SAGE Pilot Call for Applications

Background
The Science in Australia Gender Equity (SAGE) Initiative was established in 2014 by the Australian Academy of Science to explore options to advance gender equity in Australian Science, Technology, Engineering and Mathematics (STEM). The SAGE Forum in November 2014 resolved to establish an Australian pilot of a successful UK-based science gender equity program called the Athena SWAN Charter, and the Academy of Science in partnership with other organisations is preparing to commence this pilot in August, 2015.

The Athena SWAN Charter was developed in the UK and has operated since 2005 under the Equality Challenge Unit (ECU). It provides a gender equity accreditation process that requires institutions to collect, analyse and prepare data on current gender equity policies and practices, to identify weaknesses and gaps, and to develop and implement plans to improve gender equity. This process requires significant work from a team of people over at least two years. Organisations participating in this process become members of the Athena SWAN Charter. Athena SWAN awards are based on peer-review of accreditation submissions. Further information on Athena SWAN is in Appendix A.

The SAGE Pilot of the Athena SWAN Charter
A two-year pilot of the Athena SWAN Charter involving up to 20 Australian universities, medical research institutes (MRIs) and publicly funded research agencies (PFRAs) will commence in August, 2015. Participating organisations will be provided with the training and support to prepare an application for an institutional Athena SWAN Bronze Award, including data-collection and application templates.

For the Pilot, institutions are required to address the effectiveness of their existing policies:
- present evidence of the gender diversity of their institutional faculty (academics and STEM technicians who carry out research);
- identify senior STEM staff to lead a gender-balanced team in data collection and review of current gender equity policies and practices;
- commit time and resources for this team to participate in workshops and related SAGE Pilot activities;
- nominate staff to participate in peer-review of Athena SWAN accreditation panels;
- create an action plan that identifies short-comings and weaknesses in current policies and practices, with a clear plan and process for improvement.

Participating organisations will also be asked to provide information on their experience of data gathering, and to participate in interviews or workshops with an independent evaluator who will be appointed to evaluate the outcomes of the Pilot. All institutions’ submissions will be made public.
Athena SWAN Awards in Australia

SAGE Pilot participants will become members of the SAGE Athena SWAN Charter in Australia as they work towards accreditation under Athena SWAN for the Bronze institutional award.

Athena SWAN accreditation will be subject to rigorous peer-review from mid-2017, and qualifying organisations will receive Athena SWAN awards in early 2018. Accreditations will be valid for four years (subject to annual administration fees). Further information on the Athena SWAN awards is found on the SAGE website.

Athena SWAN has an international reputation for creating a gender inclusive workplace, with accredited institutions demonstrating a competitive edge in attracting the best scientists. Participants in the SAGE Pilot can promote their Athena SWAN membership to demonstrate their commitment to gender equity.

The process for applying to the SAGE Pilot

Applications are invited from Australian science organisations wishing to take part in the SAGE Pilot of the Athena SWAN Charter. To apply, organisations will need to provide:

1. A letter from the organisation’s leader (Vice Chancellor, Director or equivalent), indicating:
   a. how the institution intends to meet the data collection, assessment and implementation requirements of the Athena SWAN Charter;
   b. names and titles of staff who will be responsible for managing participation in the pilot (with consideration of gender balance of STEM staff and faculty involved). (See template in Appendix B)

2. A two-page overview of the institution’s current gender equity standards and policies, including data on gender balance at different levels and in different streams, and links to attachments highlighting current policies and programs. (See template in Appendix C)

Costs of involvement in the pilot

Participating organisations will be required to pay an annual fee for each of the two years of the pilot to cover costs of administration. Fees are set according to the following scale:

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<th>Number of staff (professional, administrative and academic)</th>
<th>Annual fee (excl GST)</th>
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<tr>
<td>Up to 50</td>
<td>$10,000</td>
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<tr>
<td>51-250</td>
<td>$17,500</td>
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<tr>
<td>250+</td>
<td>$25,000</td>
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Selection of pilot participants

Pilot participants will be chosen based on:

- a balance of institutional types and sizes in the Pilot
- level of commitment demonstrated to the Athena SWAN Charter principles, as evidenced in the submission
- the institution’s ability to successfully engage in the pilot based on the current Gender Equity activities taking place in the institution.
### Process and Supporting Documentation

Below are the requirements and deadlines for institutional applications to participate in the SAGE Pilot.

#### Required Supporting Documentation

**Application to participate in the Pilot, for an Athena SWAN Bronze Institutional Award:**

1. Letter of endorsement from the head of institution (Vice Chancellor, Director, equivalent). See Appendix B
2. Completed application form, including evidence of current gender equity programs and policies. See Appendix C

**Deadline:** COB 20\(^{th}\) of July 2015

<table>
<thead>
<tr>
<th>Required Supporting Documentation</th>
<th>Process of Submission</th>
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<tr>
<td>Applications to participate in the Pilot must be submitted via email to the SAGE Project Manager, Dr Zuleyka Zevallos: <a href="mailto:sage@science.org.au">sage@science.org.au</a></td>
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<td>• Your nominated contact person will receive an email confirming receipt of your application by 24(^{th}) of July 2015</td>
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<td>• Applicants will receive notification of the outcome of their application to participate in the Pilot by early August 2015</td>
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<td>• Successful applicants will be required to sign a contract and negotiate payment for the first year of the Pilot by 31(^{st}) of August 2015</td>
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<td>• Applicants will receive further information on key dates for workshops, peer-review moderation and other supporting documentation to begin their data collection for the SAGE Pilot in September 2015</td>
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<td>• Successful applicants will be invited to the public launch of the Pilot at a Parliamentary event in mid-September 2015</td>
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Other key milestones for successful Pilot participants:

- Data collection, analysis, workshops and moderation panels: **ongoing from October 2015—July 2017**
- Submission for Athena SWAN accreditation: **August 2017**
- Panel assessment of applications: **September—October 2017**
- Submission feedback and results of accreditation: **October—December 2017**
- Awards and ceremonies for successful Athena SWAN accredited institutions: **January—March 2018**