

BREAKING SILOS

WORKING
TOGETHER
FOR EQUITY



SAGE
CONFERENCE
FULL
PROGRAM

AWARDS NIGHT

Evening – Monday 25 August 2025

6.30-7pm	Arrival
7pm	Awards dinner

CONFERENCE

Day 1 – Tuesday 26 August 2025

8.30am	Registration open
9.00am	Welcomes: Moderated by MC Tasneem Chopra Welcome to Country: Aunty Donna Ingram Introduction: Dr Janin Bredehoeft, Chief Executive Officer of SAGE Welcome: Professor Lucy Marshall, Deputy Vice-Chancellor (Community and Leadership), University of Sydney
9.30am	Keynote: Professor Sandy O’Sullivan Director of Research and Innovation, Centre of Critical Indigenous Studies, Faculty of Arts, Macquarie University Reflecting the world we live in: Rebuilding the academy from the ground up, with EDI at its foundations <i>Professor O’Sullivan will explore how the higher education sector can remake itself out of the current period of turmoil and change, and how EDI offers important and solid principles for not only its recovery, but for a strong future.</i>
10.15am	MORNING TEA Poster Session

11.00am Session	Concurrent Sessions		
	Session 1 Advancing gender equality and leadership in health and medical sciences Refectory	Session 2 Embracing cultural diversity Sutherland Room	Session 3 Applying an intersectional lens Cullen Room
	Dr Belinda Garth Aligning systems and organisations for success: Lessons from the Advancing Women in Healthcare Leadership national partnership initiative	Associate Professor Pearl Subban Breaking Silos: Addressing the marginalisation of Women of Colour in Academia	Professor Dimitria Groutsis Intersectionality (Re)imagined: Innovative approaches to explaining, measuring, and reporting on multiply marginalised identities
	PANEL: Advancing Women in Healthcare Leadership Dr Belinda Garth, panel Chair Dr Janin Bredehoeft, Helena Teede Aligning systems and organisations for success: Lessons from the Advancing Women in Healthcare Leadership national partnership initiative	Dr Elaine Laforteza Acknowledging Country in our Mother Tongues	Dr Camilia Stonier Jobs and Skills Australia's Gender Economic Equality Study: Intersectional investigations, challenges and interim insights
			Dr Gayani Gunasekera Amplified equity: Towards a personalised nudge Interventions to improve equity students' experience and success outcomes

12.10pm Session	Workshops			
	Session 1 Refectory	Session 2 Sutherland Room	Session 3 Cullen Room	Session 4 Chancellors Room
	PANEL: Moderator: Isabelle Walsh Panelists: Dr Maryam Farzadkhoo, Sara Yazdanparast, Riley Clare Elevating experience: Personal impact narratives from scholars in ATSE's Elevate, boosting diversity in STEM program	Dr Jean McBain Building your co-creation toolkit – meaningful engagement for strategy development NOT STREAMED/ RECORDED- In-person only due to interactive nature	Catharine Pruscino Becoming an ethical active bystander NOT STREAMED/ RECORDED- In-person only due to interactive nature	Shalani Tharumanathan Mapping the crossroads in gender equality work: Insights on intersectionality from the RISE project NOT STREAMED/ RECORDED- In-person only due to interactive nature
1.00pm	LUNCH			
1.15pm-1.45pm	Lunch-and-learn session Sutherland Room Dr Kumudika de Silva Overcoming diversity data hesitancy			

