



SAGE
SCIENCE IN AUSTRALIA
GENDER EQUITY

Science in Australia Gender Equity Ltd

Strategic Plan 2021 - 2024

SAGE acknowledges all the Traditional Custodians and Owners of the lands and waterways from which we work. We pay our respects to Elders past, present and emerging, and commit ourselves to the ongoing journey of Reconciliation.

Contents

Our vision and values	4
Our mission and pillars	5
How we will achieve Pillar 1	6
How we will achieve Pillar 2	7
How we will achieve Pillar 3	8
Our strategic partnerships	9

Our vision



At SAGE, we are guided by our vision for Australia’s tertiary education and research sector to be leaders in best practice gender equity, diversity, and inclusion.

Our values

We apply the following values to all aspects of our work, both internally within the organisation and externally with stakeholders:

- 1 We conduct ourselves with **integrity** and **honesty** in all that we do.
- 2 We work in a way that is **transparent** and **accountable**.
- 3 We are **committed to our vision** and strive for professional **excellence**.
- 4 We are **respectful** and **inclusive** of all people.
- 5 We take a **collaborative** approach to achieve the best outcomes.
- 6 We are **innovative** in our methods to drive transformational change.

Our mission

We will embed **genuine** and **sustainable** gender equity, diversity and inclusion across the Australian tertiary education and research sector.

Our priorities for 2021-2024

To achieve our mission, we will focus on three major “pillars” to guide our operations and measure our performance. These pillars give us the opportunity to reflect on our work, ensure that each task is contributing to our mission, and evaluate our progress.

Our pillars

Pillar 1

We will deliver a fit-for-purpose and sustainable accreditation model.

Pillar 2

We will deliver value beyond accreditation, to build capacity and enable transformational change in our subscriber institutions.

Pillar 3

We will increase our impact through collaborations and building enduring partnerships.

How we will achieve Pillar 1

Pillar 1

We will deliver a fit-for-purpose and sustainable accreditation model.

We will invest in our team to support and strengthen their skills and capabilities

By the end of each time period, we will have:

12 months

- Implemented the SAGE Cygnet Awards.
- Created tailored, standardised accreditation materials.
- Increased efficiency in internal business processes and procedures.

2 years

- Implemented outcomes of the Hartley Report.
- Commenced evaluation of the SAGE accreditation model and its impact.

3 years

- Commenced implementation of accreditation model evaluation outcomes.
- Streamlined accreditation requirement and methods to minimise duplication of effort and administrative burden for subscribers.

How we will achieve Pillar 2

Pillar 2

We will deliver value beyond accreditation, to build capacity and enable transformational change in our subscriber institutions.

By the end of each time period, we will have:

12 months

- Established special interest groups to support collaborations and create guidance resources.
- Established the Heads of Institutions forum to strengthen engagement to inform SAGE future directions.
- Improved the website to provide better access to information.
- Published SAGE Data Framework.
- Redesigned communications products including newsletter and social media.

2 years

- Commenced delivery of data analytics services, including through strategic partnerships.
- Rolled out Athena Swan advisory services including support for intersectional analysis, action planning and good practice.
- Redesigned communications strategies to promote subscriber achievements in gender equity, diversity and inclusion nationally and internationally.

3 years

- Created a repository of evidence-informed practice.
- Created a global network to support collaboration, build the evidence base and share knowledge.
- Actively promoted the achievements of SAGE subscribers as leaders in gender equity, diversity and inclusion nationally and internationally.

How we will achieve Pillar 3

Pillar 3

We will increase our impact through collaboration and building enduring partnerships.

By the end of each time period, we will have:

12 months

- Created the SAGE engagement plan, including the identification of key collaboration partners.
- Collaborated with other agencies to develop fit-for-purpose harmonised data requirements and data sets.
- Established partnerships with gender equity regulatory agencies aiming to minimise duplication of effort and administrative burden for subscribers.
- Integrated relevant findings of the Respect@Work Report into the SAGE accreditation framework.

2 years

- Established arrangements with key collaboration partners to deliver benefits to subscribers.
- Provided complementary access to relevant gender equity, diversity and inclusion products/services for subscribers via collaborations with partner organisations.
- Commenced delivery of tailored research into gender equity, diversity and inclusion through collaborations with subject experts.
- Positioned SAGE as an advocate for the gender equity, diversity and inclusion needs of the sector.

3 years

- Harmonised reporting requirements between SAGE and gender equity regulatory agencies.
- Increased awareness of SAGE outside of the tertiary education and research sector.
- Progressed “Mutual recognition”/“Equivalency” principles with relevant government agencies for certification and/or regulatory requirements.

Our strategic partnerships

Building relationships

A key to achieving our mission will be to establish and strengthen mutually beneficial partnerships with influential actors in the tertiary education and research sector. By working collaboratively with these partners, we will deliver on all three of the pillars.

We will build these relationships by:

- Leveraging existing connections within organisations;
- Enhancing or expanding current agreements;
- Developing tailored engagement plans;
- Exploring alternative agreements such as consortia and data sharing arrangements; and
- Positioning ourselves as a trusted advocate for our subscribers with expertise in gender equity, diversity and inclusion in the tertiary education and research sector.

Our strategic partnerships



We will partner with...

...which will achieve...

Government agencies

Includes in particular DISER, WGEA, Human Rights Commission, TEQSA, ARC, NHMRC, ASQA, APSC, DESE, VGEA

Advance HE

International adopters of Athena Swan

Australian peak bodies

Includes CCC, AAMRI, Learned Academies and Universities Australia

For them, it will support their objective to advance gender equity and diversity and to reduce red-tape, and help them deliver their regulatory requirements.

For them, it will continue to raise the international profile of Athena Swan and deliver on its objectives, and help them open doors to new markets within Australia for their products and services.

For them, it will facilitate the sharing of resources, learning and knowledge.

For them, it will provide them an opportunity to share knowledge and achievements, which will support their organisational objectives.

For us, it will increase our access to the data we need, facilitate reporting on SAGE national impact and bolster our credibility as a trusted partner of the government.

For us, it will give us the opportunity to enable transformative change across the sector and help raise the profile of SAGE at an international level.

For us, it will advance our vision of gender equity, diversity and inclusion on a global scale, build broader networks, and give us access to international data.

For us, it will strengthen our reach, networks and impact within and beyond the tertiary education and research sector, and give us access to their expertise, tools and resources.

For subscribers, it will reduce the reporting burden, enable national data for benchmarking and facilitate the wider recognition of their accreditation.

For subscribers, it will give them access to a broader range of products and services to sustain their journey to transformative change.

For subscribers, it will deliver increased efficiency and value-for-money services achieved through international collaboration.

For subscribers, it will provide access to a network that collectively can be a strong, national (and international) advocate and influencing voice for the sector.

For subscribers, it recognises their leadership as active influencers of the national context and vision for gender equity, diversity and inclusion.