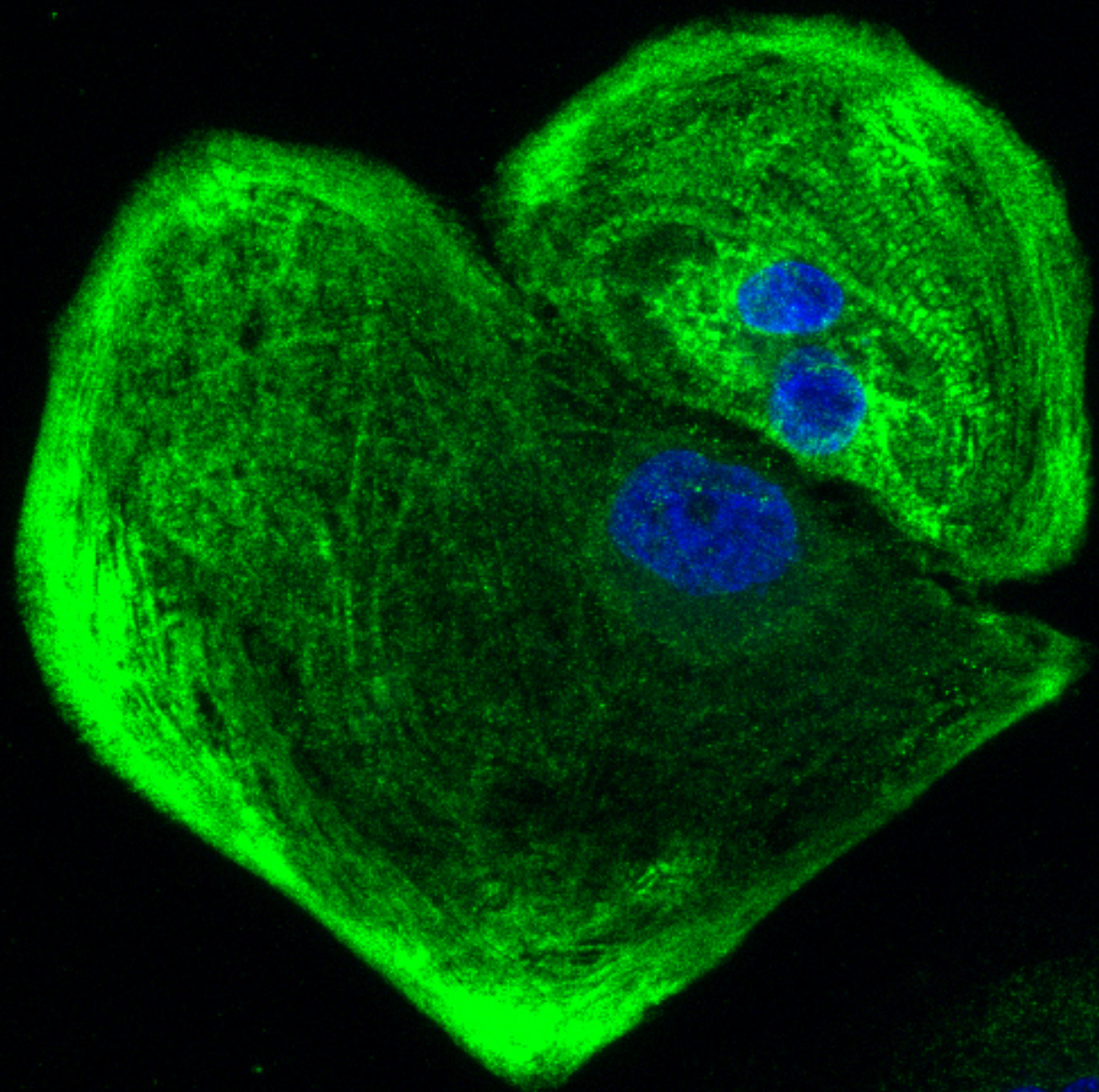


*Image: Patient-derived  
heart cells showing  
structural components in  
green and DNA in blue;  
taken by Dr. Seakcheng Lim  
and Mira Holliday*



# Women in STEM Decadal Plan

**Centenary Institute  
Response 2021**





# 1. Leadership and Cohesion

*From the plan: Stronger cohesion and leadership across the Australian STEM ecosystem will amplify and strengthen diversity outcomes.*

Centenary was cited in the 2015-2016 NHMRC review of Administering Institutions' Gender Equity Policies as a *Better Practice Example* for Employment strategies that encourage the recruitment, retention and progression of women in health and medical research. Centenary is currently supported by an active Inclusion and Gender Equity Program (IGEP), and will strive to strengthen these initiatives.

