

Athena Swan Australia Advisory Committee

Meeting 2 Minutes

Date and time	Monday 6 May 2024, 3–4 pm AEDT 2–3 pm AEST 1–2 pm AWST	
Venue	Virtual – MS Teams	
Attendees	<p>Catherine Elliott (Chair) Telethon Kids Institute</p> <p>Cobie Rudd Edith Cowan University</p> <p>Andrew Deeks Murdoch University</p> <p>Zlatko Skrbis Australian Catholic University</p> <p>Kay Latham RMIT</p> <p>Gail Crimmins University of the Sunshine Coast</p>	<p>Kumi de Silva UTS</p> <p>Kate Huppatz Western Sydney University</p> <p>Andrew Heap Geoscience Australia</p> <p>Janin Bredehoeft SAGE CEO</p> <p>Jennifer Cameron (Secretariat) SAGE</p> <p>Libby Lyons Chair of the SAGE Board</p>
Apologies	<p>Mel Fuller DSTG</p> <p>Andrew Heap Geoscience Australia</p> <p>Tracey Bunda University of Queensland</p>	<p>Edwin Hawkins WEHI</p> <p>Fiona Stapleton UNSW</p>

Item	Notes
Welcome SAGE Board Chair	Libby welcomed the Advisory Committee, highlighting the importance of the committee to the board in guiding SAGE strategy and ensuring that the program remains fit-for-purpose for the sector.
SAGE updates and presentation	<p>Janin covered SAGE updates, including:</p> <ul style="list-style-type: none"> • SAGE Board; new members and movements. • Success of the new Cygnet review process, quicker turnarounds, and greater award rates. This will be revisited regularly to ensure rigor is maintained. • SAGE products and subscriber benefits are being reframed to highlight the value of the program. The Team is developing masterclasses and workshops. • SAGE is collaborating with RMIT on a masterclass on gender equity, diversity and inclusion competencies for leaders, the pilot is scheduled for the end of May. • SAGE advocacy; DISER diversity in STEM review recommendations, submissions including menopause and perimenopause and developing a blueprint for the VET workforce. • Branding project has been postponed. CR suggested SAGE consider employing a consultant to review the impact of a brand change. • Potential for a SAGE survey to identify sector priorities and shape new vision. AD suggested that SAGE should be setting the agenda rather than surveying the sector. <p>SAGE contacted admin contacts with a “data pack” including key gender equity diversity and inclusion and pay gap data from WGEA tailored to each institution before sending to Vice Chancellors. The Committee noted the value of this.</p>

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	Discussion arose on intersectionality, the resourcing needed to address this, and how this fits with a focus on gender equity. This discussion will continue at the next meeting, which will be a longer time slot to allow for greater discussion so that the committee can make recommendations to the board on this (Action 1) .
SAGE Athena Swan Evaluation	Due to time limitations this was not discussed in full during the meeting, however the evaluation was endorsed by the committee. It was decided that committee members would read and give feedback on the key questions (point 9. In the document) outside of the meeting time, this will inform the discussion in the next meeting (Action 2) .
Next meeting	November 2024, to be a longer meeting to allow for discussion of the SAGE Athena Swan Evaluation (Actions 1, 3 and 4) .

Actions arising

No.	What	Who	When
1	November 2024 meeting time to be extended to allow for rich discussion.	All	In conjunction with Action 3
2	Members to review the SAGE Athena Swan Evaluation and provide feedback on the key questions to SAGE. This will inform the discussion in the next meeting.	All	Before November 2024 meeting
3	Complete Doodle poll (to be circulated by SAGE secretariat) for next meeting.	All	May 2024
4	Contact Janin or Cath if you want to add items to next meeting's agenda.	All	Before November 2024 meeting