

Minutes - Confirmed

COMMITTEE	SAGE Self-Assessment Team
MEETING NO.	2
DATE / TIME	19 January 2017, 10am
VENUE	Mills Room
ATTENDING	Professor Richard Baker, Pro-Vice Chancellor (University Experience) Dr Nadine White, Director Human Resources Ms Richelle Hilton, Director Planning & Performance Measurement Professor Andrew Roberts, Dean CPMS Professor Steve Eggins, Director RSES A/Professor Kuntala Lahiri-Dutt Senior Fellow, CSoPP Dr Megan Head, Postdoctoral Fellow RSB A/Professor Emma Shultz, Associate Dean (Research), CBE Mr Jamiyl Mosley, Head of Hall Burton & Garran Hall DSL Ms Sarah O'Callaghan, Senior Manager Space F&S Ms Cecilia Phung, HR Manager CECS Ms Sara Rowley SAGE Project Manager
APOLOGIES	Professor Paul Pickering, Dean CASS Professor Elanor Huntington, Dean CECS A/Professor Mark Nolan, COL Dr Joanna Sikora, Senior Lecturer, RSSS
OBSERVERS	Lucy McPherson, SAGE Project Officer

Part 1. Section heading

1. Introduction and apologies

Professor Richard Baker welcomed members to meeting two and outlined the agenda for the meeting.

Apologies were received from Professor Elanor Huntington, Professor Paul Pickering, Associate Professor Mark Nolan, and Doctor Joanna Sikora.

2. Previous meeting minutes

Resolution	Minutes from meeting one of the SAT held on 29 November 2016 were accepted by the committee
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2.1. Matters arising and action items

The chair advised:

- Action 2 “how SAT members will work within their area” is an agenda item for today’s meeting
- Action 3 The 2017 meeting schedule has been distributed to SAT members
- Successful UK Athena SWAN applications have been loaded to the SAGE SAT alliance site.

The following actions are still outstanding.

Action ID	Description	Due Date	Responsibility
1	SAGE project presentation to be circulated to SAT members via Alliance before	28 February 2017	Lucy McPherson
4	Diversity audit to be distributed to SAT members via Qualtrics	28 February 2017	Lucy McPherson/Sara Rowley

Part 2. Key Business Items

3. How SAT members will work within their areas

The committee discussed the role of SAT members within their local areas. Professor Baker suggested that SAT members have a responsibility to ensure that they are aware of outcomes from local equity committees, either sitting on the committee or receiving and reviewing reports. It is also the responsibility of SAT members to raise the awareness of the SAGE Athena SWAN Pilot Project in their areas.

Dr White suggested that areas with good practice could present to the committee at SAT meetings. The committee agreed to identifying successful local level initiatives and inviting them to give 5-10 minute presentations. Identified best practice items will also be published on the ANU web where appropriate.

Resolution	The committee will invite presentations from areas of the University with recognised best practice
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Action 5	Description	Due Date	Responsibility
	Committee members to pass details of best practice initiatives to Dr White as discovered so representatives from the area can be invited to meetings	Before each SAT Meeting	SAT Members

4. Delegation of work

Ms Rowley discussed the need to understand each SAT members strengths and weaknesses in relation to the project. It was decided that SAT members will supply the SAGE project team with a 3-4 line biography including strengths they can bring to the project.

Dr White briefed the SAT about the activities examining gender equity in progress within Human Resources Division. The Culture and Development team are working on a Diversity Maturity Model and assessing ANU against the model.

The project team will begin to profile existing data sources to be shared with the committee by the March SAT meeting. This will be basis of the discussion of what other data needs to be collected and how.

Resolution	SAT members will provide a biography via the committee diversity audit that can be shared. The biography should include strengths that the member brings to the committee		
Action 6	Description	Due Date	Responsibility
	Begin to profile the data needed for the Athena SWAN application. The profiling will describe the existing datasets, gaps in data and how these gaps might begin to be addressed and overall expected pipelining of data.	22 March 2017	Lucy McPherson/Sara Rowley

5. Data requirements of application

Dr White briefed the SAT about the existing data sources that are currently available for mining. Dr White identified workforce benchmarking, gender pay analysis and academic promotions data as data that can be used to identify the current case. Relevant sections of the Workplace Gender Equality Agency (WGEA) and Australian Higher Education Industrial Association (AHEIA) reporting can also be provided to the SAT for review.

The data identified in the Bronze application form is considered the lowest level of data necessary to demonstrate that an institution meets the requirements of Athena SWAN. Additional data can be collected and analysed to understand the current situation of gender equity at ANU.

The committee identified several areas of interest that need to be explored to get a better understanding of the current situation of gender equity at ANU. These included:

- Understanding the effectiveness of women only appointments.
 - CECS and CPMS were identified as two areas within ANU with experience in this area.
- The experiences of senior women leaders and the potential barriers and obstacles experienced during career progression
- Looking at the reasons given for exiting ANU and seeing if men and women give different reasons
- Potential discrimination against older women as early career researchers
- The point of reversal in leadership roles - Mr Mosley identified that at the undergraduate level the majority of leadership positions are held by women while in academia the leadership positions are held by men.
- Outside studies leave (OSP) and whether gender effects the uptake
 - Ms Hilton identified that OSP data is not held centrally but existing travel data as a possible source to answer questions related to gendered take up of OSP.

Professor Roberts identified family, not gender, as a barrier to take up of academic opportunities, and urged that data and policy analysis consider the impact on staff with carer responsibilities.

Dr White emphasised that the SAT may be challenged by the data and that perhaps there is limited evidence that women leave after lacking promotional opportunities, that women wait longer for promotion and that there is bias in committees.

The SAT agreed that time series data will be collected and presented where possible. SAGE documentation specifies presenting three years' worth of data (where possible). For the background analysis as much data as is robust will be presented to the SAT. Data presented in the application will cover 2016-2018.

Part 3. Other Matters

6. Tom Welton “Going for gold: just the beginning”

Professor Baker reminded committee members about the Professor Tom Welton, Imperial College London, speaking tour organised by SAGE to be held 29 January 2017. Professor Baker invited committee members for questions to ask Professor Welton during the Q and

A session. The committee questioned what was the impact of the successful application and how the institution moves forward from it.

Part 4. Next meeting and action items

The next meeting is scheduled for 28 February 2017.

New, ongoing and completed action items are identified in the tables below for review and comment at the next meeting.

7. New and ongoing action items

Action ID	Description	Responsibility	Status	Notes
1	Circulate HR practitioners presentation on SAGE pilot	Lucy McPherson	Ongoing	To be uploaded on SAT Alliance page
4	Diversity survey to be sent to SAT members	Lucy McPherson	Ongoing	Ms McPherson has been liaising with Athena SWAN teams within other Go8 institutions
5	Committee members to pass details of best practice initiatives to Dr White as discovered so representatives from the area can be invited to meetings	All members	Ongoing	Areas with good practice will be invited to present to SAT
6	Profiling of data required for Athena SWAN application	Lucy McPherson Sara Rowley	Ongoing	Data profiling will continue throughout the project cycle

8. Completed action items

Action ID	Description	Responsibility	Status	Notes
2	Item for meeting 2 “how SAT members will work within their area”	Richard Baker	Completed	Discussed at meeting 2
3	Invitations to be sent for meeting 19 January 2017	Lucy McPherson	Completed	Invitations for all 2017 SAT meeting have been emailed