



# Faculty of Science Gender Equity Strategy - At a glance

The Gender Equity in Science Strategy is a commitment by the Faculty to make significant impact in achieving gender equity. The strategy outlines the initiatives which will provide important momentum towards this aim for female, trans and gender diverse staff and students, across a number of areas and with ambitious targets and measures.



## Grow

Increase the number of female, trans and gender diverse staff and students joining, participating and excelling within our Faculty community.

5% 

Increase in female students commencing courses in the Faculty by 2024

40% & 20%  
Level C & Level E

Academic positions filled by female staff by 2024

 10%

Increase in female, trans or gender diverse leaders in executive positions by 2024



## Develop

Empower female, trans and gender diverse staff and students through mentoring and development opportunities, and train a wider workforce of aware, active allies.

12 

Female, trans or gender diverse staff in mentorship programs per year

 40%

Increase proportion of staff having completed 'Being our Best' training

10 

Graduate researchers trained in management & leadership per year



## Fund

Finance the goals and advancement of female, trans and gender diverse staff and students through scholarships, fellowships and providing funding for development programs.

2 

Women in Science Emerging Researcher Awards presented to early or mid-career researchers

3 

Leadership or training courses funded for each School per year

 5x \$10K

Career Development Fund awards for female, trans or gender diverse PhD students per year



## Promote

Build the public profile of our female, trans and gender diverse staff and students through media opportunities, events, and engagement with digital promotional channels.



Develop an accessible, active & engaging website

 50%

Pursuit stories written by women by 2022

4+ 

WiSN seminars hosted per year



## Report

Learn from the experiences of female, trans and gender diverse staff and students, and communicate outcomes through guidelines and transparent reporting.



Report on current sexual harassment policies & how to improve transparency

 2

Focus groups per School run in 2021-23



Launch inclusive workplace guidelines in 2021



## Champion

Assign accountability for gender equity outcomes to leadership, and enhance representation of female, trans and gender diverse staff and students locally.



Establish a Diversity & Inclusion committee in all Schools



Launch 2021 Faculty award recognising work in gender equity



Include gender equity KPIs for the Dean, FED & Senior HR Manager