



**SAGE**

SCIENCE IN AUSTRALIA  
GENDER EQUITY



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# SAGE HIGHLIGHTS

2019 -  
2020

AUG 2019



INTERNATIONAL CONFERENCE CHILE

SEPT 2019



ROUND 2 OUTCOMES - 13 AWARDEES



INTERNATIONAL CONFERENCE INDIA

NOV 2019



ROUND 2 OUTCOMES - 11 AWARDEES



EPHEA CONFERENCE WORKSHOP



INTERNATIONAL COMMITTEE CANADA

FEB 2020



CGE CONFERENCE



AWARDS EVENT

MAR 2020



INTERNATIONAL CONFERENCE JAPAN (REMOTE)



SAGE

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# MESSAGE FROM THE CEO



**DR WAFA EL-ADHAMI**

**The year 2019-20 was a period of transition to independence;** it witnessed the SAGE Pilot's successful conclusion and ushered the newly incorporated Science in Australia Gender Equity Limited. As the only transformative gender equity, diversity and inclusion program of its kind in Australia, SAGE Ltd is now well positioned to continue its support for Australia's higher education and research (HER) sector to achieve sustained change via the SAGE adaptive national accreditation framework founded on the internationally reputable Athena SWAN Charter.

Over the course of four years, SAGE Pilot institutions have pioneered significant change in Australia by leveraging the coordinated support from SAGE and the success of the UK's Athena SWAN Charter. SAGE supported 45 institutions to complete [WEA1] the SAGE pathway to Bronze accreditation, with the majority (39 organisations/86 per cent) being awarded the Athena SWAN Institutional Bronze Award. Of these, 24 institutions received their awards in 2019-20; a success rate averaging 78%, rivaling that of the UK.



The success of the SAGE Pilot is largely owed to the leadership of Australia's higher education and research sector and their collective commitment to advancing gender equity, diversity and inclusion through SAGE adaptation of Athena SWAN.

Having effectively led and pioneered a national approach, and supported by the strategic investment from Government and its founding members, the Australian Academy of Science and the Australian Academy of Technology and Engineering, SAGE has positioned itself as a leader for Australia's higher education and research sector. SAGE is also in the right position to support this progressive journey across the Asia Pacific region and partner economies by modelling good behaviour and practice for all key players in international higher education and research.

We are proud to support and work with Australia's higher education and research sector and other nations as they adapt the SAGE model and the Athena SWAN Charter to their own context. SAGE achievements would not have been possible without the professionalism and commitment of the SAGE team, and the leadership of its founding Academies. I look forward to continuing this journey into the future together with SAGE Ltd Board of Directors.



# STATEMENT BY THE CEOS OF THE FOUNDING PARTNERS OF SAGE

**In late 2014 women were a clear minority in STEM professions in Australian universities and research institutes. It was evident that something had to change.**

This lack of gender equity and diversity prompted a forum which recommended a trial of the Athena SWAN Charter in Australia. The response was overwhelming. The plan to engage a modest six to eight organisations in the trial, quickly snowballed into thirty-two, each members of the Science in Australia Gender Equity (SAGE) pilot which was launched just under a year later.

Over the course of the three-year pilot, an impressive 45 per cent of the higher education and research sector achieved Bronze Athena SWAN Award status.

This extraordinary success story has been made possible thanks to the unprecedented leadership of institutions along with the unwavering support and compact between the Federal Government, the Academies, and the Higher Education and Research (HER) sector.

SAGE has been transformative for the STEMM sector. The [Women in STEM Decadal Plan](#) launched last year by both Academies found that SAGE is the only transformative gender equity program of its kind in Australia. This is a point made by the SAGE Ltd CEO in her introduction to this annual report, but it is a point we also want to emphasise.

It is clear why other countries are now following in the United Kingdom and Australia's footsteps, exploring how they can adopt the Athena SWAN charter for themselves.

While good progress has been made, right now, the gender imbalance in STEMM professions in Australian universities and research institutes remains significant. And our HER institutions are not as diverse as they need to be. So, there is still a long way to go.