## Current initiatives and achievements:

- Leadership development program: newly appointed Associate Faculty members are targeted for leadership training.
- Centenary's Board and Trustees have equal representation of women and men.
- Centenary is an academic partner of Franklin Women and participates in their yearly mentorship program.

## Striving to achieve:

- Equal representation of women and men at all levels of leadership.

## Inclusion and Gender Equity Program (IGEP) Leaders



**Centenary Executive**  
Nanette Herlihen



**Convenor**  
Jade Boland



**Chair**  
Natalia Pinello



**Deputy Convenor**  
Michelle Xiang



**Deputy Chair**  
Nick Keilar



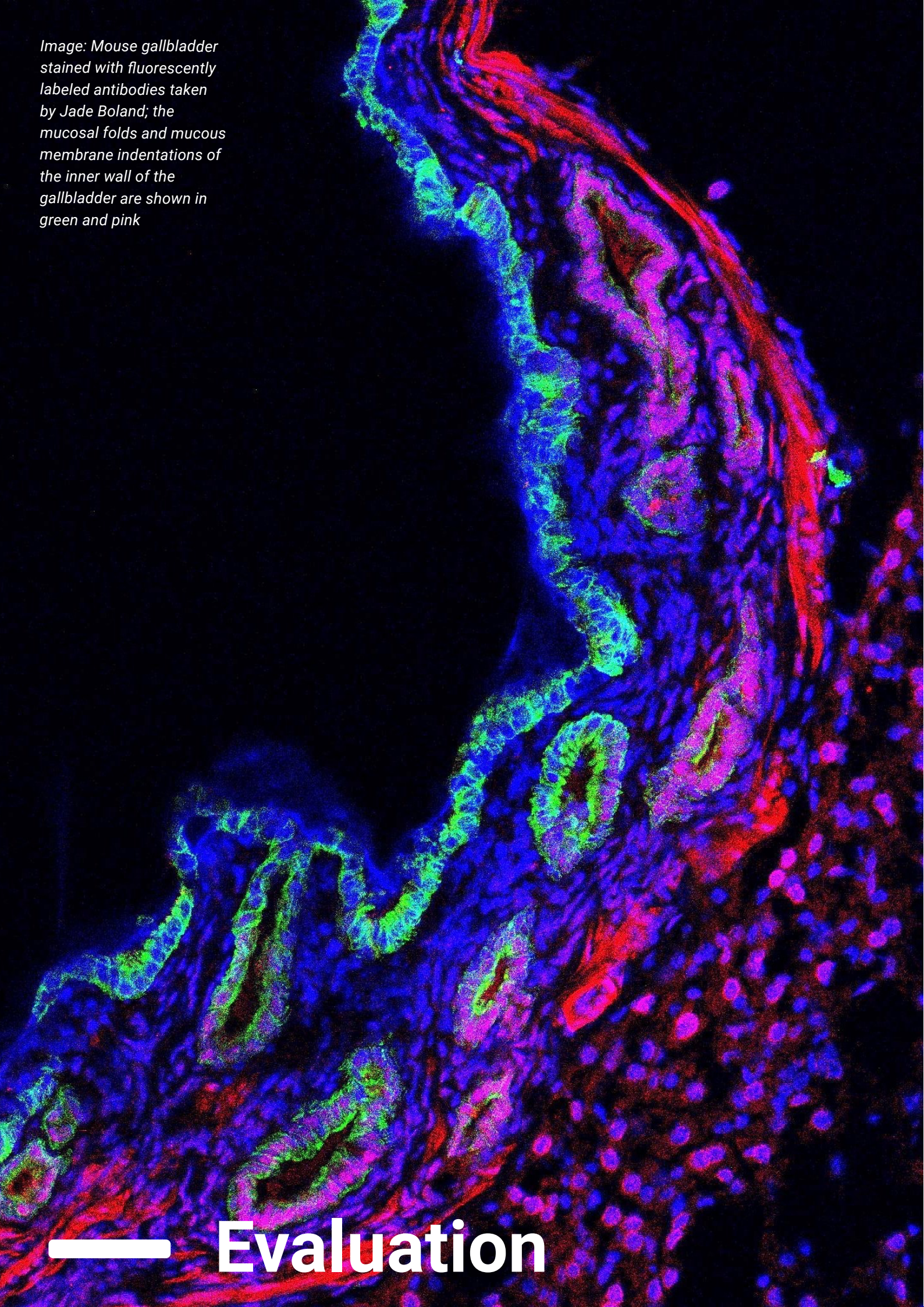


Image: Mouse gallbladder stained with fluorescently labeled antibodies taken by Jade Boland; the mucosal folds and mucous membrane indentations of the inner wall of the gallbladder are shown in green and pink

## 2. Evaluation

*From the plan: Establishing a national evaluation framework will guide decision making and drive investment and effort into measures that work.*

Centenary acknowledges the importance of data collection to facilitate measurement of progress on gender equity in the workplace. Centenary is striving to capture those data that will help us shape best practice in gender and inclusion initiatives.

