

Institutional Context



LIVING OUR VALUES

Our purpose and values are the heart of this university. They describe our core identity; who we are and how we behave.



OUR VALUES



NARRAGUNNAWALI is a Ngunnawal word meaning alive, wellbeing, coming together, and peace.

At UC, we embrace Indigenous ways of knowing, being, and doing in our work and our culture. We get amongst the conversation and listen authentically. We strive to be a driver of meaningful reconciliation.



WALK TOGETHER is about us connecting and collaborating with our community—both near and far. We embody the spirit of Canberra as a meeting place of ideas and creativity. We show our community what we have to offer.



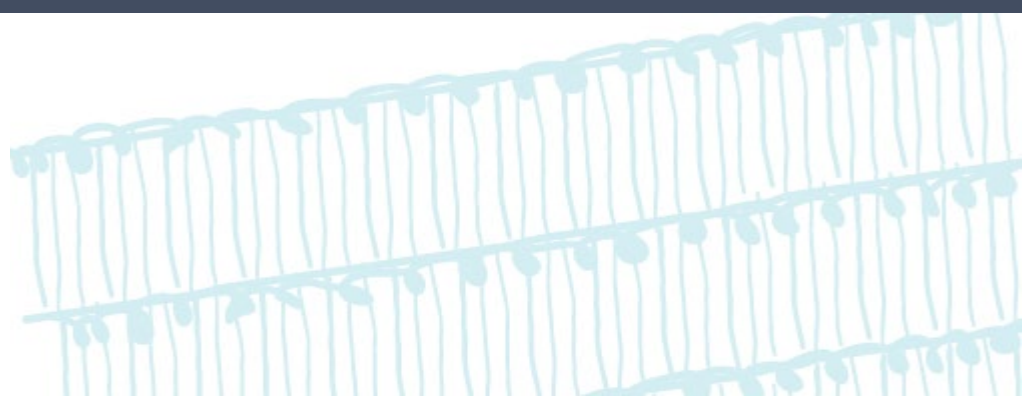
EVERYONE'S INVITED means we celebrate differences and embrace similarities. We value the unique contributions of our colleagues, staff, and collaborators. We actively promote accessibility and equity for all.



DARE TO BE CURIOUS means that we find purpose in learning. We step out of our comfort zone. We are brave and stir curiosity. We share ideas and discoveries that shape our future.



CHANGE THE WORLD is about not being afraid to have an impact. We do things differently. We inspire each other to be innovative.



GALAMBANY

Together we work to empower, connect and share knowledge with our people, cultures and places.

Institutional Context *(max. 2000 words)*

The University of Canberra (UC) has a long history of proactively supporting gender equality, though there is still work to be done. In September 2015, UC joined the SAGE Athena SWAN Charter in Australia, marking a significant step in this journey. The resubmission process for the Athena SWAN Bronze Award in 2019 provided an opportunity to reaffirm our ongoing commitment and engage in honest reflection about the current challenges and gaps we face in achieving gender equality.

As a result of UC's submission, we proudly received the internationally recognised Athena SWAN Institutional Bronze Award from the Science in Australia Gender Equity (SAGE) initiative in February 2020. Like many institutions, we encountered various challenges during 2020 and 2022, including bushfires, extreme weather events, and the COVID-19 pandemic, which diverted our attention from ongoing Athena SWAN initiatives.

In early 2022, the UC Self-Assessment Team (SAT) and UC People and Diversity strengthened our commitment to the Cygnet Award process, determined to build on the progress we had already made with this important initiative. Following an initial meeting, four Cygnet Awards were defined and assigned to designated leads. Our plan was to collaborate with these leads in 2023 to form expert working groups through an expression of interest process for each award.

While we've faced some challenges, including the departure of one of our key leads, the Deputy Vice-Chancellor Academic, we've adjusted our approach. The Self-Assessment team has transitioned its responsibilities to the People, Diversity, and Safety Committee (PD&S), which will now provide oversight and approve UC submissions. With this structure in place, the University is moving forward with our applications for Cygnet Awards.

The University's history as a vocational college, the Canberra College of Advanced Education, uniquely places it as a dynamic, innovative university, with an academic career pipeline that varies from other universities for both staff and students, with students completing their studies often seeking employment and industry experience before returning to post-graduate studies.

