

About SAGE Ltd



- Science in Australia Gender Equity (SAGE) Ltd is a **not-for-profit company limited by guarantee** founded by the Australian Academy of Science and the Australian Academy of Technology and Engineering
- It was incorporated in November 2019, following the success of the SAGE Pilot.
- It has its own Board of Directors and Chief Executive Officer.

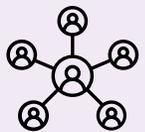
Our purpose



To accredit 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

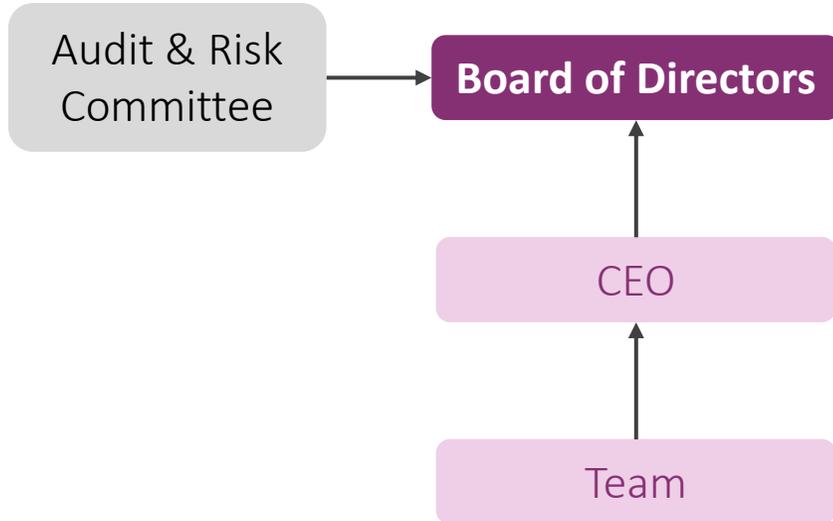


To raise awareness of, and build capacity to improve gender equity, diversity and inclusion in the Australian higher education and research sector and more broadly within the community



To collaborate with like-minded organisations to promote and support initiatives aimed at addressing the systemic barriers to the attraction, retention and progression of women, trans and gender diverse people in higher education and research

Our structure



SAGE Ltd maintains an **efficient organisational structure**, overseen by a Board of Directors who are appointed by the two founding Academies and includes an independent Board Chair.



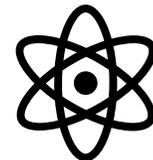
SAGE Ltd serves Australia’s tertiary education and research sector.



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.

