

# Gender UNLIMITED\*

## Final Report



### VICE-CHANCELLOR'S GENDER EQUALITY FUND 2018

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Science in Australia Gender Equity (SAGE)  
Western Sydney University

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## Background

Gender UNLIMITED\* is an interdisciplinary seminar series designed to promote and provoke progressive dialogue around gender equity. Seeking dynamic discussion and implementable outcomes, Gender UNLIMITED\* aims to:

- Promote awareness for the importance of gender equity
- Promote a greater understanding of gender diversity, including complex, non-binary notions of gender
- Share knowledge about best-practice in organisational change toward gender equality (*Gender Equality Procedures and Guidelines*, Clause 51)
- Generate new knowledge in gender research, including around factors that intersect with gender to compound inequality
- Advance the potential for cross-disciplinary exchange in gender research
- Foster a culture of inclusion and awareness around gender diversity (*Gender Equality Policy*, Clause 10b)
- Demonstrate the University's commitment to the Athena SWAN Charter.

The series is coordinated by Dr Kieryn McKay (SAGE Project Coordinator), with key contributions from Professor Janice Aldrich-Wright (SAGE Academic Lead), Associate Professor Kate Huppatz (Sociology) and Associate Professor Michael Salter (Criminology).

Gender UNLIMITED\* activities were furnished by the Vice-Chancellor's Gender Equality Fund, 1 April 2018 – 31 March 2019.

## Session Details

Launched by Vice-Chancellor and President Professor Barney Glover in September 2018, Gender UNLIMITED\* held three sessions around the following topics critical to advancing WSU's gender equity objectives:

- #1: Gender, Equality and Violence | Thursday 20 September 2018
- #2: Gender Equity in Higher Education | Tuesday 22 October 2018
- #3: Engaging Communities | Thursday 27 February 2019

Detailed outlines of seminar content are provided in comprehensive event reports, pp.11-28.



## Participants

The Gender UNLIMITED\* series drew upon the vast experience and built knowledge of a wide range of scholars, practitioners, and community leaders working to advance gender equality in their local contexts. 12 external speakers participated in series seminars, including high profile keynote speakers, representatives from prominent NGOs involved in gender equity advocacy, and five colleague universities participating in the SAGE pilot. 15 internal WSU staff were also engaged as session speakers and panel chairs, including several members of WSU's Senior Executive, recipients of the Vice-Chancellor's Gender Equality Fund 2018, academic staff whose research focuses on gender equity, and representatives from key gender equity initiatives underway at WSU.

### External Speakers

- Ms Libby Lloyd AM, Past Chair, National Council to Prevent Violence Against Women and Children
- Mr Scott Holmes, Manager Practice Development, Our Watch
- Mr Ronan Smyth, Executive Manager Workplaces, White Ribbon Australia
- Ms Samantha Webster, Senior Relationships Manager, Pride in Diversity
- Ms B-Ann Echevarria, Project Officer, NSW Refugee Health Service
- Ms Maria Kovacic, Co-Founding Director, Western Sydney Women
- Ms Amanda Rose, Co-Founding Director, Western Sydney Women
- Professor Nareen Young, Industry Professor Indigenous Policy, Indigenous Workforce Diversity, University of Technology Sydney
- Professor Laura Poole-Warren, Pro Vice-Chancellor Research & Training, University of New South Wales
- Dr Janine Deakin, Director Institute of Applied Ecology, University of Canberra
- Ms Jo Hatton, Manager Workplace Equity and Diversity, Macquarie University
- Ms Annie Fenwicke, SAGE Project Manager, University of Sydney

### Internal Speakers and Session Chairs

- Vice-Chancellor & President Professor Barney Glover
- Deputy Vice-Chancellor & Vice-President (Academic) Professor Denise Kirkpatrick
- Deputy Vice-Chancellor & Vice-President (Research & Innovation) Professor Deborah Sweeney
- Deputy Vice-Chancellor & Vice-President (Strategy & Planning) Professor Sharon Bell
- Director Equity and Diversity Professor Sev Ozdowski AM
- SAGE Academic Lead Professor Janice Aldrich-Wright
- SAGE Project Coordinator Dr Kieryn McKay
- Engaged Parents Network Coordinator Dr Dorothea Bowyer
- Respect Now Always Project Officer Mr Stephen Zissermann
- Associate Professor Michael Salter, Criminology
- Associate Professor Kate Huppatz, Sociology
- Associate Professor Tonia Gray, Education
- Associate Professor Jane Mears, Social Work
- Associate Professor Maria Estella Varua, Business
- Ms Wendy Truelove, WiSE

## Audience

An audience of 120+ staff, students, and guests attended Gender UNLIMITED\* sessions from 11 higher education institutions, 11 community organisations, and at least 17 WSU organisational units, often engaging in passionate discussion around the topics to hand. The breadth of external organisations and WSU work areas represented by the series audience demonstrates widespread interest in Gender UNLIMITED\* content and strong engagement with WSU's gender equity objectives.

### External Audiences

- Aarhus University, Denmark
- ANSTO
- ANU
- The George Institute for Global Health
- A Gender Agenda
- ICE
- Macquarie University
- NSW Refugee Health Service
- Our Watch
- Pride in Diversity
- The University of Canberra
- The University of Manchester
- The University of Sydney
- The University of Wollongong
- University of New South Wales
- University of Technology Sydney
- Western Sydney Community Forum
- Western Sydney Women
- White Ribbon Australia
- Women's Community Shelters
- YMCA NSW
- YWCA Australia

### Internal Audiences

#### WSU Organisational Support Areas:

- Badanami
- Careers
- Chaplaincy
- Counselling Services
- Digital Futures
- Disability Services
- Engagement
- Equity & Diversity
- Human Resources
- International Partnerships
- IT & Digital Services
- Learning Transformations
- Library Services
- REDI
- Research Ethics & Integrity
- Respect. Now. Always.
- WiSE
- Women's Collective

#### WSU Academic Subject Areas:

- Accounting
- Anthropology
- Behavioural Science
- Business
- Criminology
- Education
- Health Sciences
- HIE
- History and Political Thought
- Hospitality, Marketing and Sport
- Institute for Culture and Society
- Law
- Nursing & Midwifery
- Pharmacology
- Psychology
- Sexualities and Gender Research
- Sociology
- Social Work

## Outcomes

### Leadership & Networks

Gender UNLIMITED\* offered a significant opportunity for WSU to promote its investment in gender equity. The series' capacity to draw engagement from a wide range of organisations dedicated to advancing gender equality confirmed WSU's potential to establish itself as a prominent interlocutor in this space. WSU Senior Executive involvement in the series demonstrated strong leadership and commitment to advancing gender equity within our organisation and among our communities – an important contribution that was prominently profiled in WSU's submission for Athena SWAN Bronze Award.

