regardless of discipline or profession. These profiles provide a case study on work to date with SAGE Athena SWAN, impacts for ECU, and how ECU demonstrates leadership on STEM gender equity.
- Additionally ECU aims to partner with organisations situated within the local community. In 2019, ECU is collaborating with a State Government Department to enhance gender equity initiatives, particularly their flexible working arrangements, through a longitudinal research project.

- ECU collaborates with [Universities Australia Executive Women \(UAEW\)](#), the national sub-group sponsored by Universities Australia who provide advice to improve the representation of women, both academic and professional, at executive levels of university leadership and governance. ECU's Deputy Vice-Chancellor (Research) and Vice President, Professor Caroline Finch, is currently the Co-Chair of UAEW.
- In November 2019, ECU hosted the inaugural UAEW workshop and panel event in Perth. Professor Cobie Rudd facilitated the workshop featuring presentations and discussions with outstanding women from across the University. The event was held for 50 high-level academic and professional staff members representing the five (5) WA universities.

## Industry

ECU's engagement with industry is palpable in a range of ways; including presentations, strategic partnerships including collaborative research, corporate memberships and event sponsorship.

For example: -

### Invited industry presentations

- The Deputy Vice-Chancellor (Strategic Partnerships), Professor Rudd is regularly invited to contribute to the topic of gender equality. In June 2016, the National Foundation for Australian Women hosted an event to promote gender equity in science and technology, and Professor Rudd was invited to give a keynote address where she discussed '*Promoting diversity in science research and the Pilot of the Athena SWAN Charter in Australia*'.
- Professor Rudd was invited to be a guest speaker at the BP Women's International Network (BPWIN) in July 2016, where she presented '*The good, the Bad and the Ugly: Dealing with Unconscious Bias in the Workplace*'.
- Subsequent to the BPWIN event, Professor Rudd was a guest speaker at the 'Women in STEM and Trades – Opportunities Now and Beyond' conference in August 2016. The conference was held by the Department of Local Government and Communities and focussed on supporting the implementation of a range of initiatives to increase the number of girls and women pursuing STEM and trades education and career pathways.
- ECU has built a longstanding partnership with the Bunbury Wellington Economic Alliance (BWEA), a leading advocate for sustainable economic development in the South West. The BWEA's Annual Chairman's Dinner provides an opportunity for South West business, industry and community leaders to network, and to listen to an address by an invited speaker on topics of economic and social significance. At the BWEA's Annual Chairman's Dinner 2016, guest speaker Professor Rudd delivered the key message '*closing the gender gap will deliver social, economic and regional benefits*'.
- As part of 'Woodside Week' at Woodside Energy, Professor Rudd was invited to provide the keynote address on '*Achieving equality; counterprogramming and bias busting*'. This presentation was part of the 'Communities Day', at the Perth Convention and Exhibition Centre in December 2016. The particular focus for this event was on shared learning and continuous improvement processes.