The need to ensure our skilled STEMM workforce is inclusive and equitable is more important now than ever, particularly as we come to fully understand the gendered effects of COVID 19.

We are immensely proud of the role of our Academies as founding partners of SAGE. We are also assured by the fact that SAGE Ltd is in sound and experienced hands as it begins its next step of reaching the entire higher education and research sector and broadening its reach beyond STEMM.

We look forward to continuing to work with SAGE Ltd to improve culture, practice and results and to build a thriving, diverse, inclusive and highly skilled STEMM sector to support Australia's prosperity.

***Ms Anna-Maria Arabia, CEO, Australian Academy of Science***



***Ms Kylie Walker, CEO, Australian Academy of Technology and Engineering***





# SAGE - THE PILOT IN RETROSPECT

The SAGE Pilot was set up with the aim of bringing together the scientific, academic and research community to improve gender equity within Australia's HER sector. It did so by implementing the Athena SWAN Charter, which has been driving transformative change in the UK over the last decade and a half.

Since its launch at Australia's Parliament House in 2015, the SAGE Pilot of Athena SWAN in Australia has engaged with approximately 50 per cent of the higher education and research (HER) sector. It has demonstrated that it is the major national initiative to mobilise collective, on-the-ground action to improve gender equity, diversity and inclusion in science, technology, engineering, mathematics and medicine (STEMM) in the HER sector. As a catalyst for change, SAGE has provided a coordinated and national approach, and has made a bold, fast-tracked and constructive start to address deeply entrenched problems.

The Pilot was made possible by the leadership and investment of the Australian Government, the Australian Academy of Science (AAS) and the Australian Academy of Technology and Engineering (ATSE), and members of the HER sector. Evidence from the SAGE Pilot identifies these groups as key actors with the greatest potential to shape the future of women's attraction, retention and progression in key sectors of the STEMM education and workforce – specifically the HER sector. Importantly, it highlights the critical role each actor is playing in advancing gender equity, diversity and inclusion.

- Government action and financial investment are fundamental to the national coordination and convergence of efforts to deliver effective, fast-paced, and sustained change in gender equity, diversity and inclusion.
- The national science and technology academies are the driving force to lead, influence and mobilise on-the-ground action. The respect, credibility and authority they command are fundamental to signalling and effecting the cultural shift that is desperately needed to undo entrenched perceptions and stereotypes.

Evidence of its success has been reported in the independent evaluation of the SAGE Pilot ([Putting Gender on your Agenda, 2018](#)) and in the [Women in STEM Decadal Plan](#). The Pilot's success also shows that the NISA funding objectives to support the expansion of the Pilot, and its resources and capacity building activities were effectively delivered, and its outcomes achieved.



# SAGE PILOT OUTCOMES

**In 2019-20 a total of 24 institutions received Athena SWAN Bronze Awards.**

SAGE accreditation outcomes were announced over two rounds of peer review assessments: in September 2019 (round 1) and subsequently in February 2020 (round 2). Of the 17 applications for accreditation in round one, 13 institutions were awarded the Athena SWAN Institutional Bronze Award – a success rate of 76%. Of the 13 applications for accreditation in the second round, 11 institutions were awarded the Athena SWAN Institutional Bronze Award – a success rate of 84%.

Awardees were recognised and celebrated at the SAGE Awards Dinner held on 20 February 2020, at the Adelaide Town Hall. Their achievements were also promoted in a [SAGE video](#) produced to raise awareness and acknowledge institutional leadership and commitment to gender equity, diversity and inclusion.

The accreditation outcomes would not have been possible without the expert contributions to the peer reviewers and moderators. SAGE is grateful for their volunteer efforts and support to assuring a robust, independent and credible review process.