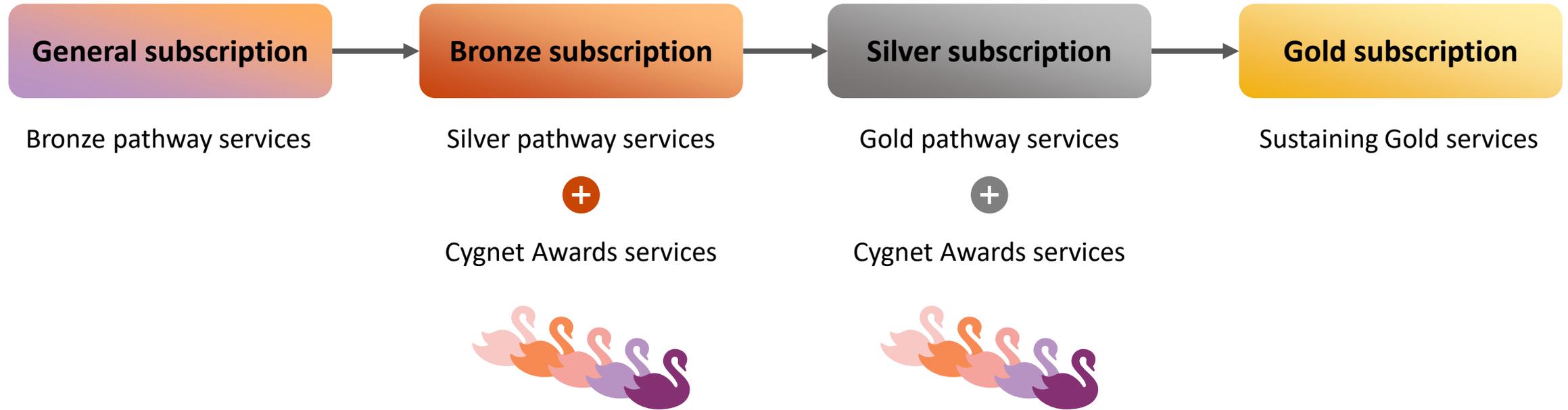


We will embed genuine and sustainable gender equity, diversity and inclusion across the Australian tertiary education and research sector.



Exclusive Athena Swan licensee in Australia, partnering with Advance HE to leverage its broad range of products to support SAGE subscribers.

Accreditation and awards pathways



SAGE subscriber benefits



ATHENA SWAN AND CYGNET ACCREDITATION AND AWARDS

- Application support & peer review management
- Comprehensive debriefing on Award outcomes
- Advisory support for application resubmission
- Opportunities to co-design accreditation pathways & resources through participation in advisory & special interest groups
- Participation in accreditation & awards program evaluations



TRAINING PROGRAM

- Exclusive access to structured end-to-end guidance for accreditation and awards pathway – up to 6 annually – comprising one-on-one consultation & themed collaborative workshops
- Exclusive participation in & access to webinars – up to 10 annually
- Exclusive access to training videos
- Advisory support for data & analytics
- Discounted access to a selection of Advance HE products (as agreed between SAGE and Advance HE)



TAILORED SUPPORT

- Induction site visit (or virtual meeting) upon becoming a SAGE subscriber
- Relationship management to assure quality of support & benefits serve subscriber needs
- On-demand advisory support for accreditation pathways: Athena Swan & SAGE Cygnet Awards via multiple delivery modes (workshop, site visit or virtual meeting)

SAGE subscriber benefits (continued)



NETWORKING AND EVENTS

- Participation in SAGE national & international communities of practice & collaborations
- Invitation to SAGE events throughout the year
- Discounted tickets to SAGE Biennial Conference & Collaborative International Conferences
- Discounted tickets to the SAGE Awards Ceremony
- Participation in the SAGE Annual Heads of Institutions Forum
- Participation in the SAGE Quarterly Regional Networks Meetings
- Participation in the SAGE Quarterly National Network Meetings



PUBLICATIONS AND PROMOTION



- Use of SAGE & Athena Swan branding and logos to promote and recognise participation in program for all internal/external communications
- Listing on SAGE website
- Option to include institutional logos & brief profile on SAGE website
- Option to promote institutional SAGE & Athena Swan actions, initiatives & achievements via SAGE website, social media channels & 'Think Difference' podcast
- Exclusive access to SAGE Cygnet & Athena Swan guidance & resources
- Exclusive access to SAGE & Athena Swan survey tools
- Exclusive sponsorship opportunities for SAGE events & publications

Attractive subscription fees enabled by government subsidisation

Institutional revenue (annual)	Annual SAGE subscription fee (exclusive of GST)
> \$ 850mil	\$30000
> \$ 450 mil to < \$ 850 mil	\$25000
> \$250 mil to < \$450 mil	\$20000
> \$150 mil to < \$250 mil	\$18000
> \$50 mil to < \$150 mil	\$16000
> \$20 mil to < \$50 mil	\$13000
< \$20 mil	\$7000

- ✓ **Informed** by institutional revenue and staffing
- ✓ **Reflects not-for-profit principles** – only 60% cost recovered fees
- ✓ **Sustainable** – provides financial viability for the business
- ✓ **Value for money** – subscriber benefits are high quality, designed for core business and responsive to subscribers’ identified needs, i.e. accreditation support, capacity building and data analytics
- ✓ **Meets the expectations of the sector** – fair and efficient pricing that encourages participation