- In May 2017, Professor Rudd delivered the keynote for 'Disrupting the status quo: Women Transforming Leadership for the Women Leaders in Public Sector 2017 Forum'.
- On a global scale, Professor Rudd delivered a Plenary Address at the World STEM Gender Equality Congress in Berlin, Germany in June 2017. In her Plenary Address entitled '*Addressing gender imbalance in workplaces, academia and STEM disciplines: What will it take?*' Professor Rudd argued for early childhood intervention to counteract traditional gender stereotyping, and encouraged the adoption of work practices in organisations and universities that support people of all genders.
- Professor Rudd was invited to be a guest speaker at the WA based ChemCentre 'Expert Solutions' Gender Equity Workshop' in October 2017.
- The Vice-Chancellor was a guest at the 2018 STEM Learning Conference, which was themed around the "how to" of teaching STEM subjects in the classroom. The conference aimed to provide teachers and school leaders with ideas to help them implement their school's STEM initiatives; Professor Chapman addressed the Conference Dinner.
- Parallel to these endeavours, ECU's Executive Dean, School of Science (SSCI), Professor Andrew Woodward, addressed the delegates at the [2018 World STEMM Equality Congress](#) in Amsterdam, Holland. The STEMM Equality Congress offers delegates an opportunity to hear from and interact with thought leaders in equality, diversity and inclusion strategy, policy and practice in STEMM worldwide. Professor Woodward presented on ways to identify male advocates for equality in the workplace 'Identifying and encouraging male organisational advocates for equality and diversity'.
- Dr Michelle Ellis, ECU SSCI, was the keynote speaker at the Australian Computing Society's (ACS) annual Diversity Dinner in December 2018. Dr Ellis spoke on the importance of gender equality in STEM disciplines, the University's commitment to Athena SWAN and her role in supporting women in information and communications technology (ICT) through science-based programs.
- Professor Rudd was the invited keynote for the Australasian College of Health Service Management 'WA Women in Leadership Masterclass' in February 2019. Professor Rudd delivered the presentation '*Using your voice, getting past the barriers to achieve gender equality in the workplace*'.
- In July 2019, the Australian Academy of Humanities invited Professor Rudd to present at the Women in the Humanities workshop which focused on the sustainability of Australia's humanities research workforce. The workshop aimed to address a key project question – "How gender inequity affects the health and capability of the humanities academic workforce?", and explored various institutional strategies for gender equity and workforce diversity.

#### Strategic partnerships, corporate memberships and sponsorships -

ECU assesses alignment with partner organisations through the application of a Corporate Membership Assessment Tool. This tool looks at potential partners, and their supply chains, through the lens of values alignment, including their approach to redressing workplace discrimination.

Examples of such partnerships/ collaborations include:

- ECU's has a sustained partnership with UniSuper in working towards equality in the workplace. Since 2017, ECU and UniSuper have joined forces to offer the ECU UniSuper Development Fund. Here, UniSuper contributes two (2) \$2,000 professional development awards to support ECU staff who have returned to the workplace after parental and/or carers leave.
- The University's has an enduring partnership with Women in Technology WA (WITWA), a Perth-based not-for-profit organisation. To celebrate their 20 year anniversary in November 2018, WITWA held a gala event co-sponsored by ECU to recognise outstanding WA women in STEM and Innovation.
- ECU partnered with the Rural, Regional, Remote Women's Network of Western Australia in 2019 to sponsor the 'Breaking the Mould on Gender Equality' luncheon to celebrate International Day of Rural Women.
- In 2019, for the third consecutive year, ECU has sponsored the CEDA Women in Leadership series and Professor Rudd has a defined role at every forum. Hundreds of participants attend each event, including members from over 780 of Australia's leading businesses and organisations that are part of CEDA's diverse membership base. ECU and CEDA remain committed to improving gender equality, and continue to support influential thought leaders discussing issues confronting women in public and corporate life.



*ECU Staff members at the CEDA Women in Leadership Series luncheon, August 2019*

- Another of ECU's key partnerships is with CEOs for Gender Equity WA, which is a group of CEOs dedicated to individually and collectively addressing gender inequity in WA. ECU has participated in and hosted events such as the CEOs for Gender Equity CEO Roundtable in March 2019 (ECU hosted the event and ECU's Vice-Chancellor chaired the discussion).



## Community

As a means of educating young people about gender equity issues, and busting traditional stereotypes, ECU works with WA primary and secondary schools, and the Vocational Education and Training Sector.

For instance:

- Since October 2017, ECU has been involved in Children's University. This is an international program, which originated in the UK, and is now in seven (7) universities across Australia and New Zealand. ECU was the first partner in WA. Subsequently the University of Western Australia (UWA) sought a partnership with ECU; the ECU UWA partnership will commence this year. The [Children's University Edith Cowan](#) (CU ECU) initiative aims to inspire students between the ages of 7 and 14 to develop confidence and a love of learning through validated activities beyond the school curriculum. CU ECU currently has twenty-one (21) participating schools in WA and is working to expand this number in 2020. ECU has particularly focussed on creating STEMM experiences as part of the program's learning destinations for the children.
- In July 2018, ECU visited St Mary's Anglican Girls School to inspire students to consider Computer and Security Science as a career option. Ten (10) ECU Ambassadors and Presenters, as role models and mentors, led groups of students to participate in system thinking, computational and design thinking, problem solving, innovation, entrepreneurship, social intelligence, collaboration and leadership skills.
- ECU's School of Education (SEd), in partnership with the Mathematical Association of Western Australia (MAWA) and Penrhos College, held the inaugural Maths Empowering Girls Day in July 2019. The day aimed to empower Year 9 girls to recognise and take up the opportunities that studying higher level maths can present to them. The program included inspirational speakers, hands-on maths activities and the opportunity to 'speed-date' a range of professionals to learn how maths has empowered them in their own careers.
- In September 2019, ECU hosted a group of high-performing Year 10 students from Shenton College for a two-day workshop designed to further develop the students' social and emotional intelligence skills, with a key focus on leadership development. Sessions, which were facilitated by ECU's Centre for Learning and Teaching, Human Resources Services Centre and the School of Business and Law respectively, included gender and stereotyping, emotional intelligence and leadership, and unconscious bias.

## EVALUATION

### **Strategies your organisation has in place to measure and evaluate efforts in achieving gender equity.**

ECU's *Gender Equality Strategy 2019 to 2021* provides clear objectives to enable outcomes and impact to be measured and evaluated. On an annual basis, ECU tracks progress and provides evidence to the University Executive, University Council and WGEA. This includes delivering a gender scorecard every July/August, and biennially delivering a formal evaluation on our delivery against the Gender Equality Strategy's objectives and metrics (for University Executive and Council and WGEA).

### Key indicators of success:

- Maintain SAGE Athena SWAN Bronze Institutional Accreditation;
- Achieve the Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality Citation.
- Maintain at least 40% representation of women in leadership roles across ECU;
- A GPG target striving for +/- 3% gender pay gap within classification levels;
- Improved access to flexible working for ECU staff; and
- Increase in Primary Carer's Leave taken by male staff.



*Associate Professor Sophia Nimphius with WGEA Director Libby Lyons, receiving ECU's WGEA Employer of Choice for Gender Equality Citation in February 2019*

Also, as part of the Athena SWAN Bronze Institutional Action Plan, a data dashboard was developed to assist with providing leaders and managers with easy access to gender equality data. This dashboard has given the University access to more detailed, up-to-date data and information, and is a tool that can assist in discussion and decision-making around recruitment, promotion and career advancement issues. The dashboard also highlights gaps in the work profile and areas of focus, particularly where the Athena SWAN Bronze Institutional Action Plan has set targets for ECU schools to achieve.

### Key ECU Athena SWAN dashboard metrics include:

- Membership of key decision-making groups across ECU;
- Classification profile;
- Contract type (ongoing vs fixed-term);
- Work fraction (full-time vs part-time);
- Academic qualifications and promotions;
- Gender Pay Gap; and
- Staff Survey (Voice Survey) results.

In terms of compliance with Federal legislation (i.e. the national Workplace Gender Equality Act), ECU reports annually to the Federal Government on its policies and strategies that promote gender equality and has consistently achieved successful compliance with the Act.

Both the [ECU WGEA Public Report](#) and the [ECU SAGE Athena SWAN Bronze Application](#) are publically available to view.

Another measure of evaluation is the THE University Impact Rankings. These are global performance tables that assess universities against the United Nations' SDGs. ECU was ranked sixth in the world for gender equality within SDG 5: Gender Equality. This ranking indicator measures how ECU is achieving gender equality and empowering all women and girls. SDG 5 focuses on universities' research on the study of gender, their policies on gender equality and their commitment to recruiting and promoting women. As part of its submission in 2019, ECU submitted both quantitative and qualitative evidence in response to the following six (6) indicators for gender equality:

1. Research;
2. Proportion of first generation female students;
3. Student access measures;
4. Proportion of senior female academic staff;
5. Proportion of women receiving degrees; and
6. Women's progress measures.

In 2020, the THE Gender Impact indicators are expected to remain the same and ECU will formally enter a submission for the 2020 rankings.