With that history, UC has also developed a strong research base. Over the past decade, the Assistant Professor program played a pivotal role in advancing UC's research profile by accelerating academic careers in both teaching and research. Introduced ten years ago, the program allowed progression from Level B to Level D within seven years, compared to the typical 11 to 15-year trajectory. While the program created valuable opportunities, it has now concluded. UC is reviewing past learnings to inform and improve future initiatives that strike a balance between teaching and research while fostering equity and inclusion.

UC is a diverse university, with 12,000 students from over 100 countries, an Indigenous female Pro Vice-Chancellor, and partner locations in Brisbane, Sydney, Melbourne, Hong Kong, Shanghai, Singapore, Ningbo, Hangzhou, and Thimphu (Bhutan). UC has strategically designed its workforce in a way that celebrates its diversity with 26 of the 47 senior executives being women. UC's current diversity KPI on the percentage of women in leadership roles (SM0 and above) is currently 55.3% exceeding the target of $\geq 45\%$. One of the five Executive Deans is female.

Over 250 staff were engaged in our purpose and values refresh process in early 2021, providing an indication of the positive and collegiate culture of UC. This project was about creating a refreshed set of values and purpose that resonates with staff, and which UC community members can carry with them, into their everyday lives and the

world. The purpose statement (Galambany – Together we work to empower, connect and share knowledge with our people, culture and place.) and the five values (Everyone’s invited, Narragunnawali, Change the world, Dare to be curious, and Walk together) represent a foundational piece contributing to the development of gender equity at our university.

A key goal of the University’s *Connected* Strategy for 2023-2032 is to expand access and opportunities for staff, with a focus on enhancing accessibility and inclusiveness. This includes increasing Indigenous staff participation and boosting women’s representation in leadership roles. *Connected* is the product of a highly collaborative process, involving contributions from a wide range of University staff, Council members, community representatives, and stakeholders. It reflects UC’s commitment to gender equity, diversity, and inclusion at all levels.

UC is situated in the nation’s capital educating and influencing the nation’s leaders. Our teaching and research areas of strength include education, health, sport, exercise and environmental sciences with a strong focus on applied learning and applied research. The five faculties span across the Arts, Business, Government and Law, Education, Health Sciences, and Science and Technology with over 9,000 of our students studying a STEMM-related field.

Our strengths lie in producing graduates for the professions. We have a strong focus on professional education that produces highly employable graduates with a 90 percent graduate employment rate (Graduate Outcomes Survey 2021 - 2023). We have close ties to government, business, and industry, and a strong focus on Work-Integrated-Learning. Our campus is an integrated learning community with a new onsite state-of-the-art Clinical Education and Research Centre (CERC) at the University of Canberra Hospital (UCH). We have been ranked in the top 7 universities in the world for reducing inequalities (THE Impact Rankings 2024), 15th in Australia in the worldwide Times Higher Education Young Universities Rankings 2024, and placed number one in Canberra for full-time employment and social equity (GUG 2024). The University of Canberra is also ranked in the top 24% of universities worldwide, placing in the 401-500 band of the 2025 Times Higher Education World University Rankings. These are remarkable achievements for a young university only three decades in operation. The result is an important indicator of the University’s impact on local and global communities, as well as its progressive outlook and a strong focus on partnerships. Sixty three percent of our workforce are women, and our commitment to diversity sets us apart as an employer. We are a dynamic and innovative university that is able and willing to do things differently, which is reflected in our diverse student and staff community.

Table 1 below shows all full-time, part-time, continuing, fixed-term, casual and sessional academic and professional staff. Staff are broken into Faculties and Business Units.

We have taken a snapshot of the total number of staff in 2022 as we are analysing data from 2018 through to 2022 for the purpose of this Cygnet Award. All data, unless specifically mentioned, is headcount.