Drawing expertise from a range of community organisations and NGOs provided valuable networking opportunities for speakers and audience members. Existing partnerships were strengthened and new relationships formed, including an in-principle agreement for Our Watch to advise on future WSU activity that aims to contribute to the primary prevention of gendered violence in the workplace (see Session #1). White Ribbon Australia also reported sending at least one representative to each Gender UNLIMITED\* session for the purposes of staff professional development.

The series also provided a formal opportunity for knowledge-sharing and best practice peer-to-peer learning between local universities participating in the SAGE pilot (Sessions #2 & #3), consolidating connections previously established by the SAGE NSW Regional Network and providing a template for future exchange when the SAGE pilot concludes. UTS, UNSW, University of Sydney and University of Wollongong have each indicated strong interest in co-hosting Gender UNLIMITED\* sessions in the future.

WSU researchers also benefited from the interdisciplinary nature of the series, including for Vice-Chancellor Gender Equality Fund recipients (Session #2) who formed new associations both with each other and with invited external speakers. Potential future collaborations were identified, along with opportunities for parallel research interests to intersect as projects progress. The scheduling of the VC-GEF presentations (held approximately 2/3 into project timelines) proved timely for presenters, who noted useful feedback into project outputs.

### New Knowledge

The potential for WSU to substantially contribute to guiding increasingly complex social and cultural understandings of gender equity and gender diversity was demonstrated across all Gender UNLIMITED\* seminars. Keynote presentations offered big-picture perspectives on what is at stake in gender equity, inspired and motivated audiences, and helped to locate WSU's progress in relation to broader movements toward gender equality in higher education and across Australia. Panels provoked lively debate around best-practice implementation and offered direct strategic advice for advancing gender equity in the workplace, in higher education, and among our communities.

Several important points resonated across all three Gender UNLIMITED\* seminars:

- the gender equity movement has a long history in Australia, but we have not seen significant change since the mid-1970s

- change must be systematic and structural, and should be implemented consistently at all levels of organisations
- higher education organisations should contribute to shaping the beliefs, perceptions and expectations of staff, students and communities: we must work to change attitudes if we are to change behaviours
- consistent messaging is vital: policy, procedure and cultural change must align if real change is to occur
- intersectional considerations should be embedded in all gender equity action
- systems of support must be robust and reliable
- change can be brought about by collective communities engaged in collective action
- change can occur quickly if we make evidence-based decisions and genuinely commit to implementation

WSU was acknowledged for its gender equity successes on various occasions, including with respect to:

- strong, visible leadership on gender equity issues
- Domestic and Family Violence Leave
- inclusion of non-binary language in Gender Equality Policy
- use of gender identified ‘other’ in HR systems
- high proportions of female Associate Professors, and
- recent improvements to academic promotions process and outcomes.

Presenters warned of the historic and contemporary challenges to gender equality, including:

- strategies that are not implemented or not implemented quickly enough
- lack of leadership commitment to change
- reliance on the efforts of individuals
- continued gender segregation in our workforces
- perceived norms and expectations around gender
- persistent negative attitudes around gender fluidity
- a tendency to exclude culturally diverse people and perspectives from the gender equity movement
- persistent underrepresentation of women in decision-making roles
- high proportions of casualised academic work performed by women, and
- larger shifts in academic culture (e.g., impact measures, depersonalised workforces).

### **Presenter Recommendations for Action**

Numerous recommendations were offered for how to make substantial progress toward gender equality.

- Recommendations arising from multiple sessions:
  - develop and promote staff training in gender diversity
  - develop and promote comprehensive staff training in gender equity, including peer-to-peer learning opportunities
  - embed gender equity priorities in undergraduate and postgraduate curriculums
  - adopt a Transition Policy

- expand the use of pronoun protocols and other strategies that acknowledge gender fluidity (e.g., overt pronoun sensitivity in email footers and at speaking events)
  - ensure that “other” gender identifiers are offered in all circumstances where staff are asked to nominate gender (e.g., MyVoice)
  - ensure consistent messaging across all gender equity initiatives
  - adopt a zero-tolerance approach to inequitable practice
  - aim for 50/50 representation in all contexts
- Specific strategies for preventing gendered violence in the workplace:
    - ensure clear strategies for improving gender equality in the workplace
    - actively address the drivers of violence against women
    - ensure systems of support for victims of gendered violence are robust and reliable
    - continue to consult and engage staff and key stakeholders
    - invest in long-term strategies and monitor progress
    - invest in research and evaluation to add to the evidence-base
    - ensure that university branding and marketing models healthy relationships between people of all genders and reflects gender fluidity and diverse sexualities
- Specific strategies to enhance gender equity in Higher Education:
    - increase focus on casualisation – find ways to further recognise and reward the contributions casuals make to the University
    - maximise internal funding streams to mitigate career interruptions for female staff
    - recognise and reward the added value parents bring to the workforce
    - consider implementing more comprehensive coaching/mentoring programs
    - promote recent successes for women arising from WSU’s revised Academic Promotions Policy and carefully monitor ongoing impacts for gender equality
    - move academic cultures toward more shared opportunities, outcomes and recognition
    - institution-specific examples of best-practice: revised promotions processes at UNSW and Macquarie, UNSW’s Advance 400 coaching scheme, a new ‘Performance Framework’ at University of Canberra, and the University of Sydney’s “Panel Pledge” (see Session #2 details, pp. 18-23)
- Specific strategies for engaging communities in gender equity:
    - establish a “+1” culture that aims to share opportunities
    - institute staff training/professional development in gender diversity
    - actively seek more diverse input for gender equity strategy and initiatives
    - encourage ‘uncomfortable conversations’ that challenge mainstream views and interests

## Actions Adopted and/or In Progress

Several actions recommended by presenters are now place or in progress across WSU:

- Staff training in sexuality and gender diversity introduced in October 2018 by the Office of Equity and Diversity as part of its “Diverse and Inclusive Workplaces Professional Development Series”.
- WSU’ commitment to deliver a new ‘Respect and Inclusion Program’ in partnership with Our Watch and Universities Australia.
- New research into casualisation, promotions, effective staff mentoring, and support for parents and carers provided for by the Vice-Chancellor’s Gender Equality Fund 2019 will pursue specific recommendations for WSU in these areas. Relevant policy documents and information arising from Gender UNLIMITED\* sessions have been sourced from partner institutions and provided to these researchers by the SAGE team. Further information has been requested from UNSW regarding their ‘Advance 400’ program and from University of Canberra regarding their ‘Performance Framework’ (see Session #2) and will be provided to researchers when available. Further research into WSU’s response to increased academic casualisation is also underway, driven by the Deputy Vice-Chancellor & Vice President Strategy and Planning.
- Increased rewards and recognition for Sessional Academics including via VC’s Excellence Awards and VC’s Professional Development Scholarships.
- Inclusive practice in Gender Equity is reflected in the composition of WSU’s SAGE Self-Assessment Team, which has been carefully considered to ensure proportional representation in terms of gender, cultural and linguistic diversity, and Ally membership, in line with WSU’s diverse staff and student population.
- Several items were also included in WSU’s SAGE Athena SWAN Action Plan, 2019-2023 that either arose directly from or are supported by Gender UNLIMITED\* recommendations:
  - Equity and Diversity Working Parties across all units to ensure local implementation of gender equity policy and practice. These Working Parties will be led by Deans or Deputy Deans, will share common objectives and include the capacity to respond to the complexities of their local contexts. Action-oriented, collaborative partnerships between EDWPs will be facilitated by SAGE and OED as appropriate (Item 1.2.1: Priority 1; from Q4 2019).
  - Equal Opportunity Officers in all academic units to advocate for staff who are parents and carers, Aboriginal and/or Torres Strait Islander, trans and gender diverse, staff with disabilities, and staff whose first language is other than English (Item 1.9.2: Priority 1; from Q4 2019).
  - Development of a central collection protocol and repository for organisational data in collaboration with OQP, HR and OED, currently in scoping and budgeting phase. This will enable our ongoing capacity to track organisational progress against Workplace Equality Standards (see Session #1) (Item 1.3.1: Priority 1; from Q3 2019).
  - A WSU Gender Transition Policy (Item 1.10.1: Priority 1; from Q1 2020) and expanded use of gender pronoun protocols (Item 1.10.2: Priority 3; from Q4 2022), with best-practice guidance from Pride in Diversity.
  - Expanded academic mentoring programs in School contexts (Item 2.6.2; Priority 1; from Q1 2020), at University-level via MentorLoop or similar platform (Item

- 2.6.3: Priority 1; from Q1 2020), and introduce casual staff speed mentoring program (Item 3.3.6: Priority 1; from Q1 2020).
- A career development framework for academic primary carers devised in consultation with the Engaged Parents Network (Item 2.7.1: Priority 2; from Q3 2021).
- Evaluation of new Academic Promotions processes for potential positive impacts on gender equity (Item 2.9.2: Priority 1; from Q3 2019) and active targeting of female STEMM C & D for intensive promotions mentoring (Item 2.10.3: Priority 2; from Q3 2020).
- Senior Women's Group membership to include DAPs and ACAs regardless of substantive academic level (Item 3.5.2: Priority 2; from Q2 2019).
- Return to Work Teaching Relief Semester for Parental Leave takers to recoup lost research time, as proposed by DVC-RI at VC Gender Equality Committee (Item 2.14.1: Priority 1; from Q1 2020).

### Recommendations for Future Consideration

- While our *Gender Equality Procedures and Guidelines* currently request consideration for gender balance in the organising of WSU events, adopting a WSU-specific 'Panel Pledge', similar to that taken up at the University of Sydney (see Session #2) may help to strengthen this commitment. SAGE have sourced a copy of Sydney's Panel Pledge details for future consideration.
- The SAGE Academic Lead and Project Manager recently met with the University of Tasmania's SAGE team who are currently undertaking research into the experiences of women of culturally and linguistically diverse backgrounds in STEMM. WSU's SAGE team are currently scoping potential for a similar project at WSU, also including female staff with multiple intersecting equity considerations (e.g., disability, LGBTI, and Aboriginal and Torres Strait Islander cultural heritage).
- Two important principles arising from Gender UNLIMITED\* sessions could be incorporated into Equity and Diversity Working Party guidelines and logics and usefully underpin training content for EDWP members: that collective communities engaged in collective action can make substantial progress (Session #1) and that 'uncomfortable conversations' should be encouraged to drive inclusive gender equity practice (Session #3).

### Challenges

Session #1 of the series was planned for July 2018 but delayed due to calendar conflicts for keynote speakers and the unanticipated resignation of the Project Officer initially appointed to the role. A new Project Officer was appointed in July and the series launch was held in September.

Almost all Vice-Chancellor Gender Equality Fund 2018 recipients presented at Session #2 (Research Week), with the exception of Dr Sheree Gregory, who withdrew from the program due to a scheduling conflict.

An additional session for the series, “Because of Her, We Can”, was planned for December 2018 in partnership with the Pro-Vice Chancellor Aboriginal and Torres Strait Islander Leadership and Engagement, but was withdrawn due to the resignation of the PVC in October 2018. To ensure Indigenous representation was maintained for the series, Professor Nareen Young (Industry Professor, Indigenous Policy, UTS) was engaged as keynote speaker for Session #3.

## Expenditure

Gender UNLIMITED\* was granted \$4,995.62 by the Vice-Chancellor’s Gender Equality Fund 2018, of which \$4,077.48 was expended. This budget surplus is due to the cancellation of the fourth session of the series, ‘Because of Her We can’.

Item	Cost
<b>Project Budget</b>	<b>+\$4,995.62</b>
Project Assistance (HEW 5/1 x 50 hrs)	-\$2,344.00
Pull-up Banner	-\$358.00
Presenter Travel (Mr Scott Holmes, Session #1)	-\$463.23
Event Catering	-\$912.25
<b>Total Costs</b>	<b>-\$4,077.48</b>
<b>Budget Remaining</b>	<b>+\$918.14</b>

The project team proposes that the remaining \$918.14 be extended to furnish two further Gender UNLIMITED\* sessions planned for 2019 (see below).