#### **Key evaluation activities include:**

- Development of an accessible Athena SWAN dashboard, a real-time monitoring tool to identify progress and impact of gender equality issues including the GPG;
- Including institutional gender equality as a standing item on University Executive meetings;
- Providing ECU staff and students with updates on the progress against the Athena SWAN Bronze Action Plan; and
- Requesting feedback from ECU staff and students through mediums such as workshops, focus groups and electronic communications.

#### **Future evaluation activities include:**

- Further monitoring of conversion rates on short-listing, selection committee gender composition and research career structures;
- Increasing the percentage of female staff in schools with under-represented females;
- Increasing the percentage of male staff in schools with under-represented males; and
- Increasing in the number of women in STEMM progressing through the academic pipeline.

Increased volume of data and further analysis will enhance the reliability of results and improve evaluation activities for ECU.

## **WORKPLACE CULTURE**

### **Actions your organisation is currently taking and plans to do to foster the retention and progression of women.**

Through its participation in the SAGE Athena SWAN Charter, ECU has undertaken forensic data analysis to identify structural and institutional barriers to gender equality across the employee lifecycle.

In 2018, ECU joined the Universities Australia 'Respect. Now. Always' initiative, and recognises there needs to be zero tolerance of violence towards women in the workplace. ECU is developing a co-ordinated approach to activities designed to build a wholly-inclusive workplace culture.

**Key work place culture activities include:**

- Providing parental leave options that include 24 weeks paid parental leave, as well as up to 37.5 hours paid antenatal leave, and 7.5 hours per week paid time release per week for the first 5 weeks upon return from parental leave;
- Providing on-campus parenting facilities including: 7 Athena SWAN parenting rooms rated 5 stars from the Australian Breastfeeding Association, onsite childcare, and ECU Kids School Holiday programs;
- Scheduling University events at parent friendly times and locations;
- Delivering mentoring programs and workshops for academic promotion;



*Staff members with their children celebrate the launch day with the VC and DVCSP - Edith Cowan Athena Swan Parenting Room opening, Joondalup campus, November 2016*

- Conducting focus groups to discuss barriers and enablers to career progression and advancement as part of the development of the STEMM Women's Advancement Program;
- Setting compliance targets for Equity and Diversity training for recruitment and selection panel members;
- Improving staff recruitment and employment strategies and processes to minimise gender and unconscious bias and accelerate progress of women in STEMM careers, including:
  - All promotional materials, job advertisements and information packs for applicants to use gender neutral language, non-stereotypical images, and visible female role models, and incorporate our gender diversity commitment;



- All position descriptions are reviewed each round and role specifications reshaped to appeal to women; and
- A new approach to shortlisting introduced for all STEMM appointments.

### **Activities that have made the biggest difference:**

Engaging with, and listening to, the staff and students at ECU. Through a series of consultations, whether workshop-based [led by the Vice-Chancellor and Deputy Vice-Chancellor (Strategic Partnerships)] or focus groups or surveys, the University has been given the 'road map' to follow. This was critical as ECU was able to remove some barriers and deliver some support while concurrently gathering data and more information for the longer term gender equality plans. By conducting these University-wide forums and discussions, the following initiatives were delivered:

- Celebrating the gender diversity and talent of ECU staff through dedicated support schemes:
  - ECU established the Edith Cowan Athena SWAN Advancement Scheme. As a direct outcome of 2016 Introductory Athena SWAN consultation workshops, this Scheme was established to support conference travel (especially for parents with children), kick-starting research (a focus on females in STEMM) and to reward activities around furthering gender equality; and
  - Through a strategic partnership, the ECU UniSuper Development Fund was created. This scheme was set up in 2017 providing a contribution towards the cost of two professional development opportunities for ECU staff members who have had parental and/ or carer breaks. Valued at \$2,000 each, one professional and one academic staff member is awarded the prize respectively.



