Sample Faculty/Division based Objectives to Promote the Participation and Success of Women Staff Members

Objective	Desired Outcome
Women supported in applying for STEMM courses and positions	
Increased enrolments for women in STEMM courses (ensuring pipeline)	• Delivery of an annual 'Women in STEMM/Science/Engineering/IT/...' days for high school students • Networks developed for women in STEMM courses including post-graduate students
Improved application and success rates for women staff in STEMM faculties	• Data on gender and ethnicity of applicants and selection committees (including application, short-listing and appointment) collated and published • Faculty based resources developed for promoting faculty as inclusive and welcoming for women and provided at national and international conferences and symposia • Contact person established for enquiries and promotion of faculty to women
Recruitment, Selection (R&S) and Progression	
Improved diversity of representation in recruitment and selection through appropriate training for hiring managers / all staff	• Attendance at best practice equitable R&S training monitored similar to HS&W training requirements (See Talent & Recruitment team &/or Equity) • Advertisements for vacancies analysed for gender bias and addressed (eg, Textio, Total Jobs, Gender Decoder, etc)
Improved retention and progression of women staff members	• Review contracts and address negative consequences of using short term contracts • Produce report on professional staff advancement including reclassification, higher duties and secondments and key areas for focus to improve rates
Research and Teaching	
Research and teaching fairly allocated and evaluated	• Research/Teaching/Service loads by gender and ethnicity, reviewed, monitored and published • Teaching evaluations examined for gender bias
Support re-establishment of research through teaching buy-out following return from Parental leave and/or for	• X number faculty annual grants of $xxx each to support return to work productivity eg, UoA Faculty of Science Platform for Gender Equity,

those who have had career interruptions in the prior year	UNSW Career Advancement Fund, RMIT Gender Equality Action Plan
Increase financial support for women in research	• X number faculty annual grants of $xxx each to support women's research productivity • UNSW Support Fund for Women Researchers, RMIT Gender Equality Action Plan
Faculty sponsored conferences and symposia are inclusive and accessible to all	• Faculty conference organisers, speakers and panels are gender balanced. See Inclusive conferences
Support for women with young children to attend conferences	• Child care support fund of $xxx to assist eligible women researchers with childcare responsibilities to present at conferences or workshops
Greater emphasis on gender perspectives in research	• FSC recognises strategic value of gender perspectives and journals in research during appointment and promotions deliberations • Monitor promotions by gender
Career Development	
Improved progression of academic and professional women through promotion	• Delivery of X women only promotion information sessions each year which includes input by senior women • FSC promotions committee to include at least 40% female membership of appropriate seniority • Provision of resources and instructions to managers to ensure performance discussions with academic and professional women include plans for advancement and promotion • Provision of promotion mentoring through ADPR and Evolve • Development of a faculty based mentoring programme • Increase in women applying and successful in promotion rounds at all levels • Provide successful sample promotion applications to staff • Develop an innovative career advancement professional development programme for women • Networks developed and supported for women clinicians/researchers

Workplace Culture	

Improved inclusive workplace culture including equitable and inclusive treatment of diverse staff	• Strategy for addressing non-inclusive workplace culture developed following consultation with faculty/division women to determine areas for improvement
	   o Strategy implemented
	 • Faculty/division materials (printed and web) and physical and visual (posters) environment analysed to determine gender bias or exclusiveness
	   o Plan developed and implemented to ensure inclusiveness in all materials and services
	 • Unconscious bias information and workshops available for all staff to learn about unconscious biases and strategies to minimise their impact on decision-making. See UB Information or contact either Equity Office or POD
	   o Attendance recorded
	 • Prevention and management of harassment and bullying workshops provided for managers and supervisors. Contact either POD or Equity Office
	   o Attendance recorded
	 • Strategies in being an ethical bystander made available for all staff. See Active bystander & sexual violence,
	 • Introduction to Equity workshops and material available to all staff Equity Office
	 • Establish a faculty/division based Professional Staff Forum that promotes collegiality, networking and career development

More women visible; in the media, participating in social debate, on faculty websites, in faculty events	• Ensure media contact list includes x% women • Media training provided for women researchers • Faculty and divisions annually celebrate International Women's Day with an event • Faculty communications showcase high achieving women in STEMM at UoA and nationally eg; Women in Science webpage, Tech Women NZ, etc