



FROM MEMBERS, FOR MEMBERS SYMPOSIUM 2018

PROGRAM 5 DECEMBER 2018 - Realm Hotel Canberra

8.50 am

Welcome Delegates

Welcome to Country

Plenary Session – Open to all delegates (approx. 150)

9.00 am – 10.00 am

Panel Discussion: Gender equity strategies - what works and why

Panel Moderator: Ms. Alison Johns (CEO Advance HE – UK).

Panelists: Ms. Jo Bartley, Principle Culture and Change – ANSTO; Professor Elizabeth Sullivan, Assistant Deputy Vice-Chancellor Research and Distinguished Professor of Public Health – UTS; Professor Andrew Vann, Vice-Chancellor – CSU; Dr. Larry Marshall, CEO – CSIRO; Professor Lisa Harvey-Smith, Australia's first Women in STEM Ambassador; Professor John Carroll, School of Biomedical Sciences – Monash Biomedicine Discovery Institute.

This session features a panel discussion with leaders from the MCC STEM group and SAGE joined by Australia's first Women in STEM Ambassador Professor Lisa Harvey-Smith; it is inspired by collaboration between SAGE and the Male Champions of Change in STEM group. The panel discussion aims to address the unique role of leadership and accountability in shaping gender equity and diversity and transforming institutional culture. It offers an opportunity for SAGE delegates to hear insights and learnings from a select group of leaders participating in two of Australia's national initiatives in support of gender equity and diversity in higher education and research.

Morning Break 10.00 am – 10.30 am

Workshop 1 – Open to all delegates (approx. 150)

10.45 am – 12.15 pm

Beyond Mentoring – equitable workplaces are everybody's business

This workshop will be facilitated by the Catherine Fox and supported by participants from SAGE member institutions.

Catherine Fox is a leading commentator on women and the workforce, an award-winning journalist, author and presenter. During a long career with the Financial Review, she edited several sections of the newspaper, and wrote the *Corporate Woman* column; and she has published five books, including "Stop Fixing Women" which along with her journalism was awarded the 2017 Walkley Award for Women's Leadership in Media. Her most recent book "Women Kind" (with co-author Kirstin Ferguson) launched in 2018 and examines how female solidarity and support is rebooting the global women's movement. Catherine helped establish the

annual Financial Review 100 Women of Influence Awards in 2012 and was named a Woman of Influence in 2018; she was a member of the Australian Defence Force Gender Equality Advisory Board and the Australian Women Donors Network board, and co-founder of the Sydney Women's Giving Circle.

The brief: facilitated by Journalist and author Catherine Fox (one of Australia's leading commentators on women and the workforce), workshop participants will decide on a set of key intractable issues to discuss – issues that continue to challenge the sector and slow the pace of change. Catherine will lead the discussion with support from facilitators from the SAGE membership. Participants will workshop issues together in groups/collectively and agree a set of practical solutions that aim to address the issues of concern – solutions that are designed to fix systems not women.

The workshop aims to benefit from Catherine's deep insights and expertise on what is best practice. It is an opportunity that brings together the diverse mix of expertise and experiences within the SAGE membership – characteristic of SATs – to harness innovative approaches and formulate effective on-the-ground actions.

The objective is to produce a guide for SAGE member institutions to help translate actions from diverse workplaces to the higher education and research settings – actions that mobilise institution-wide engagement and support for gender equity.

Lunch Break 12.30 – 1.00 pm

Workshop 2 – Open to all delegates (approx. 150)

1.15 pm – 3.00 pm

Implementing actions: practical advice for impact and success

Facilitators: Ms. Sarah Dickinson-Hyams (Head of Equality Charters - Advance HE) and Dr. Carole Thomas (Head of Directorate – John Innes Centre – UK), supported by participating delegates.

Dr. Carole Thomas led the team at the John Innes Centre that became the first institution in the UK to be awarded the Athena SWAN Institutional Gold Award. Ms. Sarah Dickinson-Hyams has been leading and managing the operations of the Athena SWAN Charter for several years.

The brief: What is the best way to ensure action plans are successfully implemented, monitored and evaluated? How can an institution – regardless of size - ensure that the commitments made in their Athena SWAN action plan can be implemented effectively and sustainably?

Dr. Thomas and Ms. Dickinson-Hyams will combine their expertise and experiences to workshop with participants approaches to implement and set up good governance of action plans for effective and sustainable implementation. Participants will have the opportunity to explore challenges to anticipate, mechanisms to respond to and overcome setbacks, and tools to help contextualise approaches to varied settings.

Participants will discuss three themes 'sustaining implementation over time', 'organising for good and effective governance' and 'evaluating and monitoring'. The discussions aim to agree a set of key practices/approaches, which will be consolidated and produced as a resource guide to be published on the SAGE website and shared with SAGE members.

Afternoon Break 3.00 – 3.20 pm

Workshop 3 – Limited participation (approx. 70)
3.30 – 5.00 pm

Intersectionality – putting theory into practice

Facilitators: Ms. Sarah Dickinson-Hyams (Advance HE); Ms. Smitha Mandre-Jackson (Diversity and Inclusion Lead, Equity Services, QUT); Ms. Jacinta Vanderfeen (Aboriginal and Torres Strait Islander Employment and Equity and Diversity Co-ordinator, Human Resources, UTas); Ms. Fadzi Whande (Manager, Inclusion & Diversity, UWA); Professor Karen Farquharson, Head of the School of Social and Political Sciences, UMel).

The brief: *“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LBGTQ problem there……Some people look to intersectionality as a grand theory of everything, but that’s not my intention…… The other issue is that intersectionality can get used as a blanket term to mean, “Well, it’s complicated.” Sometimes, “It’s complicated” is an excuse not to do anything.” Kimberle Crenshaw (<https://www.law.columbia.edu/pt-br/news/2017/06/kimberle-crenshaw-intersectionality>).*

This workshop aims to explore trialled approaches to intersectionality to inform the concept’s adaptation to Australia’s context.

Participants will discuss and explore intersectional approaches to gender equity data and analysis and action planning facilitated by experts – the workshop’s outcomes will be captured in a guidance resource with the recommended practical to be published and shared with SAGE members.

Workshop 4 – limited participation (approx. 80)
3.30 – 5.00 pm

If I knew then, what I know now – improving practice

This workshop will be facilitated by participating delegates from SAGE Cohort 1 members, particularly from SATs and institutional experts involved in the Athena SWAN accreditation, application preparation, project management and coordination.

The brief: This workshop calls on the experiences gained by SAGE Cohort 1 members having completed an Athena SWAN application for accreditation and set foundations to continue on the path to change.

It is also an opportunity for Cohort 1 members to benefit from contributions of colleagues with UK experience and expertise in the Athena SWAN departmental and small institution awards, particularly as they plan and ready to apply for Athena SWAN departmental applications.

This workshop aims to share learnings on good practices, challenges and approaches to lay solid foundations, and pitfalls to avoid. Experiences and insights will be captured and shared as a publishable resource.

Symposium Ends 5.00 pm