



## Minutes - Confirmed

COMMITTEE	<b>SAGE Self-Assessment Team</b>
MEETING NO.	3
DATE / TIME	28 February 2017, 2.00pm
VENUE	Ross Hohnen Room
ATTENDING	Professor Richard Baker, Pro-Vice Chancellor (University Experience) Dr Nadine White, Director Human Resources Ms Richelle Hilton, Director Planning & Performance Measurement Professor Steve Eggins, Director RSES Professor Paul Pickering, Dean CASS Professor Stephen Blackburn, Professor, RSCS Dr Joanna Sikora, Senior Lecturer, RSSS Dr Megan Head, Postdoctoral Fellow RSB Dr Naomi Priest, Senior Lecturer, RSSS 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 Elanor Huntington, Dean CECS A/Professor Mark Nolan, COL Professor Andrew Roberts, Dean CPMS A/Professor Kuntala Lahiri-Dutt Senior Fellow, CSoPP
OBSERVERS	Lucy McPherson, SAGE Project Officer

### Part 1. Procedural items

#### 1. Introduction and apologies

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

Apologies were received from Professor Elanor Huntington, Professor Andrew Roberts, Associate Professor Mark Nolan, and Associate Professor Kuntala Lahiri-Dutt.

#### 2. Previous meeting minutes

Dr Nadine White moved a motion to have the minutes accepted as a true and accurate record of SAT held 19 January. The motion was seconded by Ms Sarah O'Callaghan.

<b>Resolution</b>	Minutes from meeting two held on 19 January 2017 were accepted by the committee
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## 2.1. Matters arising and action items

The chair advised:

- Action 1 is completed. The HR Practitioners presentation is now available on the SAT Alliance site.
- Action 4 is completed. The Diversity audit has been circulated to all committee members and must be completed by 12 March 2017.

The following actions are still outstanding.

Action ID	Description	Responsibility	Status	Notes
5	Committee members to forward details of best practice initiatives to Dr White to enable representatives from the local area to be invited to meetings to present	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

## Part 2. Key business items

### 3. Tom Welton Presentation

Professor Richard Baker reviewed the presentation given by Professor Tom Welton on 20 January 2017. He stated that Professor Welton spoke with passion about the topic and the main take away was that the Athena SWAN award is just a piece of plastic, the process of getting the award is what matters. He recommended those that could not attend to watch the video which was distributed to the SAT on Friday 24 February 2017 via email.

Committee members who attend the presentation or who had watched the video also gave their thoughts.

- Dr Megan Head thought Professor Welton's focus was on cultural change and improvement and that lead to the improvement in gender equity.
- Ms Sara Rowley stated that his focus was on all diversity not just gender, which is an important part of the SAGE Athena SWAN pilot.
- Mr Jamiyl Mosley identified his story about not being able always include everyone in every event was an important reminder to have awareness of different group's needs.
- Professor Steve Blackburn noted that if we condone bad behaviour then there is no way to stop minorities from feeling left out.

### 4. Communication Plan

Ms Sara Rowley introduced the draft Communication Plan, which was attached to the agenda, plus the draft Project Overview flyer and draft Project Component Update which were tabled at the meeting. She explained that the purpose of the Communication Plan is to identify the key stakeholders of the project, articulate the key messages of the project, and plan the methods of communication to each of the stakeholder groups. The Communication Plan will be a living document that will evolve as the project continues. The Project Overview Flyer is a high-level explanation of the project and its objectives and benefits. The Component Update is a high-level breakdown of tasks that need to be completed for the Bronze application and will be updated

regularly. Dr Nadine White stated that the plan was consistent with other large ANU projects and a useful way for SAT members to channel information back to their areas and for general project oversight.

Professor Richard Baker asked the committee if the documents were clear for everyone and if they thought they could use them back in their areas. Professor Paul Pickering stated that he found it hard to get academics in his area to read emails and he wanted to articulate to them that the project will not just be focusing on the STEMM disciplines. Dr White suggested that there should be a coordinated intranet site where local areas could update any initiatives they are undertaking regarding gender equity. Professor Steve Blackburn suggested that different areas should present to each other on initiatives so not everyone is starting from scratch on the same ideas. Dr Naomi Priest suggested this site could be used to create healthy competition between the areas and Dr White stated that competition had assisted in increasing voice response rates amongst colleges.

Ms Rowley then asked for SAT members to send feedback on the documents to [sage@anu.edu.au](mailto:sage@anu.edu.au) so that they can be incorporated into next iteration of the plan.

Action ID	Description	Due Date	Responsibility
7	SAT Members to send feedback on Communication Plan, Project Overview flyer, and Component Update to <a href="mailto:sage@anu.edu.au">sage@anu.edu.au</a>	10 April 2017	All SAT Members
8	Final Draft of Communication Plan to be present at SAT Meeting 5	21 April 2017	Sara Rowley/Lucy McPherson

### Part 3. Other Matters

#### 5. Voice Survey Results

Dr Nadine White briefed the SAT on the recent Voice Survey results. She explained that the Voice Survey is a staff engagement survey that is completed by 43 universities in Australia and New Zealand. ANU started the survey in 2011 under Vice-Chancellor Ian Young and this is the third survey the University has administered to continuing and fixed term staff (excluding casuals).