## Future Plans

Two further sessions are planned for Gender UNLIMITED\* in 2019:

- **‘Gender Equity at WSU: Next Steps’, Research Week, Tuesday 22 October 2019:** this session will include presentations from recipients of the Vice-Chancellor’s Gender Equity Fund 2019 and by the SAGE Academic Lead and Project Manager to outline the objectives of WSU’s four-year SAGE Athena SWAN Action Plan (SAGE-ASAP) 2019–2023. Keynote presentations will be provided by WSU academic staff around ‘Gender and Work’, and an external speaker (TBC). This session will contribute to training for new members of WSU’s Equity and Diversity Working Parties and will be recorded for future use as such.
- **‘Gender Pay Gap’, September 2019 (TBC), in conjunction with OED Open Fora:** Ms Libby Lloyd, Executive Director WGEA, has agreed in-principle to keynote the session and potential panel participants have been identified from Australian Gender Equality Council, economic Security4Women, and the 20/20 Foundation. The project team will work to find a suitable date for the session, currently scheduled for Semester 2 intra-session break (16–22 September).

## Recommendations for Gender UNLIMITED\*

1. **The Gender UNLIMITED\* Seminar Series should be instituted as an ongoing research series at WSU.** The potential for Gender UNLIMITED\* to contribute substantially to WSU's gender equity practice and to promote the importance of gender equality among our communities is evidenced by the series' capacity to engage speakers and audiences from a wide range of external organisations and internal WSU work units and by the significant breadth of implementable objectives arising from seminar content. Ongoing support for the series would enable advance planning for scheduling external presenter participation and WSU Senior Executive involvement. The project team recommends the following structure:
  - 2-3 large-scale sessions per year
  - one session to be held during Research Week, with all other sessions held outside of academic teaching periods to maximise staff attendance
  - standard format to include keynote and panel discussions, with masterclass seminars where appropriate
  - session participants should include WSU academic staff whose research focuses on gender equity, EDWP members and industry and community partners, with WSU Senior Executives to continue Chairs where possible
  - annual Research Week session to include VC Gender Equality Fund presentations
  - outcomes and recommendations reported to the Vice-Chancellor's Gender Equality Committee
  - representatives from the SAGE Self-Assessment team to coordinate series speakers and content
2. **Vice-Chancellor's Gender Equality Fund guidelines could be revised to require presentations at Gender UNLIMITED\*'s annual Research Week event.** This formal requirement would guarantee VC-GEF research project engagement with the WSU community and enable VC-GEF managers to monitor progress against research project objectives at an opportune time.
3. **Gender UNLIMITED\* should continue to provide a discussion forum with other local universities engaged in the SAGE process** to provide networking and knowledge-sharing opportunities among the SAGE NSW Regional Network. Additional Gender UNLIMITED\* sessions could be co-hosted with partner universities.
4. **Future Gender UNLIMITED\* sessions should be utilised for training and resource purposes for Equity and Diversity Working Party members** (in conjunction with additional briefings around specific EDWP objectives). All sessions will be recorded and key sessions should be uploaded to an internal EDWP site for online training completion by new EDWP members.
5. **Where appropriate, Gender UNLIMITED\* sessions should be responsive to gender equity research priorities or objectives identified by:**
  - a. Vice-Chancellor's Gender Equality Committee
  - b. Equity and Diversity Working Parties
  - c. Emerging Women's Group and Senior Women's Group
  - d. Academic units and/or research groups.



# GENDER UNLIMITED\* #1

## GENDER, EQUALITY & VIOLENCE

**DATE**

10am-2pm  
Thursday 20<sup>th</sup>  
September 2018

**VENUE**

EB.G.35  
Parramatta South  
Campus

10.00 – 10.20AM  
SERIES LAUNCH  
GENDER UNLIMITED\*

**Professor Barney Glover**  
Vice-Chancellor and  
President Western Sydney  
University

**Professor Denise Kirkpatrick**  
Deputy Vice-Chancellor and  
Vice-President (Academic)  
Western Sydney University

10.20 – 11.00AM  
KEYNOTE PRESENTATION  
GENDER, EQUALITY &  
VIOLENCE

**Ms Libby Lloyd AM**  
Past Chair, National Council  
to Reduce Violence Against  
Women and their Children

11.00AM – 12.00PM  
PANEL DISCUSSION  
PREVENTING GENDERED  
VIOLENCE

**Professor Barney Glover**  
(Chair)  
Vice-Chancellor and  
President Western Sydney  
University

**Ms Libby Lloyd AM**  
Past Chair, National Council  
to Reduce Violence Against  
Women and their Children

**Mr Scott Holmes**  
Manager, Practice  
Development  
Our Watch

**Mr Ronan Smyth**  
Executive Manager,  
Workplaces  
White Ribbon Australia

**A/Professor Michael Salter**  
Criminology, School of Social  
Sciences and Psychology  
Western Sydney University

12.00 – 1.00PM  
LUNCH

1.00 – 2.00PM  
SEMINAR  
STRATEGIES FOR  
GENDERED VIOLENCE  
PREVENTION IN THE  
WORKPLACE

**Mr Scott Holmes**  
Manager, Practice  
Development  
Our Watch

**A/Professor Michael Salter**  
(Chair)  
Criminology, School of Social  
Sciences and Psychology  
Western Sydney University

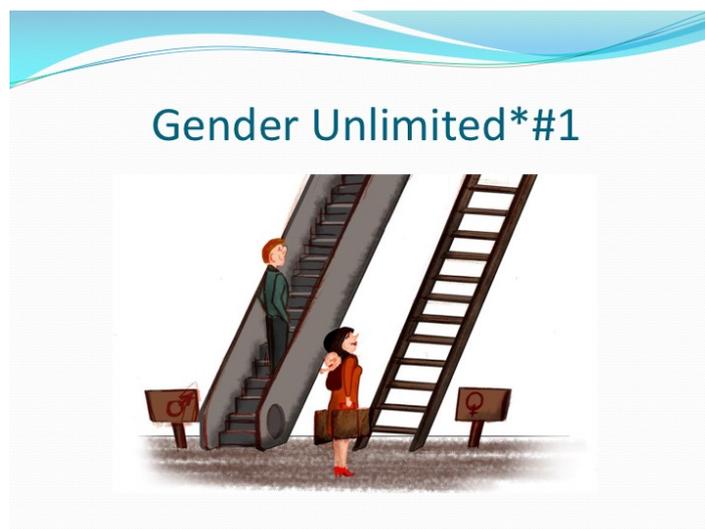
2.00PM  
EVENT CLOSE



## Event Report

### Gender UNLIMITED\* #1: Gender, Equality & Violence

- **Launch Remarks | WSU Vice-Chancellor Professor Barney Glover and Deputy Vice-Chancellor (Academic) Professor Denise Kirkpatrick:** The Vice-Chancellor's launch remarks drew attention to the need for evidence-based decision making in the realm of gender equity and acknowledged that challenging questions must be faced in our workplaces and among our communities if gender equality is to advance. Professor Glover highlighted the persistent gender pay gap in Australian workplaces, uneven gender representation among the professoriate in academia, the prevalence of violence and abuse against women and trans and gender diverse peoples on higher education campuses, and consistently lower health and education outcomes for women and girls across the world. He articulated WSU's commitment to promoting a gender-aware and gender-responsive culture within its own organisational practices and across our communities. Both the VC and DVC-A expressed confidence that forums such as the Gender UNLIMITED\* Seminar Series can contribute to new knowledge and inform innovation in this area.