### **Current initiatives and achievements:**

- Annual WGEA reporting: data that will inform decisions on gender equity issues.
- Voice project: a biennial anonymous survey that allows staff and students to provide feedback on life at Centenary, it also gives a specific opportunity to provide feedback on ongoing and new gender and inclusion initiatives.
- Periodic gender pay gap analysis.
- Recruitment statistics.
- Salary benchmarking against national Medical Research Institutes.

### **Striving to achieve:**

- Employment processes shaped around recruitment data.
- Data sets that will help drive gender and inclusion initiatives.



### 3. Workplace Culture

*From the plan: A significant cultural shift in workplaces is necessary to create gender equity for women in STEM. A culture that is inclusive and respectful, challenges traditional stereotypes, is free of discrimination and bias, enables flexibility and accommodates career interruptions and changes will maximise women's participation in the workforce.*

Centenary recognises that a positive and inclusive workplace culture is essential for our workers to thrive, and allows them to feel more connected, supported and celebrated.

#### **Current initiatives and achievements:**

- The Voice Project measures worker engagement.
- The Inclusion and Gender Equity Program (IGEP) is open to all workers.
- IGEP events engage workers and the general public: International Women's Day, International Day of Women and Girls in Science, and Harmony Day.
- Annual Centenary Showcase celebrates unique achievements of our workers.
- Unconscious Bias training for all new workers, ongoing anti-bullying and harassment training.
- Policies and practices to support a positive workplace culture (anti-bully/harassment, flexibility).
- EAP and well-being initiatives.

#### **Striving to achieve:**

- Initiatives and practices that continue to support a positive work culture as our demographic changes.



*Image: Tween 20 captured at the tip of a glass pasteur pipette reflecting a rainbow gradient backdrop; taken by Dr. Angelina Lay*



## 4. Visibility

*From the plan: Seeing women in diverse STEM careers, and equally represented in the media, in public events, and in other forums like boardrooms and classrooms will provide role models for girls and women and inspire a nation.*

Centenary encourages all workers to be heard and included.

### Current initiatives and achievements:

- Invited speakers for seminars comprise 50% women.
- Encouragement and support of female participation (speakers and questions) in seminars.

- Celebration of International Women's Day highlights the success and strengths of our female workers.
- International Day of Women and Girls in Science event connects Centenary's female scientists to young female and non-binary high school students with scientific presentations, guided tours and opportunities to chat with female scientists.
- Social media platforms highlighting scientific achievements and news of all workers.

### Striving to achieve:

- For all staff to be comfortable and have avenues to be seen within institute life and in the community.



— Visibility



Images: Mouse gallbladder stained with fluorescently labeled antibodies showing mucosal folds in green and the outer membrane in red; taken by Jade Boland

## 5. Education

*From the plan: Strengthening the education system to support teaching and learning on a national scale will enable and encourage all girls and women at all levels to study STEM courses and equip them with the skills and knowledge to participate in diverse STEM careers.*

Centenary acknowledges that excellence is achieved by supporting professional and personal growth in an inclusive and diverse environment.

### **Current initiatives and achievements:**

- Carer's Travel Award provides additional financial support to researchers in a carer's role to enable attendance at conferences and workshops.
- Travel Awards for research assistants to obtain methods training.
- Intersectionality workshops run by IGEP facilitate discussion about the importance of inclusion and the compounding effects of disadvantage.
- Unconscious bias training for all new workers.

### **Striving to achieve:**

- Programs that facilitate worker development and raise awareness in the inclusion and diversity space.



## 6. Industry Action

*From the plan: Establishing a national framework that guides and provides tools to address gender equity amongst SMEs will impact the vast majority of businesses not reached by existing programs.*

Centenary has an active presence in national industry networks across Medical Research Institutes.

### **Current initiatives and achievements:**

- Collaboration with University of Sydney in Science in Australia Gender Equity (SAGE) program.
- Academic partner of Franklin Women.
- Participation in AAMRI networks.

### **Striving to achieve:**

- Utilisation of networks and relationships that support the development of gender equity and inclusion initiatives that are strengthened by collaboration and benchmarking.



*The Centenary Institute IGEP acknowledges the Gadigal People of the Eora Nation upon whose ancestral lands our building is situated. We would also like to pay respect to the Elders—past, present, and emerging—acknowledging them as the traditional owners and custodians of knowledge for these lands.*



Image: Platelets stained with tubulin taken by Dr. Angelina Lay, the bright outlines are tubulin bands showing platelets in their various states