**Adelaide Town Hall**



**Georgina Williams giving a welcome to country**



**Cohort 3 Athena SWAN Bronze Awardees Telethon Kids Institute**



**STEM journalist, broadcaster and Wiradjuri woman Rae Johnston was the MC at the SAGE Awards Dinner**



# SAGE AWARDEES ANNOUNCED IN 2019-2020

ROUND 1	ROUND 2
<b>COHORT 1</b> <p>THE AUSTRALIAN NATIONAL UNIVERSITY DEAKIN UNIVERSITY FEDERATION UNIVERSITY AUSTRALIA FLINDERS UNIVERSITY LA TROBE UNIVERSITY MACQUARIE UNIVERSITY ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY THE GEORGE INSTITUTE FOR GLOBAL HEALTH THE UNIVERSITY OF QUEENSLAND UNIVERSITY OF SOUTH AUSTRALIA THE UNIVERSITY OF SYDNEY WESTERN SYDNEY UNIVERSITY</p>	<b>COHORT 1</b> <p>SOUTHERN CROSS UNIVERSITY THE UNIVERSITY OF MELBOURNE THE UNIVERSITY OF WESTERN AUSTRALIA UNIVERSITY OF CANBERRA</p>
<b>COHORT 2</b> <p>SOUTH AUSTRALIAN HEALTH AND MEDICAL RESEARCH INSTITUTE</p>	<b>COHORT 2</b> <p>AAO – MACQUARIE UNIVERSITY DEPARTMENT OF DEFENCE, DEFENCE SCIENCE AND TECHNOLOGY GROUP TELETHON KIDS INSTITUTE UNIVERSITY OF THE SUNSHINE COAST</p>
	<b>COHORT 3</b> <p>GEOSCIENCE AUSTRALIA MURDOCH UNIVERSITY THE UNIVERSITY OF ADELAIDE</p>

## SAGE ACHIEVEMENTS DURING THE YEAR



- Successfully completed the Pilot 2016 – 2019
- Appointment of the SAGE Ltd Board of Directors and its Chief Executive Officer.
- Successfully transitioned Science in Australia Gender Equity Ltd to a fully operational and independent not-for-profit company (founded by the Australian Academy of Science and the Australian Academy of Technology, who remain involved as company members).
- Convened a successful [national conference](#) in collaboration with the Australian Academy of Science.
- Designed and published the novel SAGE Cygnet Awards to support the accreditation pathway from Bronze to Silver Athena SWAN awards, which will also serve as a platform for the accreditation pathway from Silver to Gold Awards.
- Developed two guidance resources to support SAGE institutions, including how to manage COVID-19 impacts, and translated both into publishable infographics.



# MANAGING COVID-19 INFOGRAPHICS

COVID-19 tips for employers

## 5 WAYS TO BOOST STAFF MORALE



### Tell them they are valued

Keep your team motivated by assuring them that their work is important and purposeful.<sup>1</sup>



### Host virtual social events

Help employees stay connected with coffee catch-ups, happy hours, book clubs: the possibilities are endless. Don't forget to invite casual staff too!<sup>2</sup>



### Ensure equal access to support

Make sure all workers are entitled to workplace support. Check that they know and understand what their entitlements are, and feel comfortable using them.<sup>3</sup>



### Share mental health tips & resources

Dealing with financial and job insecurity can be very stressful. Encourage staff to get the care they need by including details of virtual and tele-health services in your company communications.<sup>4</sup>



### Train managers to support employees

Equip team leaders with the skills to support staff as they navigate personal challenges - for example, through stress management programs, counselling and flexible work arrangements.<sup>4</sup>

COVID-19 tips for SAGE member institutions

## 5 STEPS TO HELP STAFF WHO NEED IT MOST

1

### Identify your most vulnerable employee groups

This could be based on factors such as (to name a few):



Age



Caring responsibilities



High-risk duties



Having a disability



Visa status

2

### Ask them what they need

Engage directly with employees to ensure that support measures reflect their varied needs. Unusual circumstances create unusual needs, so you may have to reorder the priorities in your Action Plan.

3

### Offer them special assistance

Prioritise helping those who are lower paid and have the fewest protections. What can you do for staff members whose capacity to work has been the most heavily impacted?

