

# Gender Equity in Science Policy

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## INTRODUCTION

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.

## STATEMENT OF AUTHORITY

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

## COMPLIANCE

This is a compliance requirement under the

- [ARC Research Opportunity and Performance Evidence Statement 2014](#); and
- [NHMRC Administering Institution Policy 2015](#).

## INTENT

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.

## RELEVANT DEFINITIONS

In the context of this document

**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;

**Senior Manager** means a staff member of the University holding the position of Director or Head of School or equivalent;

**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;

**STEM** means the academic disciplines of science, technology, engineering, and mathematics; and

**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](#).

## **POLICY**

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.

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.

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.

### **This policy will be implemented in a way that ensures:**

- 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;
- 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;
- 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;
- Women researchers are provided with development opportunities to enable them to take research leadership roles in STEM disciplines;

### **Charles Darwin University is committed to:**

- 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;
- Ensuring that ongoing employment strategies encourage the recruitment, retention and progression of women in STEM, including health and medical research;
- Undertaking an annual gender pay analysis of women and men with the same roles and responsibilities;
- Providing mentoring and career development opportunities that promote and seek to increase women's workplace participation and success;
- Supporting women in STEM and health sectors who have primary carer responsibilities to present their research at national and/or international conferences and workshops;
- Monitoring access to parental and carers' leave arrangements, including support to encourage return to work;
- Monitoring the need for the provision of strategies to support access to affordable childcare; and
- 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

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.

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.

## ESSENTIAL SUPPORTING INFORMATION

### Internal

[Academic Staff Promotions Policy](#)

[Equal Opportunity Policy](#)

[Human Resource Policy](#)

[Indigenous Employment Policy](#)

[Staff - Leave without Pay Procedures](#)

[Staff - Long Service Leave Procedures](#)

[Staff - Parental Leave Procedures](#)

### External

[Anti-Discrimination Act 1992](#) (NT)

[Anti-Discrimination Regulations 1995](#) (NT)

[ARC Research Opportunity and Performance Evidence Statement 2014](#) (Commonwealth)

[Human Rights and Equal Opportunity Commission Act 1986](#) (Commonwealth)

[NHMRC Administering Institution Policy 2015](#) (Commonwealth)

[Workplace Gender Equality Agency Act 2012](#) (Commonwealth)

## Document History and Version Control

<b>Last amendment:</b>	15 Dec 2017	<b>Next Review:</b>	Dec 2018
<b>Sponsor:</b>	Vice-Chancellor		
<b>Contact Officer:</b>	Deputy Vice-Chancellor		

Version	Date Approved	Approved by	Brief Description
1.00	2 Dec 2015	Vice-Chancellor	Creation of original document and upload to CDU website.
1.01	15 Dec 2017	Governance	<ul style="list-style-type: none"><li>• Conversion to new Governance template due to new University branding</li><li>• Updated Definitions</li><li>• Updated hyperlinks</li></ul>