


SAGE Athena SWAN at La Trobe

A photograph showing a woman and a man in a laboratory setting. Both are wearing clear safety glasses. The woman, in the foreground, has dark hair tied back and is wearing a blue short-sleeved shirt. The man, behind her, has a beard and is wearing a light blue button-down shirt. They appear to be looking at something off-camera with concentration. The background is slightly blurred, showing what might be laboratory equipment.

**Zemeel Saba, Director, Culture, Diversity
and Inclusion**

**Dr Natasha Weir, Research Gender Equity
Project Officer**



Acknowledgement ent of Country

We are honoured to be on the ancestral lands of the Gadigal people of the Eora Nation. We acknowledge the First Australians as the traditional custodians of the continent, whose cultures are among the oldest living cultures in human history. We pay respect to the Elders of the community and extend our recognition to their descendants who are present.

Summary

La Trobe University Snapshot

Gender Equality Journey

SAGE Athena SWAN findings

The road ahead

Some current achievements



La Trobe University Snapshot

**We stack up against the
world's best**

- We rank in the Top 400 (representing the top 2%) in three major international rankings systems
- We've co-developed our *Career Ready Advantage* program with leading employers
- We offer overseas study opportunities with over 150 partners in more 40 countries all over the world
- Most of our degrees provide students with an opportunity to complete Work Integrated Learning (WIL).
- Our staff are ground-breaking researchers, industry leaders and experts.



La Trobe University Snapshot

- 36,746 student enrollments, with over 7,000 international students from 110 countries
- 26,000 students at Melbourne (Bundoora Campus)
- 7,500 at our campuses in Albury-Wodonga, Mildura, Melbourne City, Shepparton and Sydney
- 3,087 staff (FTE)
- 1,488 academic staff (FTE)



La Trobe's Gender Equality

1968-1988 Journey

Third University in Victoria

Social justice agenda - open to women and 'first in family'

● 1988-1998

Women's Studies Unit established

● 1998-2008

Women's Studies changed to Gender, Sexuality and Diversity Unit

● 2008-2018

Signed up to SAGE Athena SWAN

Diversity and Inclusion Unit formed

Women in Research Strategy

Vice-Chancellor a Male Champion of Change

WGEA Employee of Choice Citation (2017)

Director of Culture, Diversity and Inclusion

Tracey Banivanua Mar Fellowships

Carers Support fund

Women's Academic Promotions Support Program

2018-2022 Gender Equality Blueprint

2018-2022 Culture Strategy

2018-2022 Diversity and Inclusion Plan

SAGE Athena SWAN

- Athena SWAN is an **evaluation and accreditation program** that has been running for over a decade in the UK, with tremendous success in **enhancing gender equity and diversity in STEMM disciplines.**
- The Athena SWAN Charter is governed by **ten principles** which aim to ensure that women from diverse backgrounds as well as underrepresented groups are best positioned to reach their full potential in STEMM careers through sustainable cultural change.
- Science in Australia Gender Equity (SAGE), an initiative of the Australian Academy of Science with the Australian Academy of Technology and Engineering, is delivering a pilot of the prestigious Athena SWAN program in Australia. **SAGE has 45 members from Universities, Medical Research Institutes, and Publicly Funded Research Organisations across Australia.**
- A Bronze Institutional Award will be conferred where the institution has a **solid foundation for eliminating gender bias and developing an inclusive culture** that values all staff, a four-year action plan that builds on this foundation, and the development of an organisational structure to carry proposed actions forward.

La Trobe Participation

- La Trobe is one of only 8 institutions applying the charter to both **STEMM and non-STEMM disciplines.**
- We seek to improve the recruitment, retention and promotion of women in **all disciplines**, and we have also elected to explicitly include our professional and administrative staff.
- La Trobe University is determined to play a leading role in striving for substantive equality across the board.
- To administer the Athena Swan Project each institution must establish a **Self-Assessment Team (SAT)** whose role is to coordinate the process of data-gathering, analysis and action planning that forms the basis of the application.
- LTU's SAT is **chaired by the Vice-Chancellor, Professor John Dewar** and Deputy Vice-Chancellor (Research) Professor Keith Nugent.
- It is comprised of **50 professional and academic staff members** with diverse life experiences from across the University.

