

WOMEN IN STEM DECADAL PLAN Response guide

This response guide provides guidance on how you or your organisation can champion gender equity by aligning your current and future activities with the Women in STEM Decadal Plan (science.org.au/womeninstemplan).

The six opportunities of the decadal plan provide initial points to expand and outline your organisation's activities. The guide provides recommendations on what to include in each section. You are not expected to complete each section.

In addition to responding to the six opportunities, you should also share:

- which decadal plan recommendations you are committing to
- any specific gender equity goals or targets
- how you can best be supported to advance gender equity
- any constraints taking strategies forward.

Your response is an opportunity to publicly communicate your approach to achieving gender equity and you

are encouraged to make it your own. Add a cover page, introduction, logo, images of activities etc. Visit stemwomen.org.au/champions for example responses. Submit your document as a PDF.

Women in STEM Decadal Plan Champions are committed to sharing knowledge and collaboration. During the submission process you will be asked to nominate a response representative who can provide more details about your submission.



Contact us
womeninstem@science.org.au


Australian
Academy of
Science



Australian Academy of
Technology & Engineering

Share your progress toward gender equity

OPPORTUNITY ONE

LEADERSHIP

Stronger cohesion and leadership across the Australian STEM ecosystem will amplify and strengthen diversity outcomes.

Describe activities that leaders in your organisation are taking to achieve gender equity. Be sure to mention how success and accountability are being measured.

- What are the commitments and activities?
- Have you formed partnerships?
- What future activities are planned?

OPPORTUNITY TWO

EVALUATION

Establishing a national evaluation framework will guide decision making and drive investment and effort into measures that work.

Describe strategies your organisation has in place to measure and evaluate efforts in achieving gender equity. Your response in this section will help guide the way forward for a national evaluation framework.

- Describe strategies you use or plan to use to evaluate your gender equity activities.
- Are your evaluation findings publicly available? If so, provide a link or include the details in your submission.
- Are you planning or conducting long-term evaluation of gender equity activities?
- What are the barriers to your organisation conducting evaluation?

OPPORTUNITY THREE

WORKPLACE CULTURE

A significant cultural shift in workplaces is necessary to create gender equity for women in STEM. A culture that is inclusive and respectful, challenges traditional stereotypes, is free of discrimination and bias, enables flexibility and accommodates career interruptions and changes will maximise women's participation in the workforce.

Outline what your organisation is currently doing and plans to do to foster the retention and progression of women.

- Describe specific workplace or employment practices in your organisation that aim to improve gender equity and create an inclusive and respectful workplace (e.g. recruitment and promotion practices, mentoring and leadership programs, paid parental and carer's leave, and discrimination, harassment and bullying policies).
- What activities have made the biggest difference?
- What future activities do you have planned?

OPPORTUNITY FOUR

VISIBILITY

Seeing women in diverse STEM careers, and equally represented in the media, in public events, and in other forums like boardrooms and classrooms will provide role models for girls and women and inspire a nation.

Describe your activities focused on providing role models to girls and women in STEM. Include changes to how you or your organisation approaches conferences and events, social media and media engagement.

- Describe any current activities, or those planned, that increase and promote the visibility of women in STEM within or outside your organisation.

OPPORTUNITY FIVE

EDUCATION

Strengthening the education system to support teaching and learning on a national scale will enable and encourage all girls and women at all levels to study STEM courses and equip them with the skills and knowledge to participate in diverse STEM careers.

If you are part of the education system, describe the activities that support and/or encourage girls and women to study STEM.

If you are not part of the education system, do you or your organisation engage with schools, teachers or the education system? If you don't currently have a strategy to work with the education system use this section to describe how you would like to engage and what resources you have available.

- Describe the programs you or your organisation are involved in to inspire, support and/or encourage the teaching and learning of STEM for girls and women.

OPPORTUNITY SIX

INDUSTRY ACTION

Establishing a national framework that guides and provides tools to address gender equity amongst SMEs will impact the vast majority of businesses not reached by existing programs.

Highlight collaborations you have undertaken to help other organisations, especially SMEs, to achieve gender equity.

- If you are a small or medium enterprise, what tools or support have enhanced your capacity to support gender diversity and equity in your organisation?
- If you are not an SME, do you provide any advice, resources or incentives to SMEs to attract and support diverse workforces?
- If you are in the industry sector, what STEM gender equity initiatives are you currently involved in?

Submit response www.science.org.au/womeninstemchampions-submit