Australia needs women in science

The SAGE Initiative was formed by the Australian Academy of Science to support the hiring, promotion, participation and retention of women in science, engineering, technology & mathematics (STEM), with the aim of reaching gender parity in science leadership. 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. The loss of women scientists is a significant waste of expertise, talent and investment, and negatively impacts our nation’s scientific productivity.

The SAGE pilot of the Athena SWAN Charter in Australia

The Athena SWAN Charter was established in the UK in 2005 to address the underrepresentation of women in science. Athena SWAN provides an evaluation and accreditation framework to help improve gender equity policies and practices, and it’s showing demonstrable results in the UK.

In August 2015, SAGE will launch a two-year pilot of the Athena SWAN Charter involving up to 20 Australian universities, medical research institutes and publicly-funded research agencies. This is your organisation’s chance to be a leader in Australia.

SAGE Pilot participants will:

• become members of the Athena SWAN Charter in Australia
• initially work towards accreditation under Athena SWAN for the Bronze institutional award
• be encouraged to promote their Athena SWAN membership to demonstrate their commitment to gender equity.

Benefits of joining the SAGE Pilot include:

• utilising a system that has a 10-year track record of success in improving gender equity policies and practices in the UK
• accessing a standardised methodological framework for collecting data and identifying gaps and opportunities in gender equity processes
• participating in workshops to support successful accreditation under Athena SWAN
• gaining constructive feedback, encouragement and support from an experienced team of gender equity experts.

Applications to participate in the SAGE Pilot are due on 20 July 2015.
Learn more at www.science.org.au/SAGE

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