The Ten Principles of the Athena SWAN

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 academic, professional and support roles.

3

We commit to addressing unequal gender representation across academic disciplines and professional and 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 the 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 in 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 wherever possible.

How we gain Bronze Accreditation

Collect comprehensive data on current gender equity standards, policies and practices

Critically analyse data

Understand the current state of gender equality at La Trobe

Identify reasons for exclusion and under-representation

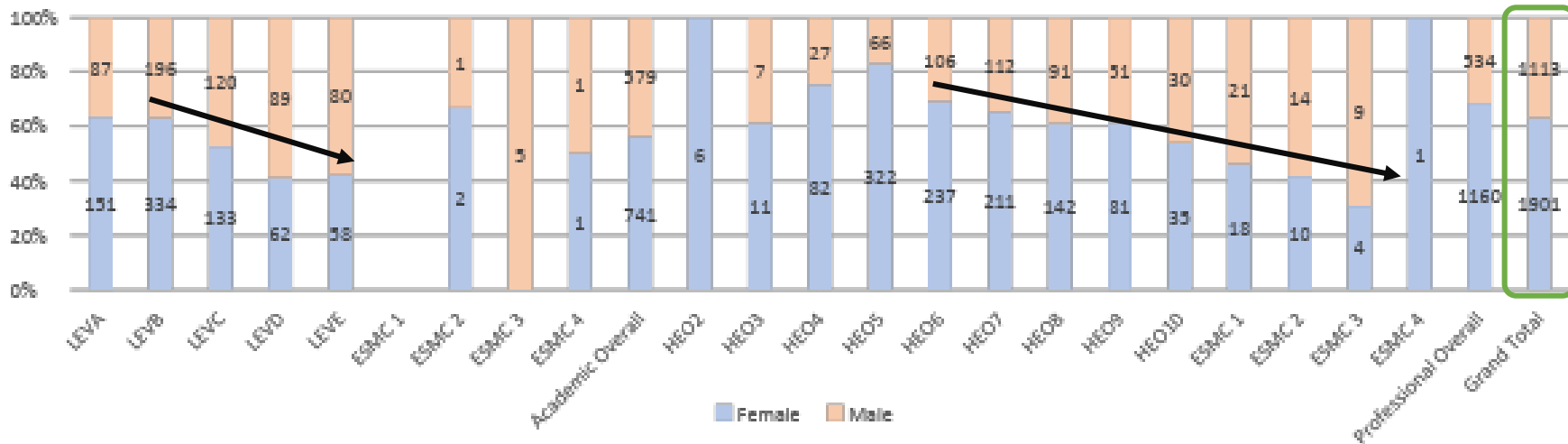
Develop a four-year action plan to address inequalities

Data findings: What was obvious?

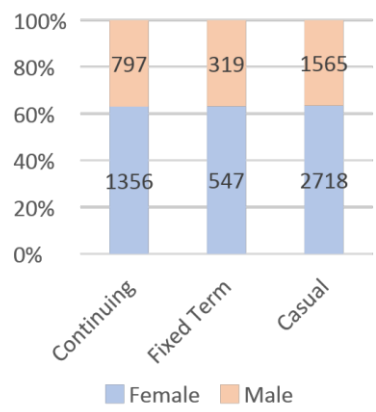
La Trobe's unusual 60/40 split

- La Trobe has a **higher percentage of women in the workforce than the tertiary education sector and also a higher percentage of women at the manager, senior manager and executive/general manager category** (WGEA definitions) compared with the tertiary education sector.
- Despite making up over 60% of the workforce, there is a **steep decline of female staff at senior academic levels in both Colleges and most Schools**
- There is **marked gender segregation** in occupation and academic disciplines (women are under represented in certain disciplines notably engineering and mathematical sciences and in areas such as ICT and I&O).
- Men not taking up paid parental leave
- More women than men utilise flexible work which reinforces the gendered division of labour
- Lower uptake by men of carers leave. **Women take twice as much carers leave then men.**

