

Franklin Women

Women in STEM
Decadal Plan Champion

Response updated Jan 2023



Franklin Women

A SOCIAL ENTERPRISE THAT CONNECTS
INDIVIDUALS AND ORGANISATIONS
COMMITTED TO CREATING A HEALTH
AND MEDICAL RESEARCH SECTOR
WHERE WOMEN THRIVE



We support women through their professional (and personal) journeys by:

- ✓ Providing networking and professional development opportunities
- ✓ Introducing and advocating for initiatives that reduce barriers to diversity and inclusion
- ✓ Building a community of individuals and organisations with a shared vision for gender equity in our sector and beyond

Opportunity 1

Leadership and Cohesion

Franklin Women is comprised of a community of over 3600 individual members and subscribers, as well as partnerships with 19 leading health and medical research organisations, making us uniquely placed to drive cohesive and coordinated action within the sector.

We commit to continuing and growing our leadership in the following ways:

- ✓ Setting the agenda by choosing innovative and impactful topics for our events
- ✓ Modelling diversity and inclusion in everything we do
- ✓ Raising awareness of and advocating for equity, diversity and inclusion initiatives through our community & on social media
- ✓ Introducing our own initiatives to overcome barriers to women's career progression, e.g. carer's travel scholarships and COVID carer's support scholarships
- ✓ Highlighting gendered impacts of issues affecting our sector, e.g. our submission to the Senate Select Committee on Job Security (#58 [here](#))

Case Study: Social Media Challenges



We have run two 5-day challenge across FW social channels, demonstrating leadership to educate and shift behaviours around inclusion in our sector.

Each day, we invited our social media followers to take one practical action towards making their workplaces (and our world!) more inclusive, and shared resources for them to learn more.

Inclusive actions included:

- Download a multi-faith calendar
- Don't make assumptions about gender or sexuality
- Display your pronouns
- Use the mic
- Diversify who you follow on social media
- Reflect on your own experience



Check out: [#FWInclusionChallenge](#) and [#FWAllyChallenge](#)

Opportunity 2

Evaluation

We will continue to strive to understand what works and why:

- ✓ We constantly seek to identify and understand the unmet needs of our sector through surveys and interviews, tailoring our events and initiatives accordingly
- ✓ We regularly follow up with key stakeholders to request feedback and measure the efficacy of our activities



Case Study: Mentoring Program Evaluation

We have published a formal evaluation of our 2018 Mentoring Program cohort.

We measured changes in knowledge, skills, behaviours, and research metrics, for both mentees and mentors, at 12 months after completion of the Program.

You can learn more about our findings [here](#).



Reported changes in behaviours around supervision + team management



Reported changes in knowledge + skills to be more inclusive



Reported changes in beliefs about the value of mentoring



Opportunity 3

Workplace Culture



We are committed to supporting cultural transformation within workplaces through our events, partnerships, and advocacy

A SAFE SPACE

Franklin Women provides a support network, external to the workplace, where women can be vulnerable about their unique experiences, discuss what barriers exist within their workplaces and the cultural shifts required to support their career progression

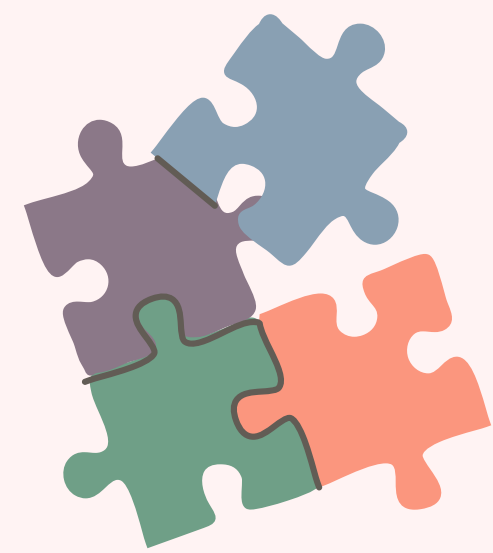
PRACTICAL AND TANGIBLE ACTIONS

Franklin Women events empower women by providing important skills and frameworks (e.g. how to have difficult conversations), which can then be implemented to create a ripple effect through their organisations

PARTNERSHIPS

Our partnerships have allowed us to share more broadly the insights provided by our community. Think Tanks and Leaders Lunches with reps from our Partner Organisations have discussed challenges and strategies for creating an inclusive culture

Case Study: Leaders Lunches



These annual events bring together leaders from our Partner Organisations (below) to share, learn and collaborate on initiatives that will drive equity, diversity and inclusion in their individual organisations as well as in the sector more broadly.

