

SAGE Webinar and Panel Discussion

National Call to Action – *eliminating structural, systemic and cultural barriers to gender equity, diversity and inclusion in your institution*

22 May 2020

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the ACT, the Ngunnawal people on whose land SAGE is hosted, and all Traditional Custodians of the lands and territories from where you join us - and pay our deepest respect to their elders past and present and emerging leaders.



Walter+Eliza Hall
Institute of Medical Research

DISCOVERIES FOR HUMANITY

Our SAGE journey

Professor Doug Hilton

Acknowledgment of Country

I acknowledge and pay my respects to the Wurundjeri people of the Kulin nation whose land I am speaking to you on from today.

I pay my respects to their Elders past, present and emerging.

I extend this acknowledgment and respect to the traditional owners of the lands where you are all joining this session from.

And I offer my respect to Elders from other communities and all First Nations people.

As an Institute we commit to reconciling the past in order to be able to work together to create a better future for all.



Walter+Eliza Hall

Institute of Medical Research

DISCOVERIES FOR HUMANITY

WHAT HAS SAGE HELPED US ACHIEVE?

A strategic, evidence-based, streamlined, whole of institute approach to achieving gender equality:

- 4-year GAP, our singular roadmap to gender equality
- Visible targets + Measurement + Accountability + Transparency
- Leadership at all levels
- Strong communications strategy + targeted engagement
- Intersectional lens on policies + practice (minority women)



WHAT WE LEARNT

CHALLENGES

- Navigating process in pilot as not tailored for MRIs
- Keeping momentum, involvement of scientific staff over sustained period
- Data quality/completeness
- View that SAGE is a 'HR task'
- Duplication in gender equality programs (MCC, WISPP) plus two gender committees (SAT and GEC)

SOLUTIONS

- Dynamic SAT membership and valuing contributions
- Support from central P+C/D+I team
- Offering different levels of commitment (task/event based or longer-term)
- Seek gradual improvement of HR data, supplement with surveying/speaking to staff, exit survey data etc.
- GEC now also leading SAGE Athena SWAN
- GAP is our singular roadmap to gender equality



REFLECTIONS FOR MRI LEADERSHIP

- All institutions, no matter size, can follow principles of SAGE
- Based around good diversity practice: Use evidence to understand your key issues and prioritise action to tackle key gender issues
- Fantastic network of MRIs, research organisations and universities – fostering collaboration and communities of best practice
- Business case for diversity = Best talent + better innovation
- Sustainable changes to women in senior leadership positions requires long-term investment
- Personal and institution level leadership is vital BUT collective action is the solution



OUR CATALYST FOR CHANGE

- D+I outcomes being woven through new promotions criteria and capability framework
- Achieved target of 50:50 lab head recruitment
- Shift in number of women at senior levels. Division Head now ~40% women
- First on-site childcare centre at independent Australian MRI
- Cultural shift, particularly in relation to LGBTQIA+ people
- Domestic and family violence now seen as workplace issue
- But still much more to do: New initiative launched last week aimed at supporting primary carers submitting NHMRC Ideas grants during COVID19 school closures