



# Women in STEMM Decadal Plan

UNSW Sydney  
Division of  
Equity Diversity  
& Inclusion





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# Opportunity 1: Leadership

UNSW Leadership remains committed to key programs that support the delivery of UNSW's 2022 gender targets.

UNSW Sydney continues to progress towards its gender targets: increasing to 40% women at senior academic levels D and E and maintaining 50% women professional staff at HEW 10+, by 2025. At the end of 2022, female representation at academic levels D and E was maintained at 36% (vs. 36% on 1 January 2022 and 28% baseline in 2015); and gender parity continues to be maintained for professional staff at HEW10+. UNSW is progressing its Athena Swan accreditation, moving on from the Bronze Award (conferred December 2021) to preparing five Cygnet Awards (2023/2024). In 2022 the same Academic Leadership team for the Athena Swan program remained in place, with a refreshed Self-Assessment Team (SAT) to support them.

UNSW's annual Women in Leadership Program, for professional and academic women, empowers women to strive for career progression, by becoming more confident to put their hand up to lead or activate leadership in their existing role. At the end of 2022, more than 400 women had completed the program since inception in 2020 (vs. 300 women reported in our 2021 update).

Faculty development programs have also been developed support more women going for promotion. For example, on the Level-Up Program in the Faculty of Science, extended now to all staff at Levels C-D, participants learn to decide when they are promotion ready and about preparing a promotions case. In 2022 the Faculty of Science launched the Boost Scheme for women academics at Level D seeking promotion to Level E. The Faculty of Business offers its Academic Women Career Advancement Program (AWCAP), for mid-career women academics who expect to apply for promotion to Associate Professor or Professor. The Faculty of Medicine and Health has Elevate, to support all Level A academic staff, regardless of gender, applying for promotion to Level B.

In December 2021 UNSW launched an updated Relative to Opportunity and Performance Evidence (For Applicants) guideline, regarding consideration for ROPE (Research Opportunity and Performance Evidence) in academic promotion. The guideline advises applicants to describe how personal, professional or other circumstances have impacted their opportunities for career progression and case for promotion. Examples of circumstances where ROPE may apply that are addressed in the guideline include carer responsibilities, chronic illness, parental leave, and Covid-19 pandemic and natural disaster impacts.

Orion and Carina are leadership programs to develop UNSW's leadership 'stars'. Carina works with emerging leaders, while Orion is for experienced leaders. Both programs have demographic selection targets. UNSW aims to ensure no group can exceed 60% and be less than 40% of the intake. (For example for gender, there is a minimum intake of 40% / and a maximum intake of 60% women, to ensure diversity within the cohort and fair inclusion). 60 women have completed Orion and 83 women have completed Carina since the programs began in 2017.

Foundations of People Management began in January 2022 and is open to anyone at UNSW who manages people. Since inception, 10 academic and professional women have completed the program. The program comprises five 3-hour workshops, and runs four times per year. It provides participants with opportunities to connect with other managers, reflect, and share ideas, insights and different perspectives, including current leadership challenges.

The Leadership Excellence and Development (LEAD) program, is UNSW's all-staff leadership offering. All aspiring, emerging, and established leaders are welcome. LEAD supports UNSW's academic and professional leaders by equipping them with the skills to develop their leadership effectiveness and advance their careers. Since commencing in 2022, 706 women have completed LEAD and female participation is at 67%.





# Opportunity 2: Evaluation

Our evaluation approach is multi-dimensional, tracking gender equity targets and reviewing individual experience.

In 2022 UNSW has continued its evaluation commitments in the original submission. This includes, for example, gender representation and pay equity reporting for our Equity, Diversity and Inclusion and Management Boards.

UNSW continues to participate in the Athena Swan accreditation process. In 2022 UNSW began preparations to submit five separate Cygnet Award applications. This included undertaking a series of focus groups to obtain qualitative data about staff and student perceptions of the UNSW Athena Swan initiatives and their impact.