2:00pm	Plenary Session Refectory		
	Keynote: Professor Chelsea Watego Executive Director, Carumba Institute (QUT) So, what's wrong with equity? A Blackfulla feminist perspective <i>This presentation considers the problem of equity both philosophically and practically for advancing the National Science and Research priority of 'elevating Aboriginal and Torres Strait Islander knowledge systems'. Following in a long tradition of Blackfulla scholarship, and drawing upon her own experiences, Watego explores the emancipatory possibilities of Indigenous knowledge production which foregrounds Indigenous sovereignty.</i>		
3:00pm	Concurrent Sessions		
	Session 1 Leadership for change Refectory	Session 2 Lived experience of marginalisation Sutherland Room	Session 3 Progressing careers and bridging gaps Cullen Room
	Dr Gail Crimmins Fragmented fixes or foundational change? Rethinking gender equity in academia	Associate Professor Samantha Owen and Elizabeth Baca Lived experience, institutional change: A queer feminist evaluation of DSSG inclusion initiatives at an Australian university	Associate Professor Rosalind McDougall Closing the gender gap in the professoriate: Success through a targeted promotion mentoring initiative
	Professor Robyn Barnacle	Michael Monroe Narratives of departure: Understanding the lived experiences of minoritised educators.	Iresha Donmanige

	Working together with men: Preliminary findings and learnings from a pilot program with senior research leaders		Breaking the career progression silos: the role of institutional decision-makers in the career progression of women in STEM
	Professor Helena Teede Inclusive leadership as a catalyst for gender equity: Addressing gaps in inclusive leadership development	Associate Professor Cate Thomas Autoethnographic solidarity from the margins: Storying resistance, resilience and buoyancy by remote and regional academics	Dr Kumudika de Silva Bridging career support gaps: A leadership program for STEM academics
4:10pm	Plenary Session Refectory Keynote: Professor Mustafa F. Özbilgin - Keynote Professor of Organisational Behaviour and Associate Dean for EDI at Brunel University of London Intersectionality as Institutional Practice: A global view <i>Drawing on his research into equity interventions and accountability systems, Ozbilgin explores how intersectionality can be embedded not just in policy or individual practice, but in the very architecture of institutions.</i> <i>He argues for a shift from compliance-driven and individual identity based intersectionality approaches to relational, structural and cascaded accountability, where participatory design, co-design, co-ownership, reverse mentorship and transdisciplinary collaboration become mechanisms of change.</i> <i>Through this lens, Ozbilgin reflects on how interdisciplinary EDI science, when rooted in intersectional participation and co-design, can disrupt silos and forge sustainable, systemic transformation across the higher education and research sector.</i>		
5.00pm	NETWORKING SESSION		
6.00pm	Close		

Day 2 - Wednesday 27 August 2025

8.30am	Registration open		
9:00am	Plenary Session Refectory		
9.00am	Welcome back/ Setting the scene		
	Keynote: Mr Giridharan Sivaraman Race Discrimination Commissioner, Australian Human Rights Commission Anti-racism: Beyond DEI Diversity and representation in our institutions is important, but not enough to tackle racism alone. Race Discrimination Commissioner Giridharan Sivaraman explains an approach which confronts the structural racism embedded in our systems and creates environments where people can truly thrive.		
10:00am	Concurrent Sessions		
	Session 1 Unblocking the STEMM Pipeline Refectory	Session 2 Co-design, co-production Sutherland Room	Session 3 First Nations Leadership Cullen Room
	Dr Ina Kristiana, Associate Professor Samantha Owen and Elizabeth Baca Engineering equitable pathways: evaluating structural barriers to attraction, retention and progression in science and engineering academia	Annie Fenwicke Harnessing the power of Staff Networks to drive strategic and systemic change at the University of Sydney	Dr Kieryn McKay, Dr Sarah Kennedy and Gabrielle Talbot-Mundine Towards a collaborative evaluation of Indigenous 'equity': A methodological approach for Indigenous and non-Indigenous staff partnership

	Professor Lisa Williams and Mikaela Viray Constructing a collaborative pipeline to support gender equity in STEMM		Professor Kelly Menzel Towards anti-colonial model/s for sustainable careers - Aboriginal women in leadership	
	India Shackleford From classroom to career: Exploring pipelines for women in STEM	Dr Ayan Dasvarma Participatory decision-making: An inclusive and respectful approach building shared purpose and vision	Associate Professor Gabrielle Russell Dignity, belonging, and cultural safety in higher education	
11:00am	MORNING TEA			
11:30pm	Concurrent Session - Workshops/Presentations			
Session	Session 1 Resilience and Visions: STEM Women Changemakers shaping tomorrow	Session 2 The long view: Are we slowly moving the dial on gender equity?	Session 3 Workshop	Session 4 Workshop
	Refectory	Sutherland Room	Cullen Room	Chancellors Room
	Panel	Dr Lisa Meehan		Marnie King