4

### Check that your measures work

Consult with workplace representatives or the Self-Assessment Team to evaluate the efficacy and inclusivity of your support measures.

5

### Adapt quickly where needed

Sometimes, actions don't produce the intended results. Be prepared to modify support so it's more responsive to your employees' needs. Use your Progress and Impact Reports to share what works and what didn't.

COVID-19 tips for SAGE member institutions

## OPPORTUNITIES TO BUILD RESILIENT TEAMS



### Agree on priority tasks

Many workers are facing additional caring and family responsibilities. Be sure to revise performance benchmarks to account for this, and make clear which tasks are essential and which ones can wait.<sup>1,2</sup>



### Provide flexible work options

Remind staff (managers too) of the flexible working arrangements available, and how to access them. You could even try new ones, such as flexible hours, telecommuting or job sharing.<sup>2</sup>



### Assign alternative duties

Can you retain casual staff for work they can undertake at home, in line with contract hours? For example, technical staff could be redeployed to support grant- or paper-writing.



### Set up a leave pool

Employees can donate personal leave to colleagues who need to take leave beyond their own entitlements. This might allow people to work reduced hours to cope with other responsibilities.<sup>3</sup>



### Provide childcare support

Supplement flexible work arrangements with childcare support measures. Help workers manage their increased caring load by offering childcare allowances, referral systems and emergency care.<sup>2</sup>

1. Neilson, E & Dorney, G. HRM, 17 March 2020.
2. Stahl, A. Forbes, 3 April 2020.
3. UNICEF, International Labour Organization & UN Women. *Interim recommendations*, 27 March 2020.
4. World Economic Forum. *White paper*, 31 March 2020.

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@scigenderequity



#### Reference

UNICEF, International Labour Organization & UN Women. *Interim recommendations*, 27 March 2020.

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1. Neilson, E & Dorney, G. HRM, 17 March 2020.
2. UNICEF, International Labour Organization & UN Women. *Interim recommendations*, 27 March 2020.
3. Australian Human Rights Commission. *Supporting Working Parents* (p. 153), 2014.

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# SAGE ACHIEVEMENTS DURING THE YEAR



- Implemented national networks and strengthened existing regional networks to support communities of excellence in gender equity, diversity and inclusion.
- Launched Podcast '[Think Difference](#)' and published 4 episodes. The podcast aims to showcase the SAGE Athena SWAN journey, exploring transformative stories in STEMM and sharing learnings and insights from practice. In each episode, individuals and institutions talk about their gender equity, diversity and inclusion journey.

## **Rolled out an extended and enhanced online capacity building program to support SAGE member institutions implement their Athena SWAN Institutional Bronze Awards, including:**

- Initiating national network meetings convening the first in the fourth quarter, eight regional network meetings, meetings of [MRIs and PFRAs] and two specialist networks (intersectionality).
- Convening ten online webinars, including one hosting Sex Discrimination Commissioner, Kate Jenkins. Capacity building webinars attracted good participation [260 participants] and garnered strong positive feedback from subscribers, receiving an average rating of 4.6/5 stars.
- Convened [four workshops](#) as part of the national conference, one online workshop to support applicants resubmitting applications for Bronze Awards;
- Participated at international gender equity and diversity events, including the APEC Policy Partnership on Science, Technology and Innovation Women in STEM Workshop (Chile) and the Pressing for Progress 2019 Conference run by the IPA in Hyderabad, and workshop convened by the Research Organisation of Information and Systems (ROIS), Japan.
- Published four SAGE Newsletters, the SAGE podcast and nine profiles of women and gender diverse STEMM researchers. For example '[The accidental academic](#)' and '[Crafting spaces through diversity and sustainability](#)', as well as a number of articles recognising SAGE institutions commitments such as these from the [Times Higher Education](#) and [Australian Human Rights Commission](#).