In 2022 a second Covid-19 Home Working University Staff Survey ran during April-May 2022 (and the original survey ran July-October 2020).

Participants were asked to compare their experiences of working from home, productivity and workload, the ability to conduct research and submit papers, university expectations, job satisfaction, career prospects, wellbeing and work-life balance before and after the pandemic began. UNSW engaged a Research Assistant to prepare a report (completed in 2023), including a comparison of results over time.

Professor Lisa Kewley, currently the Director of the Center for Astrophysics at Harvard & Smithsonian, was engaged again in 2022 to complete workforce gender modelling for UNSW Canberra at the Australian Defence Force Academy (ADFA) and the Faculty of Engineering. This work aims to identify opportunities to accelerate UNSW's progress towards its gender targets and is a repeat of similar analysis completed by Professor Kewley for UNSW's Faculty of Science in 2020. Using UNSW's HR data, Professor Kewley's workforce models predict the future proportion of women by academic level. In 2023 Professor Kewley will provide a report, with recommendations for potential strategies and priorities to improve gender representation in these disciplines.





# Opportunity 3: Workplace Culture

At UNSW we embrace our collaborative, diverse and exciting academic environment. Through various programs and initiatives, we are working to ensure that our students, staff and partners feel free to be themselves, express their passions and interests, and be exposed to equal opportunities.

Commitments made in UNSW's original submission continue, including the myCareer performance development framework, the Women in Leadership Program, the Women in Research Network (WiRN) and our Diversity Champions.

An Inclusive Leadership Program for senior staff of all Divisions and Faculties, piloted in 2021 in the Divisions of External Relations and Equity Diversity & Inclusion, was rolled out to all remaining Faculties and Divisions in 2022.

The SBS Core Inclusion Program (a self-paced, online inclusion training course), was again available to all staff and students in 2022, including a core inclusion course and specific modules on Gender, Culture and Disability.

The Gendered Violence Portal allows anyone to report an incident of sexual assault or harassment, whether they have been directly affected, are a witness to an incident or a support person. Reports can be made anonymously and remain confidential unless specifically stated by the person reporting.

In 2022 UNSW published its second, publicly available annual report on Sexual Misconduct Prevention and Response at UNSW: '2021 Annual Report Sexual Misconduct Prevention & Response 1 January - 31 December 2021'. UNSW is committed to transparency of preventing and responding to reports of sexual misconduct. This report is available on the UNSW website.