*The Vice-Chancellor and the Deputy Vice-Chancellor (Strategic Partnerships) presenting the 2018 Edith Cowan Athena SWAN Advancement Scheme recipients.*

- Unconscious bias training is required to participate on an ECU recruitment panel. Training has been undertaken by the Vice-Chancellor, the Senior Executive Team and rolled out across the University;
- The *ECU Flexible Work Strategy* has been developed. This includes a dedicated *Working parents at ECU* webpage used to inform employees of their flexible working options to assist with managing competing family and work demands;
- A suite of parenting resources has been developed to support staff who are welcoming a child into their family and on their return to the workplace: *Parental Leave – A guide for ECU staff* and *Returning to work after parental leave – a guide for ECU staff*; and
- The implementation of ninety eight (98) dedicated Athena SWAN parent parking bays for staff and students with morning drop-off responsibilities as a result of direct feedback from ECU staff consultation.

### Future activities include:

- Providing flexible working opportunities consistently and setting targets for manager and employee engagement in flexible work in 2021;
- Development of a *Leadership Development Framework*, including a women-specific program to develop collaborative and accountable leadership across all organisational units;
- Development of a Gender Bias Decoder Tool for application to all position advertisements and selection criteria to eliminate bias;
- Supporting a female Higher Degree by Research Network;
- Increasing female academic staff participation in professional development events;
- Increasing availability of flexible childcare facilities and specialist child-friendly spaces for students and staff on campus;
- Translation of 'Relative to Opportunity and Performance Evidence' policies into consistent and widely understood practice; and
- Improvement of the academic promotions process through examination of female participation and outcomes data.

## VISIBILITY

### Current and planned activities to increase and promote the visibility of women in STEM within or outside your organisation.

ECU aims to inspire women to progress their careers by formally recognising and celebrating their successes and achievements. Wherever possible, high achieving female staff members are profiled as role models to the wider community, for example:

- ECU ensures regular University-wide promotion of AS updates and developments, through its extensive website presence and regular feature 'SAGE Page' in the fortnightly electronic ECU newsletter. Additionally, the ECU Athena SWAN webpage features an '[Our Stories](#)' segment which captures the staff experiences of all genders at ECU.
- In May 2016, ECU SSCI PhD candidate Samantha Ridgeway was featured in the ABC news article, [Perth rocketeer aims for new record with one of Australia's most powerful amateur rockets](#). Samantha was the first Australian woman to be certified as a Level 3 Rocketeer.

- In July 2018, [Professor Mel Ziman](#), Head of the ECU Melanoma Research Group and Dr Pauline Zaenker, lead researcher, were featured in the Sydney Morning Herald. The article "[WA researchers develop 'world-first blood test' to catch melanoma: ECU](#)".
- In December 2018, ECU hosted the 'Women in Elite Sport' panel event entitled 'Reflecting on the past and perspectives on the future'. Members of local sporting organisations and the community along with ECU staff and students were able to listen to inspiring stories from professional to Olympic sports.



*Associate Professor Sophia Nimphius, Dawn Scott, Dee Jennings and Jenni Screen talk about shared experiences in sports science, December 2018.*

- In 2019, the Vice-Chancellor nominated an aspiring female researcher to receive ECU's Citation for Employer of Choice for Gender Equality at the citation event.
- In April 2019, ECU submitted to the Department of Industry, Innovation and Science's *Advancing Women in STEM* strategy, [ECU 'Women in STEMM'](#) five (5) profiles of great exemplars and role models at ECU. The profiles were published within [Women in STEMM Australia](#): a nationally recognised association for women in STEMM.

#### **Key ongoing activities to develop role models include:**

- Regularly profiling women through social media, internal and external publications and press releases, and a fortnightly newsletter to all ECU staff (*ECU Matters*) where gender equity is a standing item:
  - Dr Carolyn McIntyre – Watch [Carolyn's Story](#) to hear how she balances growing her research career in STEM while raising a young family.
  - [Edith Cowan Memorial Lecture 2019 - 'Getting the balance right'](#)
  - [Deputy Vice-Chancellor \(Research\) announced new co-Chair of Universities Australia Executive Women's Group for 2019/2020](#)
- Recognising women who succeed in research or professionally;



- Recognising recipients of grant funding and awards, including category nominees;
- Acknowledging recipients of academic promotion.
- Developing and profile a series of case studies illustrating the different study and career paths of females in STEMM; and
- Seeking new STEMM-related industry scholarships, to expand the number of scholarships available.