Table 1: Number of Staff by faculty, gender in 2022

	Academic					Professional				
	F	M	X	F%	Total	F	M	X	F%	Total
Faculty of Arts & Design	83	96	1	46%	180	45	25	1	63%	71
Arts & Communication	40	48	0	45%	88	4	3	1	50%	8
Arts & Design Office	4	0	0	100%	4	22	13	0	62%	35
Centre for Creative & Cultural Research	3	2	0	60%	5	9	3	0	75%	12
Design & Built Environment	33	45	1	41%	79	4	3	0	57%	7
News & Media Research Centre	3	1	0	75%	4	7	4	0	63%	11
Faculty of Business, Government & Law	83	89	1	47%	173	27	4	0	87%	31
Business, Government & Law Office	6	2	0	75%	8	19	2	0	90%	21
Canberra Business School	29	33	1	46%	63	0	1	0	0%	1
Canberra Law School	27	18	0	60%	45	4	0	0	100%	4
Canberra School of Politics, Economics and Society	12	21	0	36%	33	1	1	0	50%	2
Institute for Governance & Policy Analysis	10	15	0	40%	25	3	0	0	100%	3
Faculty of Education	61	30	0	67%	91	26	15	0	63%	41
Education	58	30	0	65%	88	14	9	0	60%	23
Education Office	3	0	0	100%	3	6	4	0	60%	10
Wiradjuri Preschool & Child Care Centre	0	0	0	0%	0	8	2	0	80%	10
Faculty of Health	268	119	3	68%	390	146	41	2	77%	189
Counselling	23	8	1	71%	32	1	0	0	100%	1
Health Clinic, Allied Health Services	0	0	0	0%	0	29	11	0	72%	40
Health Office	5	4	0	55%	9	31	8	0	79%	39
Health Research Institute	14	7	0	66%	21	16	6	1	69%	23
Medical Radiation Science	16	6	0	72%	22	0	0	0	0%	0
Midwifery	5	2	0	71%	7	8	0	0	100%	8
Nursing	65	14	1	81%	80	21	0	1	95%	22
Nutrition & Dietetics	9	3	0	75%	12	3	0	0	100%	3
Occupational Therapy	12	2	0	85%	14	9	0	0	100%	9
Optometry and Vision Science	12	10	0	54%	22	0	0	0	0%	0
Pharmacy	11	8	0	57%	19	4	0	0	100%	4
Physiotherapy	20	6	0	76%	26	7	7	0	50%	14
Psychology	28	12	1	68%	41	6	2	0	75%	8
Public Health	4	2	0	66%	6	0	0	0	0%	0
Speech Pathology	13	2	0	86%	15	0	0	0	0%	0
Sport & Exercise Science	29	26	0	52%	55	9	8	0	52%	17
UC Research Institute for Sport & Exercise	2	7	0	22%	9	7	5	0	58%	12
Faculty of Science & Technology	86	120	2	41%	208	52	50	2	50%	104
Information Systems	42	76	1	35%	119	5	12	1	27%	18
Science	45	45	1	49%	91	28	26	1	50%	55
Science & Technology Office	2	0	0	100%	2	19	13	0	59%	32
BUSINESS UNITS										
Aboriginal & Torres Strait Islander Ldrship/Strat	0	0	0	0%	0	3	0	0	100%	3
Advancement	0	0	0	0%	0	12	1	0	92%	13
Campus Estate	0	0	0	0%	0	15	20	0	42%	35
Campus Development and Planning	0	0	0	0%	0	6	2	0	75%	8
Campus Estate Office	0	0	0	0%	0	2	2	0	50%	4
Operations & Maintenance	0	0	0	0%	0	4	11	0	26%	15
Project Delivery	0	0	0	0%	0	2	4	0	33%	6
Security	0	0	0	0%	0	1	1	0	50%	2
Careers UC	0	0	0	0%	0	19	4	0	82%	23
Commercial	0	0	0	0%	0	3	1	0	75%	4
Data, Analytics and Insights	0	0	0	0%	0	7	6	0	53%	13
Digital, Information and Technology Management	0	0	0	0%	0	20	27	0	42%	47
AI, Projects & Innovation	0	0	0	0%	0	4	1	0	80%	5
Cybersecurity	0	0	0	0%	0	1	2	0	33%	3
Digital, InformationAndTechnologyManagementOffice	0	0	0	0%	0	2	1	0	66%	3
Vendor & Operations	0	0	0	0%	0	13	23	0	36%	36
Educational Partnerships	0	0	0	0%	0	7	1	0	87%	8
Finance	0	0	0	0%	0	24	9	0	72%	33
Finance Management Office	0	0	0	0%	0	4	2	0	66%	6
Financial Management	0	0	0	0%	0	3	2	0	60%	5
Financial Reporting & Operations	0	0	0	0%	0	9	5	0	64%	14
Payroll	0	0	0	0%	0	5	0	0	100%	5