Forward-thinking topics such as:

- ✓ Flexible working: from necessity to best practice
- ✓ Building mentally healthy workplaces
- ✓ Women's health & workplace participation



**Australian
National
University**



Burnet Institute
Medical Research. Practical Action.



Garvan Institute
of Medical Research



The George Institute
for Global Health



harrison.ai



**Hunter
Medical
Research
Institute**

**KOLLING
INSTITUTE**
Bridging Medical Research and Health



**MACQUARIE
University**
SYDNEY · AUSTRALIA



**MONASH
University**



**ST VINCENT'S
CENTRE FOR APPLIED
MEDICAL RESEARCH**



Health
Sydney
Local Health District



**UNIVERSITY OF
CANBERRA**



**THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA**



**UNSW
SYDNEY**



**THE UNIVERSITY OF
SYDNEY**



**UNIVERSITY
OF WOLLONGONG
AUSTRALIA**

Opportunity 4

Visibility

YOU CAN'T BE
WHAT YOU CAN'T SEE



We connect with so many amazing women through our community and are committed to increasing the visibility of all Women in STEMM in the following ways:

OUR EVENTS

- ✓ Providing a platform for our guest speakers and panelists from the sector
- ✓ Meeting women from other disciplines or career levels and seeing their career pathways

SOCIAL MEDIA

- ✓ Amplifying the voices of Women in STEMM
- ✓ Combined following of over 12,500 individuals and organisations

NEWSLETTER

- ✓ Articles written by Women in STEMM
- ✓ A career profile blog
- ✓ 3600 subscribers in Australia and internationally

Case Study: #FWonWiki

Only 19% of the people profiled on Wikipedia are women

In 2019 & 2022, we held Wikipedia Edit-a-thons to increase the online visibility of Women in STEMM

Together, these events added more than 100K words for women scientists & trained 60 new women editors

“When people search for information online, Wikipedia entries are often the first results to appear. If articles on women and their contributions are missing it skews perception of the role women have in shaping our society.”

60 editors



representing women working across the health & medical research sector



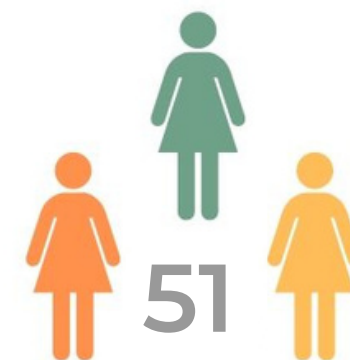
110 updates

to existing #WomeninSTEMM articles to improve quality & prevent deletion

100K

words

of notability added to wikipedia for Australian female scientists



articles

added for notable female scientists who never had a wikipedia page before



joining the global movement

raising awareness with #FWonWiki on social media, major national media outlets & resources on the FW website



New Opportunity

COVID-19 Response

We saw the enormous effect that the COVID-19 pandemic had on the entire STEMM sector, but especially upon those with unpaid caring responsibilities. So we took action to help mitigate this negative impact upon carers and overall progress towards gender equity.

Case Study: COVID-19 Carer's Support Scholarships

In 2020 and 2021, we repurposed the funds for our Carer's Travel Scholarship to provide scholarships to 24 women who had assumed additional caring roles in response to the pandemic. These provided practical assistance like food delivery vouchers or career coaching sessions at a time where funding and job certainty was low.

The response to these scholarships was overwhelming, but was met through collective investment from our community, including our Lifetime members, and Partner Organisation, The Sydney Local Health District.





Can I just say thank you to the FW team, for this and all the other events/webinars you put on, they are really helpful and empowering. When the self doubt creeps in, I often stop and think now what did you learn at that FW webinar/event?

- Event Participant

Franklin Women

FOR MORE INFORMATION

visit our website

<https://franklinwomen.com.au/>

or follow us on social media