*The ECU AS web page features an 'Our Stories' segment which captures the staff experiences of all genders at ECU*

### **Future activities include:**

To enhance visibility of women, ECU is conscious of University imagery in portraits, internal publications and the naming of buildings and rooms. In addition, ECU now requires that all schools/centres have gender-balanced and multicultural representation on their home webpages. External marketing has also been reviewed to ensure images and advertisements are changing to counteract traditional stereotypes, e.g. engineers and computer programmers being male, nurses being female.

## **EDUCATION**

**Activities that support and/or encourage girls and women to study STEM. Programs your organisation is involved in to inspire, support and/or encourage the teaching and learning of STEM for girls and women.**

ECU has developed a gender-bias-specific resource, the '[Bias Busting Checklist](#)' to continue to break down barriers faced by women and gender diverse groups. This resource is a 'checklist', which can provide guidance in counterprogramming the day to day biases and mental short cuts. This resource is located on the AS webpages and provided in the Hiring Manager's Toolkit (HRSC website) to support recruitment and selection of ECU staff.

At ECU, outreach activities are mainly provided by STEMM schools that target high school science experiences to challenge prevalent stereotypes. Within SSCI there are dedicated roles of Outreach Coordinator and Engagement Coordinator who aim to actively advance the role of women in STEM by holding specific engagement programs for school students and adult learners across the science discipline.



### Key outreach activities include:

- [STEPUP Peer Tutoring Program](#);
- [Girls Programming Network](#);
- [ConocoPhillips Science Experience](#);
- [The Australian Academy of Technology and Engineering Seminar Series](#);
- [Get Connected Careers Fair](#);
- [ATAR revisions sessions](#); and
- [Maths Empowering Girls](#).



*Girls Programming Network - January 2017*

The School of Arts and Humanities (SAH) encourages students to embrace collaborations with industry and strive for integral engagement within society. SAH offer creative spaces to work in, online interactive projects, events and workshops, health related community services and educational programs that engage school aged children with the University and encourage aspirations for tertiary study. The STEPUP Peer Tutoring Program is an initiative where peer tutors volunteer their time and can run study groups or provide one-on-one assistance for students. The program places high achieving university students into high schools located near ECU's Mount Lawley and Joondalup campuses.

The Girls' Programming Network (GPN) is a program developed and run by girls, for girls. GPN is managed by a group of female IT students from ECU and targets high school girls in years 7-12 interested in IT, particularly those interested in learning to program or improving their software development skills. GPN is a unique opportunity to meet new friends with similar interests, find mentors and find out about university life. Female industry partners will also engage with our program to mentor and inspire girls towards STEM careers.

The ConocoPhillips Science Experience is an annual event run by ECU with the aim of raising awareness and aspiration to study science at university, demonstrating how exciting science can be at a tertiary level, and emphasising the importance and relevance of succeeding in high school studies. Participating students learn how a science degree can open up numerous future study and career opportunities. Almost all of the students who participated in the 2018 program (96%) agreed that the ConocoPhillips Science Experience had increased their awareness of careers across a range of scientific disciplines.

ECU's SSCI hosted the Australian Academy of Technology and Engineering (ATSE) Eminent Speaker series. In June 2019, ECU Joondalup hosted a day of scientific exploration for Year 10 and 11 ATAR Biology, and Marine and Maritime, students, as well as TAFE students interested in areas such as biology, earth and environment, conversation, sustainability and conservation and wildlife biology. Students and teachers took part in hands-on marine/biology and Baited Remote Underwater Video (BRUV) workshops, showcasing scientific techniques used as part of the important research being undertaken by marine scientists from UWA and ECU across Australia.