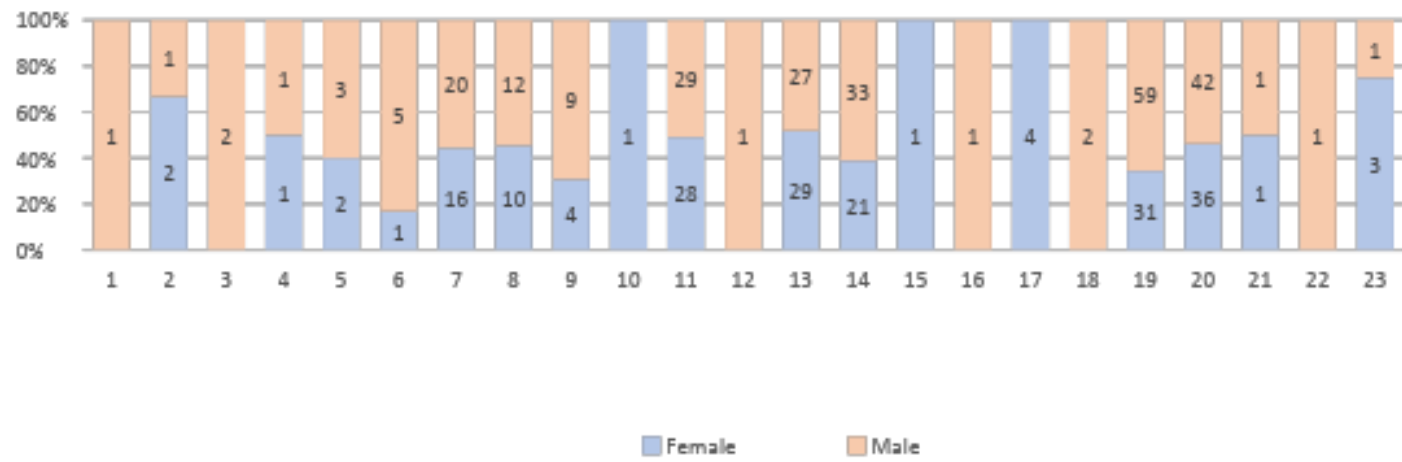
La Trobe Staffing Profile



Employment Type



Women in Senior Leadership



Data findings: What was unexpected?

Academic Promotions at La Trobe

- La Trobe's academic promotion success rate is higher than sector average across all genders but our application rate is much lower than the sector and even lower for women.

Women's Academic Promotions Support Program

- The program was designed to raise awareness among academic women that they could apply for promotion, and provide encouragement and assistance in submitting their promotion applications. The program also provided professional development in the form of monthly workshops run by suitable colleagues at La Trobe (e.g., on writing a portfolio, a CV, the summary statement, what evidence to collect and how to present it), and through group mentoring of potential applicants by more senior academics.
- Over 150 women participated in the program.

Data – what was unexpected

Supporting La Trobe's trans gender and gender diverse and non binary staff members

- No formal policy , limited educational materials
- Systems did not support data gathering
- Immature culture
- No advice, provision or adoption of gender neutral language
- Students were more progressive than staff

Data gaps

Like many higher education institutions who signed up to SAGE Athena SWAN we found some large data gaps

- Lack of staff demographic data
- Data not always gender disaggregated
- Limited options for trans/gender diverse staff members
- Recruitment data incomplete
- Exit data incomplete

All roads lead to culture

What is our desired culture and why?

Do we have an inclusive culture?

Do we have a safe and supportive culture?

Do we have a gender equality culture?

Do we have an equitable culture?

How are we monitoring and measuring all of the above

SAGE - The Road Ahead

For each of the 10 SAGE principles:

- Four year program of work to address data gaps and achieve gender equality
- Governance structures for each of the programs of work
- Regular reporting on progress and achievements
- Alignment of all new plans to support SAGE success (eg. Gender equality Blueprint)



Six key pillars

Cultural
Disability
Gender
LGBTIQ

Life Stages
Indigenous
Life Stages

**2018-2022
Diversity and
Inclusion Plan**

What is the Gender Equality Blueprint?

The **Gender Equality Blueprint** is the key gender component of the La Trobe University Diversity & Inclusion plan.

The goals of the **Gender Equality Blueprint** include:

- To build a talent pipeline of women
- To progress gender pay equity and economic security
- To cultivate a safe, inclusive and representative workplace
- To develop a contemporary and flexible work environment

The **Gender Equality Blueprint** incorporates gender equality programs and initiatives across the University and commits to specific measures of success.

