



SAGE is founded by Australia's leading sciences and technology Academies: The Australian Academy of Science (AAS) and the Australian Academy of Technology and Engineering (ATSE).

SAGE is an accreditation and award program that brings the UK's Athena SWAN Charter (owned and operated by the [Equality Challenge Unit](#) (UK), a unit of [Advance HE](#)) to Australia.

SAGE was launched in 2015 as a response to the Australian Higher Education and Research sectors' need for a coordinated, national approach to improving gender equity in science, technology, engineering, mathematics and medicine (STEMM) disciplines.

# SAGE Scope of Services

The SAGE program centres on three integral elements:

- **Accreditation** – SAGE administers the Athena SWAN accreditation and awards process under which all applications are assessed for an Athena SWAN Award in science, technology, engineering, mathematics and medicine (STEMM) disciplines. The accreditation process is designed to ensure that all outcomes are fair, transparent and equitable.
- **Support** – SAGE supports its members by providing a range of guidance materials and resources, capacity building activities such as training and workshops, hosting annual fora, connecting members to regional networks, leveraging best practice across the sector and building data analytics resources to enable benchmarking and impact measure.
- **Engagement** – SAGE engages with its members, government, other nationally funded programs and initiative supporting Women in STEMM, research funding bodies and collaborates with international bodies on similar models of gender equity accreditation and self-assessment; speaks to issues of gender equity in STEMM; and provides advice, support and resources to Australia's higher education and research sector.

# The Value of SAGE

- A formative evaluation of SAGE completed in 2018 found evidence of positive impact ([Putting Gender on your Agenda – Evaluating the introduction of Athena SWAN into Australia – Science in Australia Gender Equity](#)). This includes increased career satisfaction and opportunities; improved working practices to support career progression; increased visibility of women in science; and an increased proportion of women in STEMM in higher education and research nationally.
- By 2020, 39 institutions across Australia's higher education and research sector had achieved the Athena SWAN Institutional Bronze Awards (<https://www.sciencegenderequity.org.au/>).

# SAGE participating Institutions

## UNIVERSITIES

Australian National University  
Bond University  
Charles Sturt University  
Curtin University  
Deakin University  
Edith Cowan University  
Federation University  
Flinders University  
Griffith University  
James Cook University  
La Trobe University  
Macquarie University  
Monash University  
Murdoch University  
Queensland University of Technology  
RMIT

## PUBLICLY FUNDED RESEARCH ORGANISATIONS

Australian Astronomical Observatory  
Australian Institute of Marine Science  
Australian Nuclear Science and Technology Organisation  
CSIRO  
Defence Science and Technology  
Geoscience Australia

## UNIVERSITIES

University of South Australia  
Southern Cross University  
Swinburne University  
University of Adelaide  
University of Canberra  
University of Melbourne  
University of New South Wales  
University of Newcastle  
University of Queensland  
University of Southern Queensland  
University of Sunshine Coast  
University of Sydney  
University of Tasmania  
University of Technology Sydney  
University of Western Australia  
University of Wollongong  
Western Sydney University

## MEDICAL RESEARCH INSTITUTES

Baker IDI Heart and Diabetes Institute  
Burnet Institute for Medical Research  
The George Institute  
South Australian Health and Medical Research Institute  
Telethon Kids Institute  
Walter and Eliza Hall Institute

# POSITIONING FOR THE FUTURE – SAGE PRODUCTS AND SERVICE



**Our Vision**  
 Improve participation, retention and success of women and other gender minorities and support gender diversity in Australian higher education and research

**Our Purpose**

- Empower**  
Empower members to make systematic changes within their organisations
- Evaluate**  
Evaluate their success in doing this through the provision of accreditation services
- Engage**  
Engage with members to support them during the evaluation process

**What we do**

- Membership**
- Accreditation Award**  
Implementation of the SAGE Athena SWAN awards at the Bronze, Silver & Gold, Institutional and Departmental levels
- Accreditation Resources & Support**  
Support to members on the accreditation pathway through the provision of resources and support services such as site visits, facilitated workshops, connecting members to regional networks and hosting an annual symposium

**Who we support**

- Universities & Higher Education Institutions
- Public and private research organisations and departments

**Who we are**  
 Our capability is in the higher education & research sector, diversity & inclusion, and accreditation spheres. This is reflected in the team that manages, develops and delivers our services.

## PRODUCTS & SERVICES

Our vision is achieved through the provision of the Athena SWAN accreditation product via membership services:

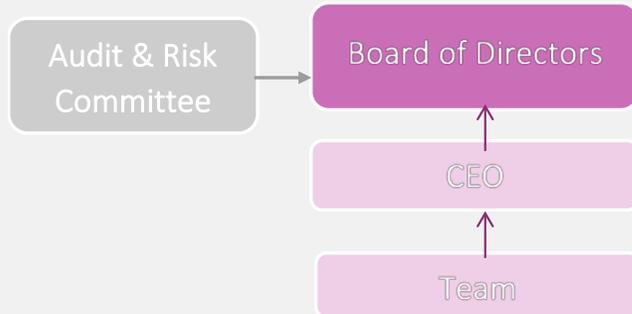
*Services depicted on the right are tailored to each product:*



TO BE AGREED



# SCIENCE IN AUSTRALIA GENDER EQUITY LIMITED



- SAGE is a company limited by Guarantee (not for profit) founded by the Australian Academy of Science and the Australian Academy of Technology and Engineering.
- It maintains an efficient organisational structure, overseen by a Board of Directors with an independent Board Chair.

- *New entity founded by the Australian Academy of Science and the Australian Academy of Technology and Engineering*
- *Serves Australia's higher education and research sector*
- *Exclusive Athena SWAN licensee in Australia*
- *Continue partnership with Advance HE aiming to leverage its diverse product portfolio to benefit SAGE members*
- *Offset 100% cost recovery by government subsidy (40%)*

# ATTRACTIVE SUBSCRIPTION FEES ENABLED BY GOVERNMENT SUBSIDISATION

- *Informed by institutional revenue and staffing*
- *Subsidised Cost recovered fees - reflect not-for-profit principles*
- *Sustainable, providing financial viability for the business*
- *Value for money, services & products designed for core business, are high-quality and responsive to members' identified needs – Capacity Building & Benchmarking*
- *Meet the expectations of the sector – efficient pricing, close to Pilot fees, fair and encourage participation*

INSTITUTIONAL REVENUE (ANNUAL)	Annual SAGE SUBSCRIPTION FEE (Exclusive of GST)
> \$ 850mil	\$30000
> \$ 450mil - < \$ 850mil	\$25000
> \$250mil - < \$450mil	\$20000
> \$150mil - < \$250mil	\$18000
> \$50mil - < \$150mil	\$16000
> \$20mil - < \$50mil	\$13000
< \$20mil	\$7000

# ATHENA SWAN

Athena SWAN Charter is based on 10 key principles. By being part of Athena SWAN, institutions are committing to a progressive charter, adopting these principles within their policies, practices, action plans and culture.

## Athena SWAN Charter Principles

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
2. We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including
  - the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM).
4. We commit to tackling the gender pay gap.
5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.
6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. We commit to tackling the discriminatory treatment often experienced by transgender people.
8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.
9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.