	<p>Dr Ruwangi Fernando Professor Muireann Irish Dr Mary McMillan Professor Tanya Smith Moderator: Anna-Maria Arabia OAM</p> <p>Resilience and Visions: STEM Women Changemakers shaping tomorrow</p>	<p>Occupational segregation by gender in New Zealand: A long-run perspective</p> <p>Professor Helen Watt <i>Addressing gender Disparities in STEM: Insights from an 18-year international research network</i></p>	<p>Professor Mindy Blaise and Associate Professor Jacqueline Ullman</p> <p>Taking a creative feminist intersectional approach to making and communicating research about everyday sexism in higher education: Insights from an Australian Research Council-funded national research project</p> <p>NOT STREAMED/ RECORDED- In-person only due to interactive nature</p>	<p>Looking back, looking forward: how do we future proof equity, diversity and inclusion?</p> <p>NOT STREAMED/ RECORDED- In-person only due to interactive nature</p>
12:40pm	<p>Plenary Session</p> <p>Refectory</p> <p>WATCH: Say Our Name- Mini documentary</p> <p>By the University of Technology Sydney Multicultural Women's Network (Duration: 17 minutes)</p>			
1.00pm	<p>LUNCH</p>			
1:15pm – 1:45pm	<p>Optional lunch-and-learn session</p> <p>Sutherland Room</p> <p>The Intersectionality Walk: A Powerful Tool for Workplace DEI Training in a Time of Backlash</p>		<p>Optional lunch-and-learn session</p> <p>Cullen Room</p>	

	Presented by Associate Professor Cate Thomas and Dr Emma Atherton	Gender and Education Special Issue: Looking Back, Moving Forward: Gender Equity in Higher Education and Research, 2015–2025 Facilitated by Associate Professors Gail Crimmins and Samantha Owen		
2.00pm Session Room	Concurrent sessions			
	Session 1 EDI in the public sector	Session 2 Preventing and responding to gender-based violence	Session 3 Workshop	
	Refectory	Sutherland Room	Cullen Room	
	Yvonne Bowyer and Jess Brophy NAVIGATE Mid-Career Case Study	Alicia Pearce The “Safe to Speak Up” Framework: a practice-informed systems approach to preventing and addressing workplace sexual harassment in Australian Universities.	Dr Bree Gorman Beyond Committees: Building real influence for lasting DEI change	
	Dr Isabelle Kingsley, Panel Chair Dr Emma Cannan, Dr Alison Bentley, Dr James Johnson and Yvonne Bowyer Panel discussion: From Policy to Progress: What’s Working and What is Next in Public Sector Inclusion?	Catharine Pruscino Applying a Theory of Change to guide university-wide GBV prevention and response		
3:10pm	Plenary Session Refectory			

3.15pm	<p>Keynote: Professor Michelle Ryan</p> <p><i>Using the Evidence to Achieve Gender Equality</i></p> <p><i>In this address Michelle will explore five common missteps that are made when designing and implementing gender equality initiatives:</i></p> <p><i>(1) when we don't go beyond describing the numbers</i></p> <p><i>(2) when we try to 'fix' women rather than fix systems</i></p> <p><i>(3) when we are overly optimistic about the progress we have made</i></p> <p><i>(4) when we try to rush progress;</i></p> <p><i>(5) when our allyship is tokenistic rather than transformational.</i></p> <p><i>She will consider each of these missteps in term, drawing on research that suggests alternative ways to achieve sustainable gender equality initiatives that lead to systemic change.</i></p>
4.00pm	<p>Conference Wrap-up</p> <p>Dr Janin Bredehoeft and Tasneem Chopra</p>
4.15pm	OPTIONAL AFTERNOON TEA AND NETWORKING
	Close