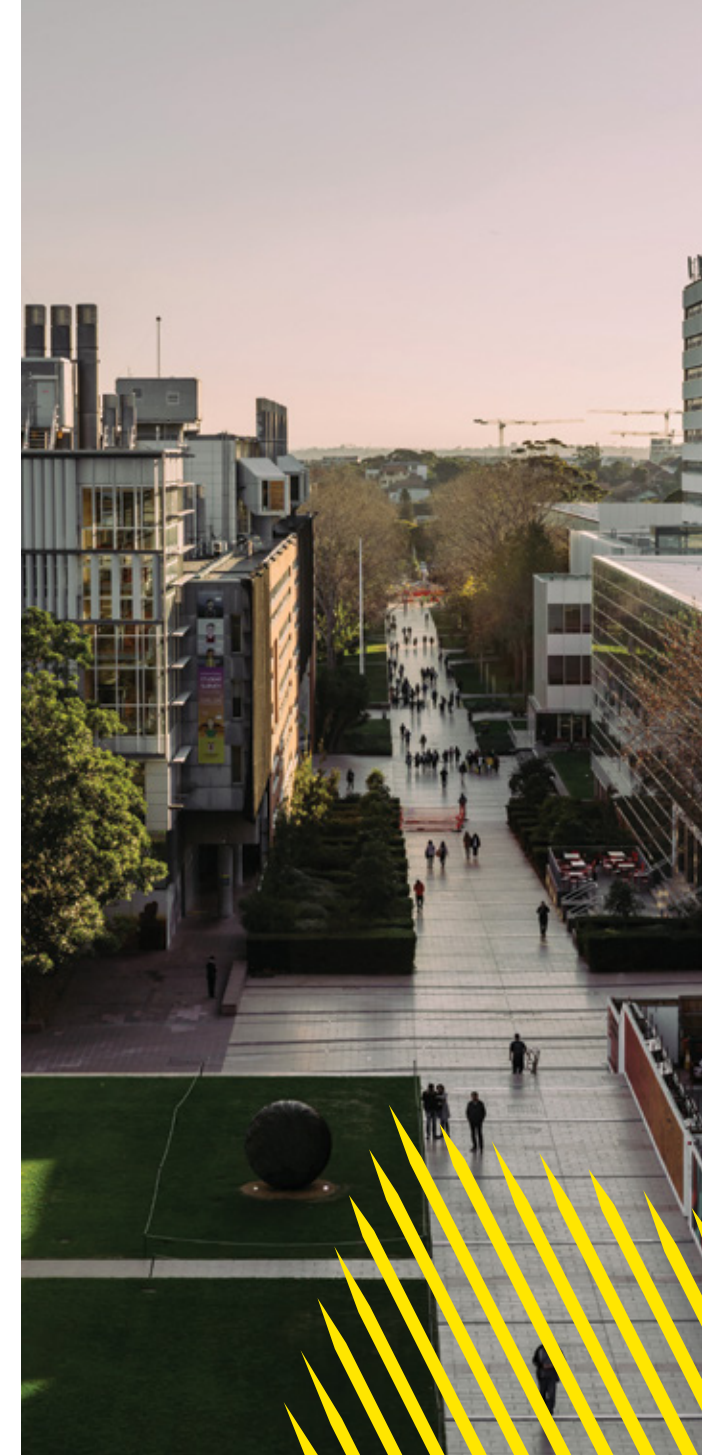
During 2022 UNSW Athena Swan funded research, delivered by UNSW's Social Policy Research Centre, into the outcomes of a new support program, Career Coaching for Carers (3C) for academic women, including sessional staff and post-graduate students, with current or recent carer responsibilities. UNSW's Flexible Work Policy, updated in December 2021, makes flexible work arrangements open to all UNSW employees, where it is operationally viable within their role for such an arrangement to be implemented. A Flexible Work Toolkit provides staff and managers with guidance, advice, and checklists for setting up a flexible work arrangement.

Commencing in 2023, UNSW replaced the Vice-Chancellor's Childcare Support Fund for Women Researchers with the Carers' Support Fund, and broadened eligibility to: all UNSW employees (professional and academic) and HDR students of all genders with both childcare and primary caring responsibilities and; participation in a wider range of career development activities, such as networking and fieldwork. The program is dedicated to funding extraordinary caring costs, so that a dependent child/ren, parent, partner or family member ('dependent/s') may continue to be cared for while a UNSW employee or HDR student participates in an approved career development activity.

In 2023, UNSW also introduced a Cultural Inclusive Calendar, a resource for the UNSW community to assist with planning and scheduling events and meetings. It highlights key religious and cultural dates in Australia, identified through consultation within UNSW and with reference to the ABS Standard Classification of Religious Groups. Schools and Departments are encouraged to consider this calendar when planning the academic year.

UNSW is committed to helping students and staff balance work-life responsibilities. In 2022 UNSW collaborated with Parents at Work, an organisation that provides resources and support to UNSW staff members who have parent or carer responsibilities, to provide 10 webinars on topics such as Preparing for Parental Leave, Returning from Parental Leave and Managing Mental Wellbeing for You and Your Family.

In 2022 UNSW remains accredited as a Breastfeeding Friendly Workplace, and understands that many parents will return to work/study while they continue to breastfeed. UNSW also supports parents in the LGBTIQ+ community in breastfeeding, chest feeding and human milk feeding for their babies.





# Opportunity 4: Visibility

UNSW Sydney is working towards improving the visibility of our talented female staff.