*Figure 1. Illustration from Ms Libby Lloyd AM's keynote presentation, "The Role of the Workplace in Preventing Violence Against Women", Gender UNLIMITED\* #1: Gender, Equality & Violence*

***"If you are prepared to put energy into something it's hard to be stopped"***

*—Ms Libby Lloyd AM, Keynote Speaker, Gender UNLIMITED\* #1*

- **Keynote: The Role of the Workplace in Preventing Violence Against Women | Ms Libby Lloyd AM:** Ms Lloyd's keynote mapped a history of gender equality in Australia that demonstrated the clearest advances for women at junctures where research, policy, and committed action coincide. She described her recent experience as Chair of the National Council to Reduce Violence Against Women and their Children, her ongoing involvement in the Australia's National Research Organisation for Women's Safety, and her previous

role in helping to establish White Ribbon Australia. Drawing from this experience, Ms Lloyd offered the following advice as critical to changing attitudes around gender and for making substantial change toward gender equality in the workplace:

- Policy, procedure and cultural change must align if real change is to occur
- All change must be systemic and structural, not reliant upon individual action
- Progress is slow and persistence is necessary
- The benefit of practical support for women cannot be underestimated: the introduction of subsidised childcare in 1975 was the single most substantial improvement for work opportunities for women in Australia's history
- Men must lead other men to create new visions of masculinity that do not require the oppression of women to enable their own successes
- Cross-cultural issues should be embedded within all gender equality work

***“Find out what’s needed and find a way to make it happen”***

*— Ms Libby Lloyd AM, Keynote Speaker, Gender UNLIMITED\* #1*



*Figure 2. Gender UNLIMITED\* #1 Panellists: Mr Scott Holmes (Our Watch), A/Prof. Kate Huppatz (WSU), Ms Libby Lloyd AM, and Ronan Smyth (White Ribbon Australia)*

- **Panel Discussion: Preventing Gendered Violence in the Workplace | Ms Libby Lloyd (National Council to Reduce Violence Against Women and their Children) , Mr Scott Holmes (Our Watch), Mr Ronan Smyth (White Ribbon Australia), Associate Professor Kate Huppatz (WSU Sociology) | Chaired by Deputy Vice-Chancellor and Vice-President (Academic) Professor Denise Kirkpatrick:** The panel offered lively debate that largely focused around how to make sustainable cultural change in attitudes and behaviours that contribute to gendered violence:
  - Challenges to progress: the panellists agreed that gender essentialist ideas (established very early in childhood) are the primary challenge to gender

equality. It was noted that workplaces are at risk of reinforcing negative gender attitudes and should be very cautious to avoid doing so.

- Strategies for increasing reporting around sexual harassment and abuse: the panel advised that workplaces must institute rigorous and reliable systems and structures of support for staff and students who are victims of gendered violence. Chief priority should be ensuring that systems of reporting *work* so that those who report feel that appropriate response has been actioned. Workplaces should also be genuinely open, sensitive to individual circumstances, and clearly demonstrate supports available. WSU's Domestic and Family Violence leave was referenced as positive action in this regard, and the panel agreed that this entitlement should be advertised widely and monitored to ensure it is implemented appropriately.
- Role of the university in shaping staff and student perceptions of gender: the panel argued that young people must learn personal responsibility for self and community, and that universities are uniquely positioned to contribute to this learning. Concrete suggestions for universities to contribute to positive gender relations and attitudinal change included: staff training, embedding gender equity priorities in curriculum content and frameworks, and encouraging peer-to-peer learning around gender equality.
- Contributing to attitudinal change around gender norms: the panel noted that gendered violence is not only physical but also symbolic, and occurs upon bodies through classification. As such, underlying structures and cultural factors that contribute to gender inequality should be considered. Concrete suggestions for how to promote cultural change toward gender equality included: normalizing the fluidity of gender to avoid accidental othering, mainstreaming the use of pronoun protocols, and reflecting gender diversity and other positive gender relations in University branding and marketing (e.g., providing models for what healthy relationships look like). The use of non-binary language in the University's *Gender Equality Policy* and capacity for staff/students to identify as 'Other' in WSU systems were both commended as positive steps, but embedding this approach throughout the University's organizational culture would contribute further.
- Negotiating resistance: the panel identified various forms of likely resistance to advancing gender equality in the workplace, including bureaucratic, attitudinal, and generational resistances. Whole-of-organisation approaches to gender equality were cited as most likely to overcome resistance, with the following supports:
  - solid policy and reliable structural implementation that is sustainable and robust beyond the contributions of individuals
  - strong leadership that demonstrates zero tolerance to inequitable practices
  - clear objectives with achievable timelines
  - 50/50 representation in all contexts
  - consistent messaging.

