

Improving Gender Diversity

The Gender Equity Survey provides valuable insight into areas where the University is doing well and those areas where we need to do more if we are to improve and achieve the goals set out in the 2025 Strategy. A crucial part of UNSW’s submission for the SAGE Athena SWAN Award is the development of an action plan which the Gender Equity Survey findings will help inform. The action plan will focus on initiatives UNSW will undertake that will advance gender equity for academic and professional staff and will be implemented across the four-year duration of the award. Progress against the plan will be regularly reported to the University’s [Equity, Diversity and Inclusion Board](#)

Some initiatives already in place at UNSW which support gender equity.

Focus Areas	Actions
Workplace Culture	<ul style="list-style-type: none"> • Establishment of the UNSW Equity, Diversity and Inclusion (EDI) Board in 2016, comprising leaders from across the University, including the President and Vice Chancellor Ian Jacobs and all the Deans. • Creation of faculty-based EDI Committees to drive diversity plans and initiatives at the local level. • Appointment of five Diversity Champions to drive significant cultural change around equity, diversity and inclusion at UNSW. The five areas the Champions represent are: <ul style="list-style-type: none"> o Cultural Diversity (Janine MacDonald) o Disability (Professor Andrew Lynch) o Gender (PVC Professor Laura Poole-Warren) o Flexible Work and Leave (Warwick Dawson) o Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (Professor Mark Willcox)

	<ul style="list-style-type: none"> • Setting of targets to improve the representation of women in senior roles by 2025: <ul style="list-style-type: none"> o 40% female academic staff at level D and E o 50% female professional staff at HEW level 10+ • Review of UNSW's Equity, Diversity and Inclusion Statement is currently being updated to reflect the goals and priorities outlined in the 2025 Strategy. • Roll-out of unconscious bias training for senior leaders across the University and online Unconscious bias e-learning modules available to help staff learn about unconscious biases and strategies to minimise their impact on decision-making • Equal Opportunity Online training to explore and understand equal opportunity issues on campus. • Development of gender affirmation guidelines to support transgender staff and their colleagues.
Participation and promotion practices	<ul style="list-style-type: none"> • The Academic Promotions Policy and Procedure was updated in 2017 to include information about the principle of achievement relative to research opportunity and performance evidence. • Presentations on achievement relative to opportunity are now included in academic promotion information sessions.
Training and career development	<ul style="list-style-type: none"> • UNSW's new myCareer framework provides guidance and structure for all employees to discuss performance goals, career aspirations, development options and performance feedback. • Extend Your Career is a new online career development support tool which has been developed by the UNSW Researcher Development team to assist individuals to consider development of their career at UNSW and beyond. • The Professional Women in Leadership (PWIL) and Academic Women in Leadership (AWIL) programs build the capability and confidence of professional and academic participants to take on key leadership roles at UNSW. • The Women in Research Network and Early Career Academic Network provide active forums for research-active women to connect for networking opportunities, events, skills development and seminars. • The Career Advancement Fund provides up to \$10,000 in funding to assist eligible female academics to re-establish their careers after returning from a period of maternity leave. • The Vice Chancellor's Childcare Support Fund assists women researchers with childcare responsibilities to present at conferences or workshops.

Flexible work	<ul style="list-style-type: none"> • UNSW's Enterprise Bargaining Agreements provide for: flexible hours, part-time work, job sharing, and changes to start and/or finish time of work. • Appointment of Warwick Dawson as the Diversity Champion for Flexible Work and Leave to help influence and shape UNSW's workplace culture. • A flexible work culture change pilot program is being undertaken in UNSW Division and will include development of a new manager/employee tool kit.
Parenting and caring responsibilities	<ul style="list-style-type: none"> • UNSW offers a range of parental leave options including primary carer leave for eligible employees. • UNSW Early Years owns and operates four early learning centres situated on or near the Kensington campus. • The University is an accredited breastfeeding friendly workplace with two parents' rooms on the Kensington Campus and two parent facilities on the Canberra Campus to accommodate the needs of breastfeeding employees. • The UNSW Parenting Booklet provides an overview of parental leave entitlements, procedures and policies for academic and professional staff at UNSW. • Parental leave checklists for supervisors and staff have been developed for managers and employees. The checklists provide a comprehensive list of things to consider before, during and after parental leave.