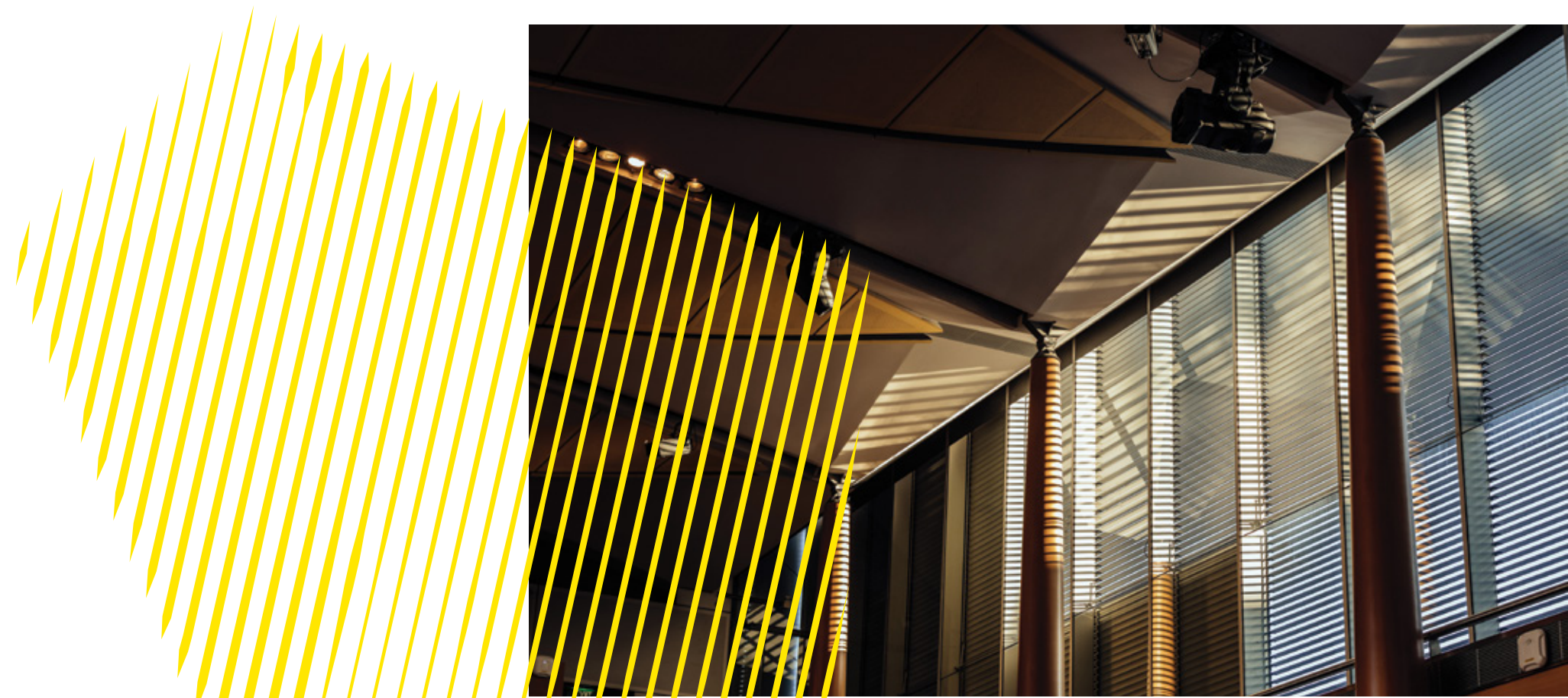
Professor Fiona Stapleton, Professor of Optometry and Vision Science, continued in the role of Academic Lead for Athena Swan (2021-2023) along with two deputy Academic Leads, Associate Professor Sue Williamson (UNSW Canberra at ADFA) and Associate Professor Amelia Thorpe (Faculty of Law & Justice).