Procurement & Contracts	0	0	0	0%	0	3	0	0	100%	3
Future Students Office	0	0	0	0%	0	46	26	0	63%	72
Domestic Recruitment	0	0	0	0%	0	22	15	0	59%	37
Future Students Team	0	0	0	0%	0	2	2	0	50%	4
Global Learning and Scholarships	0	0	0	0%	0	7	0	0	100%	7
Global Student Recruitment office	0	0	0	0%	0	0	2	0	0%	2
International Recruitment	0	0	0	0%	0	3	2	0	60%	5
Operational Performance	0	0	0	0%	0	12	5	0	70%	17
General Counsel	0	0	0	0%	0	14	5	0	73%	19
Government & External Communications	0	0	0	0%	0	2	1	0	66%	3
Graduate Research	2	0	0	100%	2	17	1	0	94%	18
Learning and Teaching	1	0	0	100%	1	23	8	10	56%	41
Education Innovation	0	0	0	0%	0	13	2	2	76%	17
Learning and Teaching Office	1	0	0	100%	1	2	0	0	100%	2
Scholarly Information Environments	0	0	0	0%	0	8	6	8	36%	22
Library	0	0	0	0%	0	10	3	0	76%	13
Marketing	0	0	0	0%	0	25	6	0	80%	31
Marketing Office	0	0	0	0%	0	5	1	0	83%	6
Marketing Team	0	0	0	0%	0	8	2	0	80%	10
Studio	0	0	0	0%	0	6	0	0	100%	6
Web	0	0	0	0%	0	6	3	0	66%	9
Media & Communications	0	0	0	0%	0	8	3	0	72%	11
Medical and Counselling	0	0	0	0%	0	20	3	0	86%	23
Ngunnawal Centre	0	0	0	0%	0	32	9	0	78%	41
Office of the Chief Digital Officer	0	0	0	0%	0	1	1	0	50%	2
Office of the Chief Operating Officer	0	0	0	0%	0	3	0	0	100%	3
Office of the DVC Academic	0	0	0	0%	0	8	2	0	80%	10
Office of the DVC Research & Enterprise	0	0	0	0%	0	5	0	0	100%	5
Office of the PVC Education	0	0	0	0%	0	4	0	0	100%	4
Office of the PVC Future Students	1	0	0	100%	1	1	1	0	50%	2
Office of the Vice-Chancellor & President	0	0	0	0%	0	4	1	0	80%	5
People & Diversity	0	0	0	0%	0	21	6	0	77%	27
Diversity & Talent	0	0	0	0%	0	4	3	0	57%	7
People & Diversity Office	0	0	0	0%	0	3	1	0	75%	4
People Services	0	0	0	0%	0	14	2	0	87%	16
Quality Assurance	0	0	0	0%	0	2	0	0	100%	2
Research & Innovation Services	0	0	0	0%	0	13	7	0	65%	20
Service Experience and Improvement	0	0	0	0%	0	8	8	0	50%	16
Sport	0	0	0	0%	0	1	0	0	100%	1
Strategic Program Office	0	0	0	0%	0	1	2	0	33%	3
Student Connect (SP&I)	0	0	0	0%	0	53	23	2	67%	78
Business Operations	0	0	0	0%	0	5	3	0	62%	8
Business Support and Innovation	0	0	0	0%	0	5	2	0	71%	7
Student Centre	0	0	0	0%	0	43	17	2	69%	62
Student Connect Office	0	0	0	0%	0	0	1	0	0%	1
Student Life	1	0	0	100%	0	67	21	1	75%	89
InclusionUC	0	0	0	0%	0	7	4	0	63%	11
Student Equity and Participation	1	0	0	100%	0	38	14	0	73%	52
Student Life Office	0	0	0	0%	0	11	2	0	84%	13
Student Wellbeing and Support	0	0	0	0%	0	11	1	1	84%	13
Study Skills	0	0	0	0%	0	36	15	1	69%	52