

## **SAGE Webinar and Panel Discussion**

National Call to Action – *eliminating structural, systemic and cultural barriers to gender equity, diversity and inclusion in your institution*

22 May 2020

## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the ACT, the Ngunnawal people on whose land SAGE is hosted, and all Traditional Custodians of the lands and territories from where you join us - and pay our deepest respect to their elders past and present and emerging leaders.



# Athena SWAN @ Telethon Kids

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Presented by Professor Jonathan Carapetis



# Athena SWAN @ Telethon Kids

- 80% Female Workforce
- 3 year process
- Embedded within broader equity and diversity framework (esp Aboriginal staff/students), research + professional staff
- **Some findings:**
  - **Internal Salary Support:** *Men and women both successful 66% of the time (2016-18)*
  - **Flexibility:**
    - *>80% of women agreed they had flexibility to manage work/caring responsibilities*
    - *85% of women indicated they were able to access flexible leave to handle important caring issues*
  - **Leadership:** *73% of women who apply get into our Emerging Leaders Program (cf. 70% men)*
  - **Gender Equity :** *~83% of women agreed Telethon Kids supports gender equity*



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# Key issues & action items

- **Promotions:** 89% men and 63% women successful
  - *Action: Focus groups → action plan → increase female applications 10% Dec 20.*
- **Remuneration:** Women have less favourable perceptions, but data mixed:
  - *Action: Continued benchmarking and pay equity review 20/21*
- **Caring Responsibilities:** >80% of men and women felt they had sufficient flexibility re caring responsibilities
  - *Action: Focus groups → impact on promotion and career progression.*
  - *Creation of parental toolkit, keep in touch days*
- **Internal Funding Schemes:** Men received 3x women (~\$300K vs ~100K)
  - *Action: Internal funding will have a gender 'lens' from now on. Aim to close the funding gap by 50% Dec 2022.*
- **Psychological Safety:** 93% men, 65% women agreed they could express views openly
  - *Actions: Mental health awareness training, anti-bullying and harassment training, revised EAP support, focus groups, incorporated into leadership training*



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# Key Initiatives

- Key ongoing focus areas and sector-wide challenges
  - Psychological safety
  - Promotions
  - Supporting career development
  - Pay equity
  - Supporting those with caring responsibilities
- Telethon Kids-specific challenges
  - Female dominant workforce (>80%)
  - Attracting men to a) the sector and b) entry level positions (Level A >90% women)
  - Grant support
  - Psychological safety
  - Board:
    - 2016: 1 woman, 8 men, male chair
    - 2019: 4 women, 5 men, female chair
  - Leadership team 2020:
    - 8 women, 6 men



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