*“Violence against women happens because women are targeted for violence”*

— Mr Scott Holmes, Seminar Speaker, Gender UNLIMITED\* #1

- **Masterclass Seminar: Strategies for Gendered Violence Prevention in the Workplace | Mr Scott Holmes, Our Watch:** Mr Holmes couched his seminar in a two-sided contemporary context: he argued that while Australian society is undergoing a resurgence of feminist and pro-equality activism, alarming patterns of violence against women continue and a backlash against women’s rights is being led by millennial men. Mr Holmes outlined several key points:
  - Violence against women is preventable
  - When gender equality increases, violence against women decreases
  - Gendered drivers of violence against women: condoning of violence (including systematic) by society, men’s control over decision making and limits to women’s independence, stereotyped constructions of masculinity and femininity, and disrespect towards women and male peer relations that emphasise aggression (especially in groups). Alcohol, poverty, drugs, and violent experiences as a child are reinforcing factors but not as predictive.
  - Disproportionate levels of violence against Aboriginal and Torres Strait Islander women and their children: arises from intersecting gendered drivers, along with factors associated with the ongoing impacts of colonisation for non-Indigenous peoples and society, and factors associated with the ongoing impacts of colonisation for Aboriginal and Torres Strait Islander people, families and communities, with particularly severe and complex impacts. Most violence against Aboriginal women is from non-Indigenous men.
  - Universities are among the key settings to implement primary prevention strategies because they occupy a key life stage for students and hold intersecting communities. Workplaces are also vital since they perpetuate and reinforce ideologies. Universities and workplaces can have impacts on broader society through impacts on family, the role and nature of work, broader gender norms, and through branding and marketing.
  - Our Watch recommends the ‘Workplace Equality and Respect Standards’ framework as a useful tool for monitoring workplace progress toward positive gender representations. Each element of this framework is embedded with the SAGE Athena SWAN accreditation process and is therefore already under substantial review by the University.
  - Universities can utilise three primary areas for making change: leadership, norms and practices, and strategy. Mr Holmes recommended the following actions:
    - Consult and engage staff and key stakeholders
    - Assess the workplace against the Standards and determine priorities
    - Invest in long-term strategies and monitor progress
    - Adopt whole of institution approaches that encompass staff, students, and systems
    - Actively address the drivers of violence against women

- Remember that discourses of shaming men alienate them from the solution
- Utilise evidence-based interventions
- Ensure there are accessible and appropriate pathways for support for those experiencing violence
- Where appropriate, make use of interventions developed for other settings (e.g., sports, workplaces, media)
- Invest in evaluation and add to the evidence base

## GENDERED DRIVERS of violence against women:

<p>CONDONING of violence against women</p>	<p>MEN'S CONTROL of decision- making and limits to women's independence</p>	<p>STEREOTYPED constructions of masculinity and femininity</p>	<p>DISRESPECT towards women and male peer relations that emphasise aggression</p>
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Gender inequality sets the **NECESSARY SOCIAL CONTEXT**

Violence against women  
**IS PREVENTABLE**  
if we all work together




## ACTIONS

that will prevent violence against women:

<p>CHALLENGE condoning of violence against women</p>	<p>PROMOTE women's independence &amp; decision-making</p>	<p>CHALLENGE gender stereotypes and roles</p>	<p>STRENGTHEN positive, equal and respectful relationships</p>
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Promote and normalise **GENDER EQUALITY** in public and private life



# GENDER UNLIMITED\* #2

## GENDER EQUALITY IN HIGHER EDUCATION

### DATE

9.30am–2pm  
Tuesday 23<sup>rd</sup>  
October 2018

### VENUE

169 Macquarie St  
Parramatta NSW

Conf. Room 1 & 2  
Peter Shergold Bdg  
Parramatta City  
Campus

9.30

### WELCOME

Professor Janice Aldrich-  
Wright  
Western SAGE Academic Lead

9.40–11.30  
SHORTS

STARTING OFF  
VC'S GENDER EQUALITY  
FUND

**Academic career progression**  
A/Professor Maria Varua  
School of Business

**Elevating women's leadership**  
A/Professor Tonia Gray  
Centre for Educational  
Research

**Listening to female casual staff**  
A/Professor Jane Mears  
School of Social Sciences &  
Psychology

**Why Western women are  
choosing STEM... or not**  
Ms Wendy Truelove  
CareerConnect, WISE

GETTING SOMEWHERE  
SUPPORT INITIATIVES

**Western SAGE**  
Dr Kiernyn McKay

**Engaged Parent's Network**  
Dorothea Bowyer

**Respect. Now. Always.**  
Mr Stephen Zissermann

11.30–12.00  
LUNCH

12.00–1.45  
FEATURES

LEADING THE WAY  
GENDER EQUITY IN HIGHER  
EDUCATION

**Plenary Presentation**  
Professor Sharon Bell  
DVC & VP (Strategy and Planning)

INNOVATIONISTS  
STRIDING TOWARD GENDER  
EQUALITY

**Panel Discussion**  
Professor Deborah Sweeney  
(Chair)  
DVC & VP (Research & Innovation)  
Western Sydney University  
Professor Laura Poole-Warren  
PVC (Research Training)  
University of New South Wales

Ms Jo Hatton  
Manager, Workplace Equity and  
Diversity  
Macquarie University

Dr Janine Deakin  
Director, Institute of Applied  
Ecology  
University of Canberra

Mrs Annie Fenwicke  
SAGE Project Manager  
University of Sydney

1.45–2.00  
EVENT CLOSE



## Event Report

### Gender UNLIMITED\* #2: Gender Equality in Higher Education

- **Vice-Chancellor's Gender Equality Fund Presentations | A/Professor Jane Mears, A/Professor Tonia Gray, A/Professor Maria Varua, Ms Wendy Truelove:** Four recipients of 2018 VC Gender Equality Fund grants presented at the second session of Gender UNLIMITED\*, which was held during Research Week at PSQ1. The event was held approximately two-thirds into project timelines and presenters were at various stages of project completion: A/Prof Varua and Ms Truelove detailed project aims and described ongoing challenges to progress, while A/Prof Gray and A/Prof Mears each delivered comprehensive quantitative data analysis and identified the primary outcomes of their near-complete research projects. (*VC-GEF reports will be submitted separately to the Vice-Chancellor's Gender Equality Committee, therefore detailed presentation notes are not included here.*) This forum proved a valuable opportunity for VC-GEF researchers to showcase their projects, report on progress, and receive feedback and encouragement from an engaged audience. Given the gender research orientation of all VC-GEF projects, the event also provided collegial and networking opportunities for presenters, who established productive connections and identified potential collaborative opportunities for future research.

***“Sessional staff are stressed and anxious. [...] They feel that their hours of work are unlimited and – despite the precariousness of their work – that they are always expected to go the extra mile.”***

*— Associate Professor Jane Mears, Vice-Chancellor's Gender Equality Fund Recipient, Gender UNLIMITED\* #2*

- **Support Initiatives | Mr Stephen Zissermann (RNA), Dr Dorothea Bowyer (EPN), Dr Kieryn McKay (SAGE):** This showcase offered Respect. Now. Always., the Engaged Parents Network and the SAGE project a key opportunity to promote their initiatives. Mr Zissermann highlighted RNA's comprehensive, ongoing work to address drivers of sexual harassment. Dr McKay updated the audience on WSU's progress toward Athena SWAN accreditation and sketched the key priorities established by WSU's SAGE team: reviewing recruitment and ADP processes, providing greater supports for parents and carers, bringing accountability to leadership, and building capacity for cultural change within staff cohorts. Dr Bowyer debunked two primary myths about academic mothers – that women are less ambitious than their male colleagues and that ambition is impacted by motherhood – and outlined the EPN's primary objectives: coaching, collaboration, community-building, and cultural change toward recognising and rewarding the kinds of added value parents bring to the workforce.