Both the 2016 and 2011 surveys were deployed in the context of a new Vice-Chancellor developing a new strategic plan for the University and results are comparable between the two survey periods. The 2014 results were affected by contextual factors and results comparisons across the two time-periods need to take this into account. For the 2016 survey, three new questions were added regarding gender equity to assist with the SAGE Project.

All College and Research School Executives are receiving a presentation of their results over the February – April period. Some schools are asking for specific cuts of data depending on their individual needs. Some of the results received has been unexpected and still needs to be unpacked before conclusions are made. Focus groups are being considered to explore issues across targeted academic or demographic groups.

In previous years ANU staff have indicated that the feedback on actions or response on initiatives was poor. To address this Council have implemented mandatory action planning at the College, School and Service Division level. The action plan contains three core University priority areas aligned with the Strategic Plan 2017-2021, Collegiality, Gender Equity, and Indigenous Engagement. The rest of the action plan will consist

of one or two areas identified in each area's Voice Survey results. These plans must be implemented, monitored and reported back to Council.

Dr Naomi Priest then asked whether there was any way to ask extra questions of areas apart from the Voice survey. Ms Richelle Hilton stated that there is a more in depth Cultural Survey that has been completed by two schools which goes deeper than the Voice Survey. A third school has indicated that they want to implement the Cultural Survey but are waiting for the Voice results to be presented so they can dig deeper into the areas identified as requiring follow up.

Dr Joanna Sikora asked whether the surveys identified staff whose first language isn't English and whether these staff members are getting enough support. Ms Hilton specified that Voice used general demographics but the Cultural Survey asked more questions around ethnicity, home language and self-rated English language proficiency and that Earth Sciences found that people with English as a second language did have a harder time.

Several Committee members requested to see the questions asked in the Cultural survey so it was agreed that it would be shared with the SAT.

Professor Paul Pickering stated that he felt ANU needed an overarching Diversity Policy as different areas seem to treat the idea differently. He stated that CAP and CASS are jointly developing a local diversity policy and that is currently in a draft stage.

## **6. WGEA Discussion Paper**

Ms Sara Rowley briefed the SAT on the University's requirement to report to the Workplace Gender Equality Agency (WGEA) each year. She explained that if we did not comply we cannot tender for Government business and may not be eligible some Government funding. It is also a useful benchmarking tool as we get comparison reports each year. WGEA also have useful toolkits and reports on their website that may be of use during the project. Dr Nadine White stated that the WGEA reporting can give some interesting insights and is used by the Human Resources Division to see what areas they need to investigate more.

Dr Joanna Sikora queried whether we could choose better comparison groups or categories as the current ones were not useful but Dr White stated that they and several other universities had asked but were not successful.

Ms Richelle Hilton noted an interesting statistic from the report is that no men have ever taken up Primary Carers leave.

## **7. AHEIA Discussion Paper**

Ms Sara Rowley quickly briefed the committee on the University's reporting to the Australian Higher Education Industrial Association benchmarking report. It was noted by several committee members that the AHEIA report was difficult to read and a poor use of statistics.

**8. ANU Diversity Maturity Model**

Dr Nadine White briefed the SAT on the Diversity and Inclusion Maturity developed by the University's Diversity Consultant Ms Caroline McGregor. The model models basic or ad-hoc diversity and inclusion through to a mature embedded model. Ms McGregor then reviewed the policy framework, benchmarking reports, and other documentation and concluded that ANU sat between levels two and three on the model. The model is also a useful tool to articulate to areas what good practice Diversity leadership is.

Dr White then asked the SAT to send feedback on the model.

Action ID	Description	Due Date	Responsibility
9	SAT members to send feedback on Maturity Model to sage@anu.edu.au	21 March 2017	All SAT members

**Part 4. Other Business**

**9. Male Champions of Change focus groups**

Professor Richard Baker briefed the SAT on the Male Champions of Change (MCC) focus group that he had recently chaired. He reminded the SAT that the VC is a STEM MCC with 12 other senior men from other Universities and STEM organisations. Professor Baker reiterated that the VC is interested in MCC benefitting the whole university not just the sciences. ANU is currently running focus groups as part of the MCC process. The first group were level A-C academic women and the overwhelming message received was that women think their careers are limited in academia and that they would benefit from more mentoring. The next two focus groups will be high level academic women, and high level academic men.

**10. Next meeting**

The next meeting is scheduled for 22 March 2017.

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

### 11. New and ongoing action items

Action ID	Description	Responsibility	Status	Notes
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
7	SAT Members to send feedback on Communication Plan, Project Overview flyer, and Component Update to SAGE@anu.edu.au	All Members	New	
8	Final Draft of Communication Plan to be present at SAT Meeting 5	Sara Rowley Lucy McPherson	New	
9	SAT members to send feedback on Maturity Model to SAGE@anu.edu.au	All Members	New	

### 12. Completed action items

Action ID	Description	Responsibility	Status	Notes
1	Circulate HR practitioners presentation on SAGE pilot	Lucy McPherson	Completed	Uploaded on SAT Alliance page
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
4	Diversity survey to be sent to SAT members	Lucy McPherson	Completed	Sent via email 28 February