Since 2018 ECU has offered free ATAR revision sessions for current Year 12 students. These sessions cover a variety of subjects, and are delivered by engaging and enthused teachers who are currently teaching the syllabus. Each ATAR revision session comprises a four hour seminar and, in 2019, included the year 12 subjects:

- |                 |                     |           |
|-----------------|---------------------|-----------|
| – Biology       | – Maths Methods     | – Physics |
| – Human Biology | – Maths Specialist  | – English |
| – Chemistry     | – Maths Application |           |

The SSCI hosts an annual 'Get Connected Careers Fair' event for science discipline students. This event is an opportunity for industry representatives to engage with our students via stalls and by networking. The purpose of the event is to encourage conversations relating to careers advice and how students can prepare for employment, whether they are commencing students or those about to graduate.

In 2019, the Maths Empowering Girls day, hosted by the SEd, saw 240 Year 9 school girls from across 18 different secondary schools (with 70 more students on the waiting list) participate in a day of enjoyable mathematical based workshops and activities. The event, chaired by Paula McMahon, MAWA Executive Officer, allowed the participants to hear keynote presentations from two highly skilled women who have over 20-years experience in the sciences. In addition, inspirational women in STEMM from across a range of industries were invited to interact with the students across a range of activities, aiming to share with the girls their experiences of how maths can empower your career journey.

CoSIM is an event run by ECU students from Computing, Science, Intelligence and Mathematics. The event is a one day workshop for high school students (Years 7-12) that are designed to increase interested students' understanding of and aspirations for careers in Computer and Security Science. Four workshops are offered exploring Digital Forensics, Security, Cyber Security and Software Engineering.

Further outreach programs are supported through CU ECU. The program leverages local education and learning activity providers (including sports clubs, museums, galleries, and school clubs) with a strong emphasis on experience as a significant learning tool. In addition, CU ECU has developed holiday programs whereby specific science activities are promoted such as participation in lab work, junior robotics sessions, and women in science sessions designed to inspire young adults and girls in science.



*Students participating in the October 2019 CU ECU School Holiday Program - Women and Girls in Science*

To further show commitment to educating the wider community, ECU sponsors events such as the 2018 STEM Learning Conference. The STEM Learning Conference is directed towards teachers and educators who specialise in STEM subjects to encourage the training of STEM educators for the next generation.

Within the University environment, ECU aims to improve female participation in STEMM disciplines by increasing career development opportunities, providing support for advancing women's careers, and providing support and clarity around the career progression pathway for teaching focussed roles.

#### **Future activities include:**

- Increasing the participation of female academic staff in professional development events;
- Developing a database of women seeking and completing professional development leadership opportunities and aspiring to leadership roles;
- Ensuring professional development programs focus on priorities identified by female staff, including: career progression (applying for roles), governance, conflict resolution, and leadership development; and
- Improving career progression for female academic staff by increasing applications for promotion to Level C and Level E in STEM and +M disciplines.

## **INDUSTRY ACTION**

**Highlight collaborations you have undertaken to help other organisations, especially SMEs, to achieve gender equity. Do you provide any advice, resources or incentives to SMEs to attract and support diverse workforces?**

The establishment of an Industry Relationship Management (IRM) framework has enabled ECU to better understand our partner organisations through a whole-of-University-coordinated approach to industry, business and government. The framework includes account management techniques and a system, Salesforce, which captures key details of our partner organisations and maps our interactions with them.

More than 16,000 organisations are recorded within the IRM system and are classified into three Tiers. Tier 1 organisations are those identified as being of significant strategic importance to ECU through strong established relationships and mutually beneficial collaborations with multiple Schools at ECU. Currently, there are 77 organisations classified as Tier 1. Other industry organisations that have strong relationships with a single ECU School are classified as Tier 2, with more than 1,500 recorded under this classification. All other organisations are classified as Tier 3.

Staff members who interact with industry are assigned a Salesforce licence. The licence enables them to search the system for gender equity agencies, which would be classified as Tier 1, and identify staff undertaking industry research on gender equity issues. This central repository of information helps ECU to foster and enhance partnerships with organisations focused on mutually beneficial strategic objectives, such as gender equity.

