SAGE CYGNET AWARD APPLICATIONS - LEARNINGS 2022-23

2022-23 SAGE CYGNET AWARD APPLICATIONS - OVERVIEW

24 SAGE Cygnet Awards have been granted so far*

- 20 to universities (across 10 different institutions)
- 4 to PFRA's (across 2 different institutions).

A further 9 applications have been reviewed and are awaiting more information or resubmission.

More Information Requests (MIRs):

Of the 21 applications which required more information:

- 9 (43%) required more information on **progress**
- 15 (71%) required more information on **outcomes**
- 15 (71%) required more information on **impact**

12 of the 21 applications (57%) required more information across more than 1 criterion.
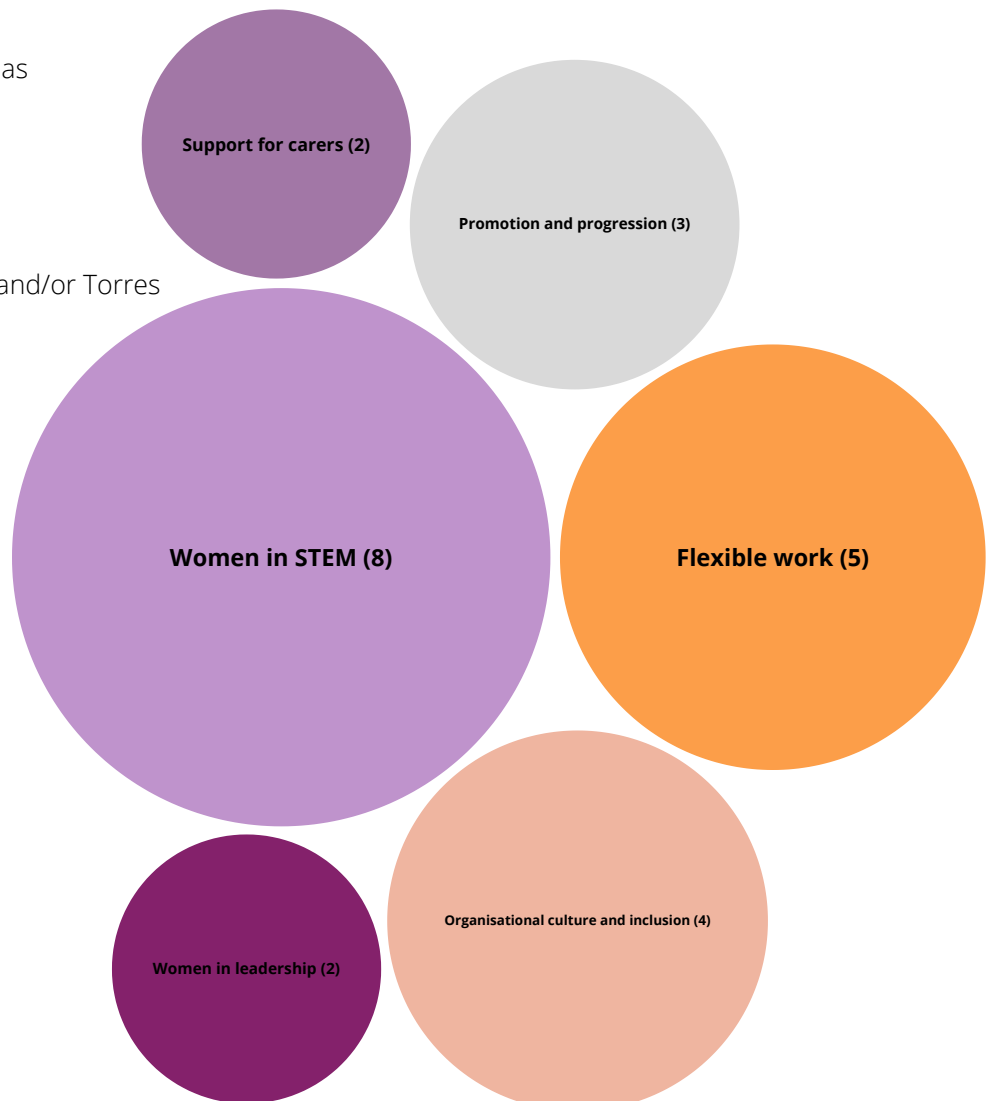
SAGE Cygnet Award Applications 2022-23	Number	% of Total
Total Applications	34	
Awarded in the 1st Round	11	32%
More Information Requests	21	62%
Resubmission Requests	2	6%

2022-23 SAGE CYGNET AWARD APPLICATIONS - THEMES

SAGE Cygnet Award applications have been across a variety of Key Barriers including:

- Representation of women in STEM areas
- Flexible work arrangements
- Organisational culture and inclusion
- Promotion and progression
- Support for carers
- Women in leadership
- Attraction and retention of Aboriginal and/or Torres Strait Islander staff

Support for carers (2)

Promotion and progression (3)

Women in STEM (8)

Flexible work (5)

Women in leadership (2)

Organisational culture and inclusion (4)

*From SAGE Cygnet Award applications in 2022-23, correct as of February 2024

PROGRESS

1. Are actions RELEVANT and STREAMLINED?
- Is there a clear link between the actions detailed and the Key Barrier? Is it clear what the intention of each action is?

2. What is your TIMELINE?
- Is there a clear timeline of when actions were implemented? This helps give context to baseline data.

3. Do actions enable SYSTEMIC CHANGE?
- If actions are not targeted to systemic change, consider future actions and how actions will be monitored to ensure desired impact is maintained/achieved.

OUTCOMES

4. Split out your DATA!
- 53% of MIR for outcomes asked for greater disaggregation of data, including gender splits and disaggregation by relevant sub-groups.
- Consider what is relevant to showcase the outcomes for your target group and ensure you are comparing the same metrics and population - are you comparing apples with apples?

5. Show us your NUMBERS!
- Include headcounts and total numbers (where these are large enough) as well as percentages. This gives context to figures in terms of the magnitude of any change(/s).

IMPACT

6. WHO are you talking to?
- Detail to include could be the number of respondents/response rates, the number of interviewees and the breakdown of this group by gender, job role and intersectional sub-group depending on what is relevant for your Key Barrier.
- Consider whether the group is representative of your institution and/or the sub-group you are targeting.

7. HOW are you talking to them?
- What is the methodology used for impact? How did you collect the data? Did this influence your responses?

OVERALL

8. Be HONEST and REFLECTIVE
- Reviewers don't just want to know what worked - what didn't work? Did you receive any negative responses in your feedback? All learnings are valuable.

9. Consider your STRUCTURE and NARRATIVE
- A clear structure showing the link between the Key Barrier, actions taken, your outcomes and your impact make your application clear and easy to read and assess, while a strong narrative helps to tell the story of your successes.
- Consider adding consistent sub-headings across sections to help organise your information.

10. Be CLEAR and CONCISE
- Avoid lengthy applications with repetition: the story you are trying to tell will get lost.
- Ensure targets are clearly articulated to be able to show your improvement. Ensure that all graphs and tables included are readable.

11. Consider INTERSECTIONAL DATA
- Consider if there are any sub-groups particularly impacted by your Key Barrier. Can you collect data for this sub-group? If not, can you plan how you will do this in the future?
- Even if you have no quantitative data for intersectional analysis, consider how you can apply an intersectional lens to your qualitative data collection and analysis and for planning further actions.

12. Consider SUSTAINABILITY and DATA MONITORING
- How will you sustain your success? Have you planned how you will continue to monitor your data?