



S A G E

SCIENCE IN AUSTRALIA
GENDER EQUITY

SAGE Cygnet Awards

for the SAGE Athena Swan
Accreditation Pathway



MACQUARIE
University

Institutional Context



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SCIENCE IN AUSTRALIA
GENDER EQUITY

SAGE Cygnet Award Institutional Context

Name of institution	Macquarie University
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Acknowledgement of Country

Macquarie University acknowledges the Traditional Custodians of the land upon which this University is situated, the Wallumattagal people of the Dharug Nation, whose cultures and customs have nurtured, and continue to nurture, this land since time immemorial.

We pay our respects to the Dharug people and the Wallumattagal Clan. We also wish to acknowledge and pay our respects to the Elders of the Dharug Nation – past, present and future. We further wish to honour and pay our respects to the ancestors and spirits of this land. We humbly ask that all members of the Macquarie University community are granted the capacity to wingaru – to think, to learn and to walk safely upon this ngurra (this land). The University continues to develop respectful and reciprocal relationships with all Indigenous people in Australia and with other Indigenous people throughout the world.

In 2022, Macquarie University's main campus adopted a new name – Wallumattagal Campus – to recognise the Traditional Custodians of the land on which the University is situated, the Wallumattagal Clan of the Dharug Nation. The name recognises the spiritual, social, cultural and economic relationship held by First Nations peoples with their traditional lands and waters – and acknowledges their contribution to sustaining our local environments, education and culture for thousands of years.



Glossary

DI&B	Diversity Inclusion and Belonging
FoA	Faculty of Arts
FMHHS	Faculty of Medicine Health and Human Sciences
FSE	Faculty of Science and Engineering
MQBS	Macquarie Business School
MQ	Macquarie University
STEMM	Science, Technology, Engineering, Mathematics and Medicine
WGES	Workplace Gender Equity Strategy
%F	% Female
%M	% Male

Word limit and actual word count

	Word limit	Actual word count
Institutional context	2000	1,686

Macquarie University Overview

Macquarie University is recognised globally for its pre-eminence in key research disciplines, as well as producing graduates who are among the most sought-after professionals in the world.

Since its foundation in 1964, Macquarie has aspired to be a different type of university: one unbound by ivory towers and sandstone walls. Rather, the focus is on fostering collaboration between students, academics, industry and society, encouraging all to traverse the boundaries of their own perspectives and effect change.

Led by our academics and researchers, we continue our pioneering approach – from inventing **Wi-Fi with the CSIRO**, to enhancing graduate employability through **personalised degrees** and **degrees co-designed with industry**.



Ranked among the top 1% of universities in the world



Ranked #8 in Australia for employment outcomes, QS World University Rankings, 2024



3 subjects ranked in the top 50 globally and 7 in the top 100, QS World University Rankings by subject, 2023



300+ industry partners on campus and within our innovation precinct

The exponential power of our collective

Macquarie is home to more than 44,000 students and 3000 staff, and awards more than 10,000 degrees each year.

Our main Wallumattagal campus in Macquarie Park includes multi-billion dollar infrastructure, providing cutting-edge learning opportunities. Students, staff and partners benefit from:

- Australia's most high-tech library
- Australia's first and only not-for-profit hospital on a university campus
- Our location within the Connect Macquarie Park Innovation District, one of the largest business and technology precincts in the Southern Hemisphere.

Our community

- More than **44,000** connected students from more than 100 countries
- More than **225,000** alumni from more than 155 countries
- **10,000** degrees awarded annually
- More than **190** partner universities for student exchange in more than 40 countries
- More than **40,000** work placements or community experiences through our **PACE partnerships**.

Wallumattagal Campus

- Named for the traditional custodians of the land on which the campus sits, the Wallumattagal of the Dharug Nation.
- Located in the heart of the **Connect Macquarie Park Innovation District (CMPID)**
- More than **300 global companies on campus** or in the Macquarie Park high-tech precinct
- Set on **126 hectares** of stunning parkland.
- Only **15km away** from the Sydney central business district (CBD).
- **\$1 billion** invested in infrastructure and **facilities** in recent years.
- Australia's **first fully integrated health precinct** centred around our on-campus hospital.
- Only university in Australia with its own metro station.



Macquarie University campus

Governance and Leadership

The Macquarie University Council takes primary responsibility for the control and management of the affairs of the University and is empowered to make by-laws and rules relating to how the University is managed. Members of the Council include the University Vice-Chancellor, academic and non-academic staff, the Chair of the Academic Senate and a student representative. The Council is chaired by The Chancellor of the University.

The Executive Group is the principal advisory body for all significant matters of University strategy, management, administration and related policy. It includes:

- The Vice-Chancellor
- Deputy Vice-Chancellor (Academic)
- Deputy Vice-Chancellor (Research)
- Deputy Vice-Chancellor (Medicine and Health), Executive Dean, Faculty of Medicine, Health and Human Sciences
- Executive Dean, Faculty of Arts
- Executive Dean, Macquarie Business School
- Executive Dean, Faculty of Science and Engineering
- Vice-President, Finance and Resources
- Vice-President, Professional Services
- Vice-President, Strategy, Planning and Performance.

