

ALL HANDS ON DECK: INCLUSIVE HIRING FOR COVID-19

WE'LL NEED ALL OUR STEMM* TALENT TO FAST-TRACK PANDEMIC RECOVERY. WHAT EVIDENCE-BASED STRATEGIES CAN WE USE TO RECRUIT MORE WOMEN ACADEMICS?

WE STUDY SAGE ATHENA SWAN APPLICATIONS FOR TIPS & INSIGHTS.



Academic positions in Australian universities are usually classified according to these **five levels**:

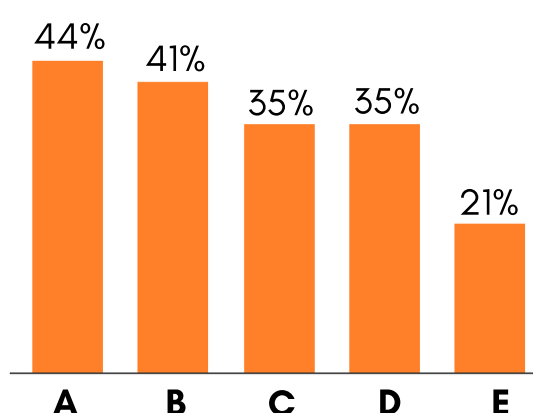
- A** Postdoctoral Researcher / Research Associate
- B** Lecturer / Research Fellow
- C** Senior Lecturer / Senior Research Fellow
- D** Associate Professor
- E** Professor

Like most jobs, the academic recruitment process begins when the **position is advertised**. Applicants are shortlisted for an **interview**, and the top candidate receives a **job offer**.

TREND #1

THE HIGHER THE LEVEL, THE FEWER WOMEN APPLY

On average, women make up **44%** of the applicants for **Level A** jobs, but only **21%** of applicants for **Level E** positions.†



TREND #2 WOMEN ARE MORE LIKELY THAN MEN TO RECEIVE INTERVIEWS & JOB OFFERS



Women only account for **41%** of all applicants...



but they comprise **49%** of interviewees...



and **51%** of new hires!

HOW CAN WE RECRUIT MORE WOMEN?

Here are some of the initiatives being trialled by SAGE member universities and research organisations.



ATTRACT MORE WOMEN TO APPLY

- Use gender-neutral language and include diversity statements in job ads
- Provide easily accessible information on employee benefits
- Offer flexible work arrangements

ELIMINATE GENDER BIAS IN SELECTION PROCESSES

- Train recruitment staff to counter unconscious bias
- Apply merit-relative-to-opportunity principles
- Set gender targets for shortlists and hires
- Mandate gender-balanced selection panels

CHANGE THE SYSTEM

- Hold leaders accountable to gender targets in recruitment
- Collect and track demographic data of candidates
- Create women-identified positions

* STEMM: Science, Technology, Engineering, Maths & Medicine
† or comparable levels across non-university research institutions

Source data: SAGE Athena SWAN Pilot Cohort 1 & 2 applications.
Full study details available on the SAGE Members Portal.