



MONASH University

Gender Equity at Monash University

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Three Levels of Action

1. Governance and management
2. Supporting women's research careers
3. Career development programs for women



1. Governance and Management

- a) Equal Opportunity for Women Committee
- b) Gender Equity Strategy 2011-2015
- c) Gender Equity Toolkit

a) Equal Opportunity for Women Committee

- Chaired by Vice-Chancellor and Provost
- Comprised of senior female and male staff
- Meets four times a year
- Reports to Senior Management Team (Social Inclusion)
- Formulates and drives the implementation of the University's Equal Opportunity for Women strategy, plans and key performance indicators
- Monitors University progress in achieving targets and KPIs and recommends remedial action when targets are not achieved

b) Gender Equity Strategy 2011-2015

- **Key Performance Indicator for Women - By 2015:**
 - Current Position - Top 3 of the Group of Eight
 - Target Position - Top 2 of the Group of Eight
- **Internal Performance Indicators - By 2015:**

Level	31 March 2012	Targets for 2015
Level E	Current 25.4%	Target 29%
Level D	Current 36.0%	Target 36.5%
Above HEW 10	Current 34.3%	Target 45%
HEW 10	Current 45.1%	Target 50%
Combined Total	Current 33.5%	Target 37%

c) Gender Equity Toolkit

- Web-based document for supervisors containing strategies for attracting, retaining and advancing talented female staff.
 - Recruitment
 - Career development
 - Workload allocation
 - Assessing achievement relative to opportunity
 - Flexible work practices
 - Improving research performance
 - Participation on committees
 - Highlighting the achievements of women
 - Workforce and succession planning
 - Eliminating discrimination and harassment



2. Supporting Women's Research Careers

- d) Advancing Women in Research Grant program
- e) Gender Equity Travel Support Grants
- f) Assessing Achievement Relative to Opportunity

e) Advancing Women in Research Grants

- Aimed at supporting the development of the research careers and academic career progression of women at Levels B and C with **primary caring responsibilities**
- Combination of funding support (\$10,000) and career coaching (valued at \$2,000) provided to women in the science, engineering and IT disciplines
- Competitive selection process – 14 selected
- Funds to be used for teaching relief, research assistants, travel for research purposes, professional development and other research related activities.

f) Gender Equity Travel Support Grants

- Aimed at female academic staff with primary caring responsibilities
- Enable them to travel by providing financial assistance to cover the extraordinary carer costs associated with being away from the person/people being cared for.
- Up to \$2,500 for international travel
- Up to \$1,000 for national travel
- Awarded to 33 women in 2012.

g) Achievement Relative to Opportunity

- Life circumstances (such as delaying entry into academia, undertaking periods of part-time work and having career breaks to care for dependents) do not alter one's capacity to produce high quality work but may impact on the quantum of productivity.
- Quantity (volume), rate, consistency and breadth of activities is seen as reflecting the amount of time available and not necessarily talent, merit or excellence



Achievement Relative to Opportunity

- An evaluative framework that provides positive acknowledgement of what staff can or have achieved given the opportunities available.
- Not about providing special consideration or expecting lesser standards of performance
- But avoids inadvertent assessment against a notional standard of full-time, uninterrupted career progression where this does not apply

Achievement Relative to Opportunity

Case example: family responsibilities

Period	Appointment	Working months
March 2008-August 2008	Maternity Leave	0
Sept 2008-Sept 2010	0.5 Fractional Appointment	$0.5 \times 24 = 12$
Oct 2010-March 2011	0.2 Fractional appointment	$0.2 \times 6 = 1.2$
		Total = 13.2

In three years, the candidate had worked 13.2 working months equivalent to just over one year full time.

Achievement Relative to Opportunity

Demonstrate your research output:

Year	Books	Journals	Int. refereed conference publications	Nat. Refereed conference publications	Total publications
2008		2		1	3
2009	1	2	1	2	6
2010			3	3	6
2011		3	2	2	7

Refer back to the relevant academic performance standards to demonstrate that you meet them pro-rata.



3. Career Development Programs for Women

- g) Mentoring Scheme for Women
- h) Senior Women's Shadowing Program
- i) Annual Academic Promotion Information Session for Women



(g) Mentoring Scheme for Women

- Run every second year
- Cap of 60 pairs
- Preparation sessions for all participants
- Open to all levels of female staff
- Mentors are both male and female
- Program is highly structured
- Length of program is 7 months – formal closure and evaluation



(h) Senior Women's Shadowing Program

- Run in alternate years
- For women at Level D and above and HEW 10 and above
- Matched with a member of the Senior Management Team
- Required to observe 'in action' 6 half days during the 6 month program
- Required to attend Praxis sessions with other shadows during program

(i) Academic Promotion Information Session

- Run in March every year prior to the opening of the annual academic promotions round
- Coordinated with HR
- Traditionally opened by Provost
- Panel of guest speakers
 - Those who have been successful (and unsuccessful) at promotion
 - Those with experience on promotion committees
- Lots of time for questions

Governance & Management

- Equal Opportunity for Women Committee
- Gender Equity Strategy 2011-2015
- Gender Equity Toolkit

Supporting Women's Research Careers

- Advancing Women in Research Grants
- Gender Equity Travel Support Grants
- Achievement Relative to Opportunity

Career Development Programs for Women

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