# SAGE MEDIA HIGHLIGHTS



Media engagement for the reporting period July 2019 – June 2020 is captured below including a breakdown of SAGE media stories or mentions across online, print, broadcast and social media (source: Meltwater Media Monitoring).

## ONLINE



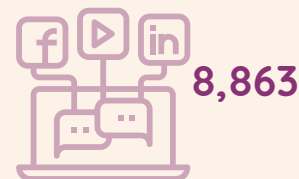
## PRINT



## BROADCAST



## SOCIAL



## PRINT HIGHLIGHTS

Two print articles referencing SAGE appeared in *The Australian* and the *Newcastle Herald* in June 2020.



ARTICLES WITH MOST IMPACT	
<p><b>Gender equity tops the agenda</b></p> <p>From as COVID-19 reduces the number of jobs in higher education, eight universities have pledged to preserve the gender equity gains made in recent years and ensure that any job losses do not result in a lower proportion of women in senior jobs and research roles.</p> <p>Leanne, Marlene, Norman, Billie, University of NSW, University of Technology Sydney and the University of Sydney have</p>	<p>The Australian (Print version)   Jun 9</p> <p><b>Gender equity tops the agenda</b></p> <p>Even as COVID-19 reduces the number of jobs in higher education, eight universities have pledged to preserve the gender equity gains made in recent years and ensure that any job losses do not result ...</p> <p>Reach 472k • Neutral</p>
<p><b>COVID-19 threatens women's STEM gains</b></p> <p>Even as COVID-19 reduces the number of jobs in higher education, eight universities have pledged to preserve the gender equity gains made in recent years and ensure that any job losses do not result ...</p>	<p>Newcastle Herald (Print version)   Jun 8</p> <p><b>COVID-19 threatens women's STEM gains</b></p> <p>BILLIE BONEVSKI COVID-19 threatens women's STEM gains COVID-19's impact on the economy has been devastating, causing record high numbers of job losses, industry closures, reductions in pay or hours, r...</p> <p>Reach 113k • Neutral</p>

## ONLINE MEDIA HIGHLIGHTS

Online articles which received particularly high reach included the online version of June article in *The Australian* (4 million reached) and an article published by *UNSW* (2 million reached).



**Gender equity tops the agenda**

By THE DEPUTY DEAN OF EDUCATION EDITOR  
Published on 10 Jun 2020

University of Sydney Vice-Chancellor Michael Spence

Even as COVID-19 reduces the number of jobs in higher education, eight universities have pledged to preserve the gender equity gains made in recent years and ensure that any job losses do not result in a lower proportion of women in senior jobs and research roles.

Leanne, Marlene, Norman, Billie, University of NSW, University of Technology Sydney and the universities of Sydney, Melbourne and Wollongong have endorsed the position statement. It also has been signed by other groups including Science in Australia Gender Equity, the Academy of Science, Male Champions of Change Australia, the Australian Academy of Technology and Engineering and Equity Practitioners in Higher Education Australia.

### UNSW commits to gender equity in response to COVID-19



16 JUN 2020 | UNSW MEDIA

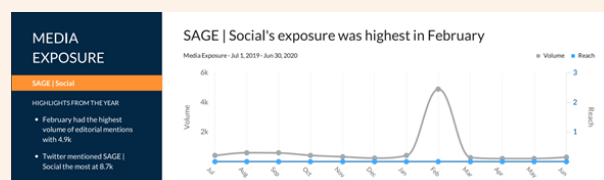
UNSW Sydney is leading a response to the coronavirus pandemic and the particular disadvantages it creates for women.





# SOCIAL MEDIA HIGHLIGHTS

Highest social media mentions for SAGE (@SciGenderEquity on Twitter and Science in Australia Gender Equity on Facebook) coincided with the Catalysing Gender Equity 2020 Conference, held on 20 and 21 February in Adelaide, in collaboration with SAGE and the Australian Academy of Science (source: Meltwater Media Monitoring).



