

SAGE ATHENA SWAN @ FED UNI:

WHAT'S IT ALL ABOUT?

WHAT IS THE SAGE ATHENA SWAN ACCREDITATION PROJECT?

Federation University joined the SAGE pilot signing the Athena SWAN Charter in June 2016 and will submit a Bronze Accreditation Application in March 2019.

Science in Australia Gender Equity (SAGE) is a national program that aims to improve participation, retention and success of women, gender minorities and diverse groups working in Science, Technology, Engineering, Mathematics and Medicine (STEMM).

SAGE has brought the Athena SWAN Charter's 10 principles from the UK to Australia as an evaluation and accreditation framework for universities and research institutes.

The Athena SWAN project identifies and addresses inequalities in gender equity and diversity through data collection and analysis and action planning.

WHAT IS INVOLVED IN THE ACCREDITATION PROCESS?



WHAT ARE THE 10 PRINCIPLES OF THE ATHENA SWAN CHARTER?

- 1 We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
- 2 We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academia, professional and support roles.
- 3 We commit to addressing unequal gender representation across academic disciplines and professional support functions. In this we recognise disciplinary differences including:
 - the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM).
- 4 We commit to tackling the gender pay gap.
- 5 We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.
- 6 We commit to addressing the negative consequences of using short-term contracts for retention and progression of staff in academia, particularly women.
- 7 We commit to tackling the discriminatory treatment often experienced by transgender people.
- 8 We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those senior roles.
- 9 We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
- 10 All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors whenever possible.

SAGE ATHENA SWAN @ FED UNI:

A CALL TO ACTION @ FED UNI

HOW IS FED UNI PREPARING FOR THE SAGE ATHENA SWAN BRONZE INSTITUTIONAL AWARD ACCREDITATION?

We are reviewing the current progress of the Athena SWAN project at Fed Uni; reforming the governance structure, working group membership and communication and action plans to meet the March 2019 Bronze Award submission timeline

We will review institutional evidence for gender equity and diversity based on our existing policies, procedures, practices and procedures

We will encourage institutional engagement, dialogue and action to seek new and innovative ways to improve gender equity and diversity at Fed Uni 2019-2022

HOW CAN YOU GET INVOLVED IN THE SAGE ATHENA SWAN BRONZE INSTITUTIONAL AWARD ACCREDITATION PROCESS?

Staff and HDR students can engage with the SAGE Athena SWAN evaluation project and related activities by:

- Participating in upcoming surveys, interviews, focus groups, and FedUni SAGE forums
- Leading discussions about diversity and inclusion at faculty/school/discipline level
- Becoming a SAGE Athena SWAN Advocate
- Contributing innovative ideas to improve gender equity and diversity at FedUni

WHO IS LEADING THE PREPARATION OF THE FEDUNI SAGE ATHENA SWAN BRONZE INSTITUTIONAL AWARD ACCREDITATION PROCESS?

This process is being led by **CLIPP** (Centre for Learning, Innovation and Professional Practice)

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