In December 2021 UNSW Council approved the proposal 'Celebrating UNSW Women on campus' to increase the visibility of women in the physical, digital and programmatic spaces of UNSW, including naming University spaces in perpetuity after prominent UNSW women. Preparations commenced in 2022 for Phase 1 of this project (implemented in 2023), to rename 17 buildings and spaces across UNSW's Kensington campus after UNSW women role models, including the first women graduates of each faculty, the first women professor, the first women Deputy Chancellor, the first Indigenous women graduates and many other alumnae and former staff who identify as women.

Phase 2, also being implemented in 2023, involves the creation of a physical and virtual 'Women's Trail' across the Kensington and Paddington campuses.

QR codes will enable access to digital profiles of past UNSW staff and students from all faculties and UNSW Canberra at ADFA, as well as the student organisation Arc. The aim is to add women to the trail each year.

UNSW websites and marketing collateral aspire to use diverse images and stories to ensure visible gender balance and the representation of multiple dimensions of diversity.





# Opportunity 5: Education

At UNSW there are a range of Faculty-led activities that support and/or encourage girls and women to study STEMM.

## Faculty of Engineering

The UNSW Women in Engineering (WIE) Program continues to successfully target high school students and enrolled undergraduate and postgraduate students at UNSW with cohort-specific activities, support and scholarships. This program has reached more than 17,000 high school girls through events, workshops and presentations and UNSW continues to have one of the largest Women in Engineering communities in Australia, with 25% of the engineering first-year enrolment being women. The program partners with four student societies: Women in Engineering Society (WIESoc), Women in Technology (WIT), The Women in Electrical Engineering and Telecommunications (TWEET) and Robogals UNSW, to fund activities including peer-to-peer and industry mentoring programs to run regular social events to build and support the Women in Engineering community.

The UNSW Girls in Engineering (GiE) Club is a fun, inspiring community for high school girls interested in STEMM. Now with over 1300 members (compared to 800 in our first submission), the club offers regular workshops, a monthly newsletter, on-campus events, engineering challenges, opportunities to be mentored by women in engineering students and access to a closed Facebook community to connect with likeminded girls. In 2022 a new alternate pathway program to UNSW Engineering launched, the GiE FEAS Program, with 100 Year 11 and 12 high school girls participating in the program annually.

## Faculty of Science

The 2022 annual Girls Do the Maths Workshop, organised by the School of Mathematics and Statistics, attracted over 450 students from 34 schools across an on-campus event and online sessions on separate days. These workshops encourage young women to see how they can make a positive difference to the world and enjoy enriching careers by studying mathematics and statistics, and demonstrate the beauty, fun and applications of maths and statistics.

The UNSW Women in Maths and Science Champions Program is a 12-month career development program to support our research students and early career scientists, who identify as women or non-binary, to become science professionals. The program is designed to enhance participants' university experience, prepare them for their careers and establish a connected network of women in maths and science. It provides women employed within UNSW Science with the skills and confidence to build their public profile and make a positive impact on the broader science community.

## UNSW Canberra at ADFA

UNSW Canberra's Young Women in Engineering (YoWIE) Program is committed to inspiring young women currently in Year 9 – 12 to consider a future in engineering. This free three-day workshop aims to show young women how maths and science studies at school can help shape their future.



## Opportunity 6: Industry Action

UNSW relies on a robust exchange of ideas and collaboration with industry to ensure we are dealing with challenges and needs faced by those at the coalface. With an expanding array of industry partnerships, our collaborations are sparking commercial innovation that leads to real social and economic value.

Industry-connected programs outlined in the original submission have continued throughout 2022, including the Founders New Wave Program, Franklin Women and the UNSW Women's Wellbeing Academy.

In December 2021 the Plus Alliance - an initiative of UNSW, Arizona State University and Kings College London - published a compilation of initiatives to support women's training and leadership, via a new Transforming Women's Leadership Pathways Initiative Knowledge Hub.





## Acknowledgement of Country

We would like to acknowledge the Bedegal (Kensington campus), Gadigal (City and Art & Design Campuses) and Ngunnawal people (Australian Defence Force Academy in Canberra) who are the traditional custodians of the lands where each campus of UNSW is located.

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