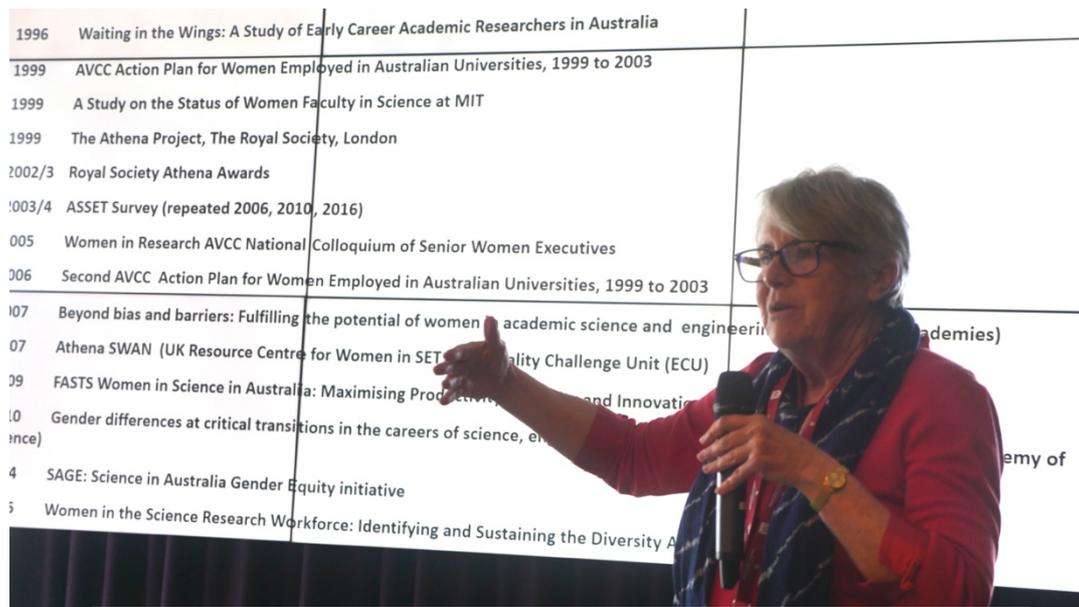


Figure 3. DVC-SP Professor Sharon Bell maps a long history of research in gender equity during her keynote presentation for Gender UNLIMITED\* #2: Gender Equality in Higher Education

***“Gender equality in higher education is a marathon run in a labyrinth”***

— Professor Sharon Bell, Keynote Speaker, Gender UNLIMITED\* #2

- **Keynote: Gender Equity in Higher Education | Deputy Vice-Chancellor and Vice-President (Strategy & Planning) Professor Sharon Bell:** Professor Bell’s presentation tracked a history of gender equity research in higher education from the 1970s to the present, highlighting the reality that much of the early research in this area identified key challenges to gender equality that still persist in Australian academia today. These included:
  - gender segregated workforces
  - disjunctions between normative expectations of the researcher and the reality of how women (and younger men) negotiate the research space
  - precarious academic labour and the higher incidence of female academic casualisation compared with males
  - depersonalised workforce design
  - the persistent underrepresentation of women in decision-making roles, and
  - the increasing rigour of impact measures that may prevent longer-term, engaged research.

Moving forward, Professor Bell urged that efforts to improve gender equity in higher education:

- recognise people as higher education’s most valuable asset
- recognise academia as a privileged profession
- continue to gather highly specified data that maintains its complexity throughout decision-making processes, so that important subtleties are not ‘averaged-out’

- move away from a ‘heroic’ science model toward shared opportunities, outcomes and recognition
- work toward building collective communities that undertake collective action, with clear priorities and commitments.



*Figure 4. Panel speakers for Gender UNLIMITED\* #2: DVC-RI Professor Deborah Sweeney (Chair), Dr Janine Deakin (Canberra), Ms Jo Hatton (Macquarie), Ms Annie Fenwicke (Sydney), and Professor Laura Poole-Warren (UNSW)*

***“We must push each other toward meaningful reform or initiatives like SAGE will become and will remain mere compliance exercises”***

*— Professor Laura Poole-Warren, UNSW, Panel Speaker, Gender UNLIMITED\* #2*

- **Panel Discussion: Striding Towards Gender Equality | Professor Laura Poole-Warren (UNSW), Ms Jo Hatton (Macquarie) Dr Janine Deakin (University of Canberra), Ms Annie Fenwicke (University of Sydney) | Chaired by Deputy Vice-Chancellor and Vice-President (Research & Innovation) Professor Deborah Sweeney:** Much of this panel discussion focused on key strategies underway at local universities engaged in the SAGE pilot. Panellists were asked to provide details of key initiatives in place at their organisation that are making or have the potential to make meaningful impact on gender equality in their context. They included:
  - UNSW: Appointment of DVC Equity, Diversity & Inclusion: a centralised, high-profile executive position appointed to drive the implementation of UNSW’s SAGE Action Plan, newly established but already offering focused leadership for gender equity objectives.
  - UNSW: Revised promotions process: maintains evaluation across three traditional areas of academic work (Teaching & Learning, Research, and Social Engagement, Global Impact & Leadership) but was revised to enable either achievement in one area or across all three domains. This increased flexibility

within the promotions process and widespread publicity around the potential benefits for women (i.e., that promotion is possible with singular demonstrable strength in social engagement work) led to the largest ever group of promotions applicants at Level C (for promotion to D), with 50% success for female staff.

