

Diversity Interventions 2022

Implementing interventions and action plans in different settings

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Australian Context

- Science in Australia Gender Equity Limited (SAGE)
- Athena Swan Charter in Australia
 - ❖ Athena Swan Bronze Award
 - ❖ SAGE Cygnet Awards
 - ❖ Athena Swan Silver



Figure 1. SAGE pathway to Athena Swan accreditation, retrieved from [https://sciencegenderequity.org.au/sage-accreditation-and-awards/sage-pathway-to-athena-swane/](https://sciencegenderequity.org.au/sage-accreditation-and-awards/sage-pathway-to-athena-sw/). March 2022

ECU and Athena Swan

ECU's Athena Swan Journey

- Achieved the **Athena Swan Institutional Bronze Accreditation Award** as part of Cohort 1 in **December 2018**.
- **Two and a half year intense period** of data collection and analysis, consultation and reflection.
- A **study of gender equality policy and practices, feedback from staff consultations and engagement activities**, identifying the barriers to equality, and devising practices, processes, and **actions to address them**.
- Development of a four (4) year whole-of-university **targeted Action Plan**.

Bronze Award to Cygnet Award

Athena Swan Institutional Bronze Award

- Initial planning
 - data collection and staff/student consultation
- Self-assessment
 - institutional accreditation application and action plan development
- Submission for Institutional Bronze Award
- Implementation of strategy and Bronze Action Plan
 - ECU Athena Swan Bronze Action Plan 2018 - 2023



Bronze Award to Cygnet Award

SAGE Cygnet Award

- Review the Bronze Action Plan
 - identify 5 Key Priority Areas
- Initial planning and data collection
 - review progress in implementing actions
- Reporting
 - outcomes and impact of actions
- Analysis
 - discover learnings
 - further action



Key areas for success

ECU has credited our positive progress on our journey towards gender equality to:

- **Leadership and Governance**
 - Reporting and accountability
- **Data and Tools**
 - Dashboards
- **Evaluation and Monitoring**
 - Evidence-based numbers



Data and Tools

Athena SWAN ★ ⊕ ⋮



Application Rates and Success Rates

Level	Year	Female Application Rate	Male Application Rate	Female Success Rate	Male Success Rate
ALEVB	2018	0.0%	0.0%	0.0%	0.0%
ALEVB	2019	11.8%	0.0%	0.0%	0.0%
ALEVC	2018	0.0%	12.2%	0.0%	0.0%
ALEVC	2019	3.0%	14.3%	0.0%	0.0%
ALEVD	2018	0.0%	0.0%	15.4%	0.0%
ALEVD	2019	0.0%	0.0%	33.3%	0.0%
ALEVE	2018	9.5%	10.2%	73.1%	74.5%
ALEVE	2019	9.1%	10.1%	73.1%	74.5%

Evaluation and Monitoring

- Athena Swan Bronze Action Plan Tracking Dashboard
- The dashboard allows us to know:
 - Are we doing all the actions we think are necessary?
 - If the broad action is not making any progress, are there any strategies we should add?
 - Is there anything we should remove because it is not working?

Edith Cowan University Athena SWAN Bronze Action Plan 2018-2022
Detailed Theme Tracking Dashboard - 30 July 2020

Legend: ● On schedule ● Not on schedule and/or minor issues ● Not on schedule and/or major issues

Is the action strategy complete? (0 - Yes, 1 - No) Trend for the entire action based on the previous reporting period (* - no change, ↑ - positive trend in outcomes, ↓ - negative trend in outcomes)

Action No.	Planned action/objective (short)	Completed Strategy ID/20	Status	Lead Action Owner/Responsibility	Strategic Framework (Str. No. Name/Target Outcome)	Current Status (Green/Amber/Red)	Trend (Green/Amber/Red)
Theme 1. Leadership – entrench Athena SWAN							
1.1	Monitor the implementation of our Action Plan Monitor Athena SWAN report levels at institutional, school and senior leader level. Engage Athena SWAN Action Plan progress in a standing item for fortnightly LE meetings Log of leading practice initiatives on a global scale maintained to inform new initiatives (established Dec. 2018 and updated in Nov. each year)	02	●	EVCP	Yes	●	=
1.2	Introduce a new AI data requirement for incorporation in all school & service centre reviews, reports & up plans The Athena SWAN dashboard is used by managers to identify gender inequities within their own organisational unit profile and set appropriate targets and actions.	02	●	EVCP	Yes	●	=
1.3	Develop senior leadership capabilities to build an inclusive culture, address bias and implement gender balancing strategies. All Data from leaving interviews with female staff, focus groups with senior leaders, and surveys, is used to inform the development, testing and evaluation of the Leadership Capability Framework and associated 360 feedback tool. EIA process is developed to maintain an up to date University Gender Bias Rating Checklist (annually - Oct) Equality Impact Assessment is undertaken across the University ensuring key key positions are structured.	02	●	GLSBC EVCP	Yes	●	=
1.4	Apply to achieve 10% female staffing in the School of Engineering (SENG) by 2022. All SENG appointments (all levels) are monitored by the VC. EQA interview panels are selected to ensure appropriate diversity. All Undergraduate BSc (Eng) and Eng training is mandatory for all SENG staff. EQA interview panel members for all SENG positions have received ED training. Discussion groups conducted with female engineering students to identify school culture and retention issues. Female adjunct appointments in SENG increased.	02	●	Eng. Union SENG	Yes	●	=
1.5	Encourage an increase in applications from females for advertised positions in both the School of Engineering and the School of Science. All promotional material, job advertisements, and information packs for applicants, are gender neutral language, non-stereotypical images, and visible female role models and recognise our gender diversity commitment. EQA position descriptions are reviewed each round and role specifications reduced to appeal to women. All EA selection meeting reference role requirements get through to interview stage.	02	●	Eng. Union SCS	Yes	●	=
1.6	Identify & appoint higher no. of qualified female academic candidates for senior roles in EDPA and EA disciplines. At all stages of recruitment consider the candidate's potential, not just their past experience. Flexible working approaches and EDPA's parent friendly work context are provided in all stages of recruitment.	02	●	Eng. Union	Yes	●	↓
1.7	Identify and preferentially target female Professional Research Fellow candidates across all disciplines. Give preference to female candidates for Future Professional Research Fellowships (VC has mandated this) Rebrand the Professional Research Fellow Recruitment Campaign as it's clearly targeting women. Use a range of approaches to increase identification of, and engagement with, potential female candidates.	02	●	Eng. Union D&D	Yes	●	=

Key learnings

- Leadership
- Coordinated approach to monitoring and evaluating gender equality
- Regular and detailed evaluation
- Key tools:
 - Athena Swan Data Dashboard
 - Athena Swan Tracking Dashboard
 - Cygnet Status Update Dashboard
 - Cygnet Tracking Dashboard*



ECU Athena Swan Charter Committee receiving the Institutional Bronze Award, December 2018