

ADVANCING GENDER EQUITY

Women currently comprise more than half of science PhD graduates and early career researchers in Australia, but only 17 per cent of senior science, technology, engineering, mathematics and medicine (STEMM) academics in Australian universities and research institutes.

Through the national Science in Australia Gender Equity (SAGE) program, Swinburne has developed a four-year Action Plan to advance gender equity and diversity.

The SAGE program is underpinned by the Athena SWAN Charter: a framework to guide organisations as they adopt policies, practices, action plans and cultural change.

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 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.

**SWINBURNE SUPPORTS THE ATHENA SWAN CHARTER.
AND YOU CAN TOO.**

- Visit swi.nu/SAGE for more on our gender equity initiatives and Athena SWAN.
- Share your commitment on social media: **#AthenaSWAN #WomenInSTEMM #genderequity**
- Contact athenaswanpilot@swin.edu.au to get involved.