Our Vision

Macquarie is a university of service and engagement. We serve and engage our students, staff and the broader community through transformative learning and life experiences, the discovery and dissemination of ideas, and innovation underpinned by deep and varied partnerships.

The University aspires to be:

- a destination of choice for students and staff who share our values
- deeply connected with our stakeholders and partners, and known for this globally
- ranked among the highest-performing research universities of Australia and, for key disciplines, to be recognised globally for our pre-eminence
- known across Australia and beyond as custodians of a remarkable university campus that blends the vibrancy of a cosmopolitan university village with a setting of Australian natural bushland.

As the custodians of Macquarie University, we value scholarship, integrity and empowerment. We believe learning, enquiry and discovery improves lives; we conduct ourselves ethically, equitably, and for mutual benefit; and we make our community a source of strength and creativity.

Strategic Planning

The Our University: A Framing of Futures strategic framework expresses our long-term aspirations and opportunities as an institution.

There are seven strategic priorities:

1. A culture of transformative learning in a research-enriched environment.
2. An accelerating and impactful performance discovery.
3. Aligning the nature and size of the University for the future.
4. Creating an innovation nexus where Macquarie and our partners contribute solutions to the world and develop lasting relationships.
5. Emboldening Macquarie University's recognition and international presence.
6. Developing a vibrant and sustainable campus, clearly at the centre of a rapidly changing neighbourhood in the international, cosmopolitan city of Sydney.
7. Improving those aspects of our support services to realise this aspiration and vision.

Each of these priorities represents an opportunity for the University, and it is only by coming together to meet these challenges that we will fully realise Macquarie's potential.

Macquarie University Diversity, Inclusion & Belonging Strategy

Our guiding principles

Six principles guide Macquarie University's approach to diversity, inclusion and belonging:

We align with leading practice

Our strategies and actions are evidence-based, drawing on academic research and leading practice, and supported by robust evaluation mechanisms to facilitate continuous improvement.

We seek different perspectives

We engage with the diverse voices, unique perspectives and lived experiences of our students, staff and partners to understand their needs, gather ideas and seek feedback.

We focus on systemic change

We embed inclusion into organisational systems and structures to rectify existing inequalities, biases and discriminatory practices, ensuring they promote equitable outcomes for all.

We design for inclusion

We prioritise accessibility and inclusivity in everything we do; consider different abilities, backgrounds, cultures and perspectives; and create solutions that address a diversity of needs.

We are all responsible

Each member of our Macquarie community contributes to a culture of safety, respect and belonging by consistently enacting diversity and inclusion values and practices.

We hold ourselves accountable

Our leaders are responsible for improving diversity, inclusion and belonging, and for transparently reporting progress to the University community and external stakeholders.

Diversity, Inclusion and Belonging (DI&B) Framework 2024-2028

The new [Diversity, Inclusion and Belonging Framework](#) 2024-2028 outlines core priority areas under each of the three pillars:

- **Community – building diversity**
 - Student access and equity
 - Staff access and equity

- **Organisation – embedding inclusion**
 - Inclusive leadership
 - Inclusive design

- **Culture – fostering belonging**
 - Safety and respect
 - Connection and community

DI&B Leadership

Executive Group members and their Leadership Teams are to integrate the Framework into Faculty/Portfolio planning considerations, thus enabling a focus on relevant local level priorities that are strategically aligned with those at the University level under each of the three pillars – Community, Organisation and Culture.

The newly created DIB Steering Group advises the Executive Group and oversees the implementation of Macquarie's Diversity, Inclusion and Belonging Framework. Co-chaired by Nicole Gower (Vice-President, Professional Services) and Professor Rorden Wilkinson (Deputy Vice-Chancellor, Academic), it ensures alignment with key institution-wide priorities and focuses on enablers for effective implementation. This Committee plays a crucial leadership role in our approach to diversity, inclusion, and belonging.

DI&B Committees

There are nine DI&B committees in place across our university, representing all Faculties, Portfolios and entities. The committees champion diversity, inclusion and belonging and lead change at a local level. These include:

- Faculty of Medicine, Health & Human Sciences
- Faculty of Science & Engineering
- Faculty of Arts
- MQ Health
- Macquarie Business School
- VP Professional Services
- VP Finance & Resources and General Counsel
- DVC Research
- DVC Academic

The SAGE Journey

In 2019 the University was awarded a SAGE Athena SWAN Bronze Award, acknowledging our progress towards addressing the underrepresentation of women in Science, Technology Engineering, Mathematics, and Medicine. The Athena Swan process enabled the organisation to conduct in-depth self-assessment of the structures, systems and culture to identify gender equity-related gaps and barriers, then propose a robust and measurable SAGE action plan to address these.

One of the key issues identified in Macquarie's Bronze Award self-assessment process and outlined in an action plan focused on addressing key barriers was the need to continue to monitor the outcomes of the University's new Academic Promotion process to ensure it was inclusive, equitable and positively contributing towards greater gender equity in the senior academic workforce.