Gender Equity in Science Policy

Section 1 - Introduction

(1) The University is committed to achieving equality of opportunity in education and employment. The University recognises its responsibility to adopt procedures to ensure the absence of discrimination and harassment in relation to all facets of student and staff participation at the University in accordance with prevailing community standards of best practice and relevant legislation.

Section 2 - Statement of Authority

(2) The authority behind this policy is the Charles Darwin University Act 2003 part 3, section 15.

Section 3 - Compliance

(3) This is a compliance requirement under the:

a. ARC Research Opportunity and Performance Evidence (ROPE) Statement; and
b. NHMRC Administering Institution Policy 2015 (see NHMRC's Administering Institutions).

Section 4 - Intent

(4) The intent of this policy is to provide the framework for the implementation of gender equity in Science, Technology, Engineering and Mathematics (STEM), including health disciplines.

Section 5 - Relevant Definitions

(5) In the context of this document:

a. Senior Executive means a staff member of the University holding the position of Vice-Chancellor, Provost, Deputy Vice-Chancellor, Pro Vice-Chancellor or Chief Financial Officer or equivalent;
b. Senior Manager means a staff member of the University holding the position of Director or Head of School or equivalent;
c. Staff member means anyone employed by the University and includes all continuing, fixed-term, casual, adjunct or honorary staff or those holding University offices or who are a member of a University committee;
d. STEM means the academic disciplines of science, technology, engineering, and mathematics; and
e. Student means a person prescribed as a student of the University in By-law 2 of the Charles Darwin University (Student of the University) By-laws.

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Section 6 - Policy

(6) The University acknowledges that women comprise more than half of science PhD graduates and early career researchers, but just 17% of senior academics in Australian universities and research institutes are women (Office of the Chief Scientist, Australia, 2012). The Australian Academy of Science is undertaking measures to address the underrepresentation of women researchers in STEM sectors. The Academy has initiated a program of activities, including Science in Australia Gender Equity (SAGE), designed to improve the representation of women in STEM.

(7) In addition, the NHMRC requires institutions to establish policies and programs that support the progression and retention of women in health and medical research in order to be eligible for funding.

(8) The University is committed to gender equity in research across all disciplines, and acknowledges the particular requirement to target women's representation in STEM, including health and medical research.

(9) This policy will be implemented in a way that ensures:

a. comprehensive strategies are initiated that address, where relevant, the underrepresentation of women in senior positions, to be reviewed regularly and monitored to ensure that initiatives are effective and relevant;
b. recruitment and Selection Procedures are consistent with the University's Equal Opportunity Policy and designed to attract an appropriate pool of qualified female applicants who are assessed against performance relative to opportunity;
c. early and mid-career women researchers are provided with mentoring and support to develop their research profile and prepare for promotion, particularly in fields where women are under-represented;
d. women researchers are provided with development opportunities to enable them to take research leadership roles in STEM disciplines;

(10) Charles Darwin University is committed to:

a. monitoring, through the University Equity Committee, at Executive and Council representation of women in STEM, including health and medical research, as an annual standing item;
b. ensuring that ongoing employment strategies encourage the recruitment, retention and progression of women in STEM, including health and medical research;
c. undertaking an annual gender pay analysis of women and men with the same roles and responsibilities;
d. providing mentoring and career development opportunities that promote and seek to increase women's workplace participation and success;
e. supporting women in STEM and health sectors who have primary carer responsibilities to present their research at national and/or international conferences and workshops;
f. monitoring access to parental and carers' leave arrangements, including support to encourage return to work;
g. monitoring the need for the provision of strategies to support access to affordable childcare; and
h. establishing a dedicated program to inspire the next generation of women researchers to enter the fields of engineering and information technology.

Specific Responsibilities and Authorities

(11) The Vice-Chancellor is responsible for ensuring that the University operates in compliance with the legislation and with the terms of this policy. The responsibility of implementing this policy has been delegated to the University Equity Committee.

(12) Senior Executives and Senior Managers have the responsibility and authority to implement this policy in their respective work areas, and for reporting annually on the various equal opportunity activities undertaken in their unit in

response to this policy.

Status and Details

Status	Historic
Effective Date	15th January 2022
Review Date	14th May 2022
Approval Authority	Vice-Chancellor
Approval Date	14th December 2021
Expiry Date	5th May 2022
Responsible Executive	Steve Rogers Deputy Vice-Chancellor Research and Community Connection +61 8 89466890
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