ECU supports knowledge sharing across industry and as part of an ECU Industry Collaboration Scheme, in September 2017 the University entered into a partnership with WA based start-up company Jugglr. The gender equity based [research project](#) focused on the challenges that women with children face within the workforce, in particular, how disruptive innovation, such as Jugglr, can unlock untapped human capital by enabling new ways of working in society. The IRM system has enabled ECU to centrally capture information related to its partnerships with SMEs such as Jugglr.

The centralised capture of industry collaborations and relationships, such as that with the Small Business Development Corporation (SBDC), provides a more transparent view of all industry activities, while also highlighting opportunities for further partnerships. Through this

oversight, workshops aimed at entrepreneurial women have been developed and delivered by ECU in partnership with SBDC to promote gender equity in SME's.

Additionally, relationships with organisations such as Shenton College a WA public high school, are able to be captured in the IRM system spanning a period of time. From an initial introduction in 2018, the following year ECU was able to develop a significant relationship with Shenton College. In September 2019 this relationship progress and ECU provided a two-day workshop for students who are part of the Gifted and Talented program. Part of the workshop saw Professor Rudd deliver a personally-insightful presentation on '*The Imposter Syndrome*'. This was followed by a Career Journey Panel with three leading ECU academics and the ECU Guild President.

The CEDA Women in Leadership series events promote ECU's engagement with organisations that support gender equality. In 2016 the Vice-Chancellor was a speaker at the November event 'Australia's gender equity scorecard'. ECU has since sponsored the series for the past three years (2017 – 2019 inclusive) and Table 1. presents a breakdown of event attendance. Participants are represented from a range of industries and the continual high numbers of attendees allows ECU to achieve real engagement with a range of partners.

**Table 1: ECU Sponsored CEDA Events from 2017 to 2019 | Women in Leadership series**

Year	Date	Topic of event	Action by DVCSP Professor Cobie Rudd or VC Professor Steve Chapman	Number of attendees across sectors
2017	9 March	Gender diversity and inclusion targets: CEOs leading the way	DVCSP– Introduced the event	319
2017	15 June	Calling out financial bias and imbalance	DVCSP – Calling out financial bias and imbalance”	192
2017	11 October	Gender and diversity: the policy makers	DVCSP – Vote of Thanks	282
2018	19 June	STEM skills business essential	VC as speaker - “STEM skills business essential”	202
2018	9 August	The CEO panel: diversity beyond gender	DVCSP – Introduction and Chaired the panel	330
2018	9 November	Diversity in the arts	DVCSP – Vote of Thanks	106
2019	6 June	Diversity in the public sector	DVCSP – Introduce the event	197
2019	8 August	Champions of diversity and inclusion	DVCSP – Vote of Thanks	163
2019	14 November	Economics of diversity and inclusion: metrics and measurements	DVCSP – “Economics of diversity and inclusion: metrics and measurements”	*130 *Attendance not finalised at time of data collection.





*The VC Professor Chapman presenting at CEDA Women in Leadership: STEM skills business essential, 2016*

ECU is creating a global STEM profile by actively championing gender equality at international events. Professor Rudd delivered a Plenary Address at the World STEM Gender Equality Congress in Berlin, Germany in 2017, attended by over 220 delegates from, 31 countries, across 5 continents.

Likewise Professor Andrew Woodward, Exec. Dean SSCI, delivered a key note speech to the delegates at the 2018 World STEMM Equality Congress in Amsterdam, Holland where over 350 leading researchers, policy makers, equality staff, academic staff, government representatives and NGOs were in attendance.

All industry partnership events supporting gender equality are promoted through ECU's internal webpages via event announcements and media releases. ECU's fortnightly all-staff newsletter has a dedicated section entitled 'SAGE Page', which features examples of gender equality based industry engagement. For example, the CEDA Women in Leadership series events each year are promoted to ECU staff via these communication channels.



**THE UNIVERSITY  
IMPACT  
RANKINGS**  
**SDG 5 GENDER EQUALITY  
TOP 10**

**Athena  
SWAN**  
**Bronze Award**