- UNSW: “Advance 400”: a scaled-up coaching program for approx. 400 female C and D academic staff, concentrating on career coaching and promotions processes. Advance 400 replaces more labour-intensive mentoring programs and includes matching staff to ‘career collaborators’ for long-term sponsorship opportunities. UNSW’s peer mentoring programs will continue, coordinated by their Researcher Development Unit.
- Macquarie: Revised promotions process: not a gender equity initiative *per se* but designed to improve inclusivity in promotions more generally, Macquarie’s new promotions process draws on Boyer’s (1990) model of academic scholarship, with five criteria for achievement: Discovery, Teaching, Application, Integration, and Leadership & Citizenship. Applicants are awarded a maximum of three points in each area, must score the full 3 points in at least one category, and must meet minimum scores in Leadership & Citizenship (1 point for B/C, 2 points for D/E). Since its introduction in 2017, Macquarie has seen vastly increased numbers of applications for promotion by female staff, including for Level E. Success rates for female academics are now on par with the sector. Male staff are also taking up positions on local and university-level committees at higher rates in order to meet the minimum requirements of Leadership and Citizenship.
- Canberra: New “Performance Framework”: Canberra are building a new ‘Performance Framework’ to replace annual performance review processes with the aim of placing increased value on types of work disproportionately performed by female staff, including by introducing a rubric to explicitly measure engagement and inclusion activity.
- Sydney: “Panel Pledge”: Driven by their senior executive, Sydney’s ‘Panel Pledge’ is a statement of commitment to privilege gender equity considerations when coordinating, sponsoring, or participating in any internal or external workshop, seminar, conference or forum. It includes a commitment to enquire in advance about the gender composition of panels or event programs and, where gender diversity is not apparent, to either withdraw from the event or to profile the need for gender diversity in their speakers’ remarks, including by highlighting the achievements of female leaders in the relevant field that were not included in the event.



# GENDER UNLIMITED\* #3 ENGAGING COMMUNITIES

**DATE**

10am–12pm  
Thursday 28<sup>th</sup>  
February 2019

**VENUE**

169 Macquarie  
Street  
Parramatta NSW

Level 7, Learning  
Studio 29  
Peter Shergold Bdg  
Parramatta City  
Campus

10.00AM

**WELCOME**

**Professor Janice Aldrich-  
Wright**  
Western SAGE Academic  
Lead

10.05–10.50AM  
**KEYNOTE**

ENGAGING DIVERSE  
COMMUNITIES IN THE PUSH  
FOR GENDER EQUALITY

**Professor Nareen Young**  
Industry Professor, Indigenous  
Policy  
Indigenous Workforce  
Diversity  
University of Technology  
Sydney

10.50–11.00AM  
**TEA BREAK**

11.00AM–12.00PM

**PANEL DISCUSSION**

STRATEGIES FOR ENGAGING  
DIVERSE COMMUNITIES

**Professor Sev Ozdowski AM  
(Chair)**  
Director, Equity and Diversity  
Western Sydney University

**Professor Nareen Young**  
Industry Professor, Indigenous  
Policy  
Indigenous Workforce Diversity  
University of Technology  
Sydney

**Samantha Webster**  
Senior Relationships Manager  
Pride in Diversity

**Maria Kovacic**  
Co-Founding Director  
Western Sydney Women

**Amanda Rose**  
Co-Founding Director  
Western Sydney Women

**B-Ann Echevarria**  
Project Officer  
NSW Refugee Health Service

12.00PM  
**EVENT CLOSE**



## Event Report

### Gender UNLIMITED\* #3: Engaging Communities



*Figure 5. Professor Nareen Young, Industry Professor of Indigenous Policy, UTS, delivers the keynote for Gender UNLIMITED\* #3: Engaging Communities*

***“We must be more willing to have uncomfortable conversations”***

*— Professor Nareen Young, UTS, Keynote Speaker, Gender UNLIMITED\* #3*

- **Keynote: Engaging Diverse Communities in the Push for Gender Equality | Professor Nareen Young | Industry Professor, Indigenous Workforce Diversity, UTS and former Director, Diversity Council Australia:** Professor Young’s presentation concentrated on white, middle-class female dominance within the gender equality space in Australia. She gave a rousing address, arguing that:
  - women of colour are too often asked to side-line their cultural diversity for the sake of mainstream gender equity objectives
  - Aboriginal and Torres Strait Islander women are frequently marginalised from important conversations and gender equity policy frameworks, despite being the least healthy, most hospitalised, and poorest group in the country
  - diverse faces need to speak, and need opportunities to do so
  - diversity does not mean conformity to a single ideal
  - the gender equity movement in Australia needs to pry open its discourses to make room for all



Figure 6. Panellist Ms Samantha Webster of Pride in Diversity argues for the importance of a Transition Policy at Gender UNLIMITED\* #3: Engaging Communities

***“We must acknowledge the power for language to exclude and distance.”***

*— Ms Samantha Webster, Pride in Diversity, Panel Speaker, Gender UNLIMITED\* #3*

- **Panel discussion: Strategies for Engaging Diverse Communities | Professor Nareen Young (UTS), Ms Samantha Webster (Pride in Diversity), Ms B-Ann Echevarria (NSW Refugee Health Service), Ms Maria Kovacic and Ms Amanda Rose (Western Sydney Women) | Chaired by Director Equity and Diversity Professor Sev Ozdowski AM:** The panel discussed common experiences of exclusion from male-dominated contexts, but also of being ‘othered’ in contexts in which they hold a constitutive right to belong (e.g., Western women in inner-city executive symposium; Aboriginal woman at NCIE). The panel warned against the assumption that diversity naturally leads to inclusion and urged gender equity practitioners to pay close attention to the power of language to exclude and distance. The panellists also drew from their vast experience working with diverse community groups to outline some of the key strategies that have worked in their contexts:
  - Pride in Diversity: increasing success with the normalisation of plural identities; avoiding essentialising identity so as not to hide diversity in the workplace; improved understanding of the barriers to work for gender diverse peoples; corporate buy-in for staff professional development; corporate response to broader shift in society/culture.
  - NSW Refugee Health Service: collaboration and partnering are key to working *within* community values; where possible extending relevant skills and appointing members of the community to programs (e.g., bilingual community educators) enhances connectivity; people engage when they feel they belong.

- Western Sydney Women: all-encompassing approach with broad inclusivity; a strong network has been built out of shared frustration with the profiling of Western Sydney as secondary to the Sydney city centre (“West is less”); can’t keep up with demand, especially for free workshops on financial literacy and Executive Women series.
- UTS Indigenous People and Work Practice Hub: new, Indigenous-led initiative that draws together academics, equity practitioners and industry to further Aboriginal and Torres Strait Islander employment and opportunity, with an initial focus on women. Designed to progress non-mainstream views and interests for gender equality.

The panel also agreed on several principles and strategies for ensuring plurality within the gender equality space:

- maintain positivity to maintain productivity
- where necessary, be difficult and complain loudly
- increase empathy as allies and unpack assumptions about majority views
- where you receive a privileged opportunity, perpetuate it by inviting a ‘plus-one’
- underwrite everything with policy/strategy and carefully monitor implementation