Broad social media reach was also attained by mentions from SAGE subscribers University of Sydney and Western Sydney University on attaining Athena SWAN Bronze Awards in September 2019, as well as digital media platform Study International (source: Meltwater Media Monitoring).



Tweets from @SciGenderEquity with the greatest reach and engagement over the reporting period were related to episodes of the SAGE podcast, Think Difference (source: Twitter analytics).

DATE: 29 APRIL 2020

ORGANIC IMPRESSIONS: 19,930

TOTAL ENGAGEMENT: 123



DATE: 26 MAY 2020

ORGANIC IMPRESSIONS: 12,105

TOTAL ENGAGEMENT: 171



DATE: 13 APRIL 2020

ORGANIC IMPRESSIONS: 10,279

TOTAL ENGAGEMENT: 58



# BROADCAST HIGHLIGHTS

ABC News Radio discussed the SAGE Athena SWAN accreditation program on 27 November 2019 (source: Meltwater Media Monitoring).



# SAGE - 2020 AND THE FUTURE

**The SAGE business model to support its national roll-out was decided during the course of the Pilot phase.** This process was informed by extensive and rigorous analysis of a range of options that included self-accreditation and audit style assessments among others, and that examined benefits and costs, as well as financial viability and sustainability.

The Australian Government funding support of an additional \$1.8 million for three years (2019-20 to 2021-22) underpinned the national roll-out and the introduction of new subscription fees, made possible by the 40% subsidy from government funding to offset 100% cost recovery (with 60% of income raised from subscription fees paid by participating institutions).

Having firmed up the foundations, Science in Australia Gender Equity Limited ('SAGE Ltd') was registered in November 2019 as a not-for-profit company limited by guarantee with the Academy of Science and Academy of Technology and Engineering as the two founding company members. The Company's purpose is to:

- Accredite and grant awards to higher education and research institutions for gender equity, diversity and inclusion programs including specifically accrediting and granting awards under the Athena SWAN Charter;
- Raise awareness of, and build capacity to improve gender equity, diversity and inclusion in Science, Technology, Engineering, Mathematics and Medicine (STEMM) in the Australian higher education and research sector and more broadly within the community;
- Collaborate with like-minded organisations to promote and support initiatives aimed at encouraging women, trans and gender diverse people to participate in STEMM to address systemic barriers to equity.

A period of business transition was instated by SAGE Ltd founders to ensure a smooth transition of governance, financial and operational activities. This transition was completed to the satisfaction of the SAGE Ltd Directors and Auditors, and its Founding Members by 29 September 2020.




## DIRECTORS OF THE BOARD

SAGE Ltd Directors from the date of incorporation (27 November 2019):

Professor Marilyn Anderson, AO FAA FTSE  
Professor James Angus, AO FAA  
Dr. Rosalind Dubs, FTSE FAICD  
Dr. Bruce Godfrey, FTSE  
Dr. Wafa El-Adhami CEO (ex officio)



# SAGE EMPLOYEES AND FINANCIAL STATEMENT

		2020 \$
<b>EMPLOYEES</b>  <b>STAFF AT THE END OF 2019-2020</b>  <b>-2 FULL-TIME STAFF 1 PART-TIME</b>	<b>REVENUE</b>	<b>1,277,769</b>
	<b>EXPENSES</b> Administration expenses (179,254) Employee benefit expenses (189,646) Conference & event expenses (10,593) Travel expenses (9,975) Other expenses (52,876)  Surplus before income tax expense 835,425  Income Tax expense -  <b>Surplus after income tax expense for the period 835,425</b>	

Employee summary

Science in Australia Gender Equity Limited - Statement of profit or loss and other comprehensive income for the period 27 November 2019 - 30 June 2020.

SAGE Ltd finances in its first year of company operation are set out fully in the 2019/20 Financial Statements.



# CONTACT SAGE



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**Twitter:** [@SciGenderEquity](https://twitter.com/SciGenderEquity)



**LinkedIn:** <https://www.linkedin.com/company/science-in-australia-gender-equity-sage/>



**Phone:** 0488488270



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