



Minutes

COMMITTEE	SAGE Self-Assessment Team
MEETING NO.	SAT 2/2018
DATE / TIME	Monday 19 March 2018, 2:00pm – 3:00pm
VENUE	Ross Hohnen Room, Chancelry
ATTENDING	Margaret Harding (MMH), Mike Calford (MC), Richard Baker (RB), Rae Frances (RF), Elanor Huntington (EH), Steve Eggins (SE), Paul Pickering (PP), Nadine White (NW), Richelle Hilton (RH), Stephen Blackburn (SB), John Evans (JE), Mark Nolan (MN), Naomi Priest (NP), Kuntala Lahiri-Dutt (KL), Sarah O’Callaghan (SO), Jamiyl Mosley (JM), Sara Rowley (SR)
APOLOGIES	Joanna Sikora (JS), Megan Head (MH)
OBSERVERS	Nicky Buttery, Assistant Director, Culture & Development Erin Schrieber, SAGE Communications Officer Lucy McPherson, SAGE Project Officer

1. Welcome, Introductions and Apologies

Professor Margaret Harding (Chair) welcomed SAT members to the meeting and introduced Professor Mike Calford, the Provost and incoming Chair of the SAT. Professor Harding also welcomed Erin Schrieber, SAGE Communications Officer to the project.

Apologies were received from Joanna Sikora and Megan Head.

2. Update from Chair

The Chair noted that the ANU SAGE Steering Committee discussed the ANU SAGE Athena SWAN Project – Governance, Leadership and Communication Framework at Meeting 1/2018.

The Steering Committee endorsed the Framework but noted that it was lacking representation from Divisional staff members. The updated ANU SAGE Project Stakeholder Communication Framework diagram is included for discussion in item 4.

3. Previous Meeting Minutes

Steve Blackburn noted that the minutes did not reflect his feedback on the Communication Packs, however indicated that he was satisfied the College response had been included via one-on-one consultation with the Project Manager and Communications Officer.

The minutes from the previous meeting held 19 February 2018 were accepted by the Committee.

Resolution	Minutes from Meeting No. 1/2018 held on 19 February 2018 were accepted by the SAT Committee.
-------------------	--

4. Key Business Items

4.1. ANU SAGE Project Stakeholder Communication Framework

The Chair noted that the ongoing, sustained improvement of gender equity at ANU requires the establishment of a formal and enduring governance framework. This framework needs Executive support to ensure visible leadership and clear accountability.

The SAT discussed the updated ANU SAGE Project Stakeholder Communication Framework which included the Portfolio Equity Committee. The SAT noted:

- there were no direct feedback link between the proposed sub-groups and the Colleges only via the SAT. However, the Chair reminded the SAT that the newly created College Gender Equity Chair Committee will meet after every SAT meeting to ensure two-way communication of identified gender equity issues and actions.
- there were no objections to the establishment of Specialist Sub-Groups but it was noted that many of the groups, including the SAT, lacked representation from the STEMM disciplines.
- it had been difficult to identify specialists for the Intersectionality and Supporting Transgender Staff groups.

SAT members agreed that expertise could be drawn from graduate students or casual sessional staff to supplement specialists already identified.

SAT members were again asked to nominate to lead a specialist sub-group or nominate additional subject matter experts nominations via an email to sage@anu.edu.au.

Action ID	Description	Due Date	Responsibility
44	SAT members to self-nominate to lead a Specialist sub-group. Nominations to be sent to sage@anu.edu.au		SAT members
45	SAT members to send additional nominations for Specialist sub-groups to sage@anu.edu.au		SAT members

4.2. Progress Update: Consultation on Customised Communication Requirements

SAGE Project Manager, Sara Rowley, and SAGE Communication Officer, Erin Schrieber, are meeting one-on-one with SAT members and Gender Equity Committee Chairs. To date they have met with members from College of Science (COS) and College of Engineering and Computer Science (CECS).

Feedback from Science noted that the majority of staff agree that gender equity is an issue but they do have consensus on the actions required. Sharing of best practice would benefit Science schools.

CECS feedback indicated they still have a large cohort of staff resistant to addressing gender equity at ANU. Communication messages will need to be tailored to convincing staff that improving gender equity will benefit their local area. SAT members discussed the best ways to approach these staff and identified the following possible approaches:

- Equip other staff members with short facts/stories they can share when they face staff resistant to pursuing gender equity
- Have strong messaging that gender equity is important from senior leaders
- Have multiple sources of information with consistent messaging

4.3. Feedback on University Leadership Group (ULG)

The Vice-Chancellor and Deputy Vice-Chancellor (Research and Innovation) provided an update to the University Leadership Group (ULG) on the University's gender equity initiatives announced on International Women's Day and the SAGE Athena SWAN project.

Immediately following the meeting, members received a short survey asking them to identify the key gender issues in their local area, the biggest barriers to action, and what central support they needed to respond to identified gender equity issues.

At the time of the SAT meeting 12 responses had been received and were summarised for presentation.

4.4. Progress Update: High Level Project Plan

The SAT noted the progress update.

6. Other Business

The Chair informed the SAT that Cultural Audit Surveys were raised in conversation after the recent University Leadership Group (ULG1/2018) meeting. The SAT discussed Cultural Audit Surveys and noted that:

- Cultural Audit Surveys can local allow areas to take ownership of equity issues.
- Future surveys should include graduate students and sessional academic staff cohorts.
- Prior to deploying Cultural Audit Surveys, local areas need to be clear on the types of issues that may arise and how these will be resolved.
- Research School of Earth Sciences (RSES) would like to administer a follow up survey after their initial 2016 survey

7. Next meeting and action items

The next meeting is scheduled for 1 May 2018.

8. **New and ongoing action items:** are identified in the table below for review and comment at the next meeting

Action ID	Description	Responsibility	Status	Notes
6 2/2017	Profiling of data required for Athena SWAN application	SAGE support staff	Ongoing	Data profiling will continue throughout the project cycle
39 11/2017	Professor Richard Baker to update SAT on peer reviewer training at SAT 1/2018	Richard Baker	Ongoing	Postponed to May meeting