2018-2022 Gender Equality Blueprint

CONNECTED a number of activities across the University designed to increase gender equality. These include:

- Male Champions of Change commitments
- Universities Australia – *Respect.Now.Always.* initiatives
- SAGE program
- WGEA Employer of Choice commitments
- To be most effective they needed to be brought together. This will help us:
 - Improve our reporting on gender programs
 - Provide a visible baseline on which to build
 - Provide an accessible location for all the relevant activity being undertaken to progress gender equality
 - Clarify what the University is focusing on to progress gender equality

Measures of Success

MEASURES OF SUCCESS

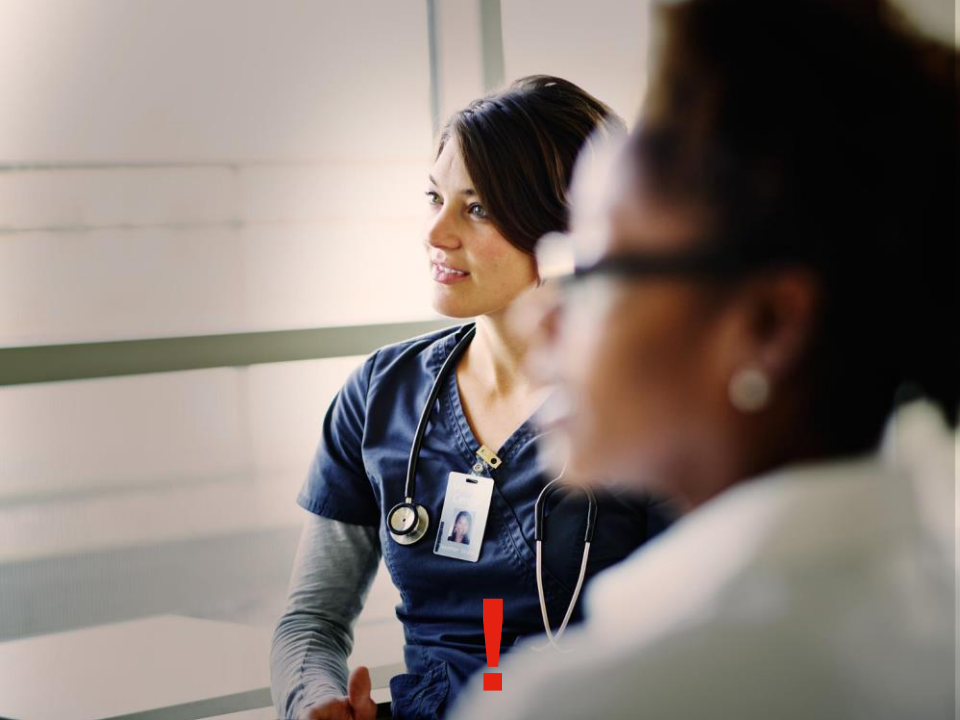
Build and retain the talent pipeline for women

Gender pay equity and economic security

A safe, inclusive and representative workforce

A contemporary and flexible work environment

- At least 50% of women in senior leadership positions (professional HEO10 and above, and Academic Level D and above)
 - Increased representation of women and men in non traditional roles
 - Talent pool has enabled an increase in internal promotions and appointments
 - Gender balance of applicants across all stages of recruitment
 - Retention of women in critical and leadership roles
- Reduced La Trobe wide pay gap (between +/- 2%)
 - Reduced pay gap at senior levels
 - Reduced pay gap in all schools and departments
 - Number of MCOC initiatives successfully embedded
 - Vice Chancellor continues to be a pay equity ambassador
- Positive results on diversity and inclusion questions in staff surveys, including in relation to the incidence of discrimination and harassment
 - Compliance in staff completing the *Promoting Positive Workplace Behaviours*
- Increased use of flexible working
 - Uptake of part time employment for men
 - Positive results and employee feedback on flex and work/life balance in surveys
 - Uptake of men taking paid parental leave
 - Increased retention for staff returning from long term leave



Positive progression!

Recent appointments (Head of La Trobe Business School, Head of Shepparton Campus, Director of Research Office job share)

Employee Opinion Scores

Tracey Banivanua Mar Fellowships

Square the Ledger Project

SEG Commitment



**You are invited to ask
questions**

**We invite you to watch the
La Trobe SAGE journey.**

Thankyou