

The University of Adelaide Dornwell/SAGE Action Plan 2019 - 2022

Action Plan Glossary and explanatory notes

ED = Executive Dean

DVCA = Deputy Vice-Chancellor and Vice-President Academic

DVCR = Deputy Vice-Chancellor Research

DIA = Diversity and Inclusion Advisor (formerly known as Gender Equity Advisor GEA)

GEC = Staff Gender Equity Committee (University-level)

GEDI = Gender, Equity and Diversity and/or inclusion Directors and committees (Faculty-level)

HoS = Heads of School

HR = Human Resources

IRES = Indigenous Research and Education Strategy

P&C = People and Culture committee

Q = quarter of the year (planning/reporting cycle)

-Assessment Team

VCE = Vice-committee

Note: We acknowledge the diversity of views with regard to preferences and terms used when identifying First Nations people. The term Indigenous is used where it occurs in existing positions or structures.

Maintain engagement of
the broader

Rationale: In 2017, the University met its first gender equity target, for 30% of senior positions (key leader, Level D and E and HEO10+) to be held by women. The University Council encouraged the University executive to set a stretch target and adopt bolder strategies in pursuit of gender equity. The new aim, that at least 40% of academic roles are held by women and working towards having approximately 50% of academic staff female, has been articulated at institutional and Faculty levels so the University can monitor achievement. The new aim will require the University to actively pursue workforce renewal and adopt best practice incl

Work towards pay

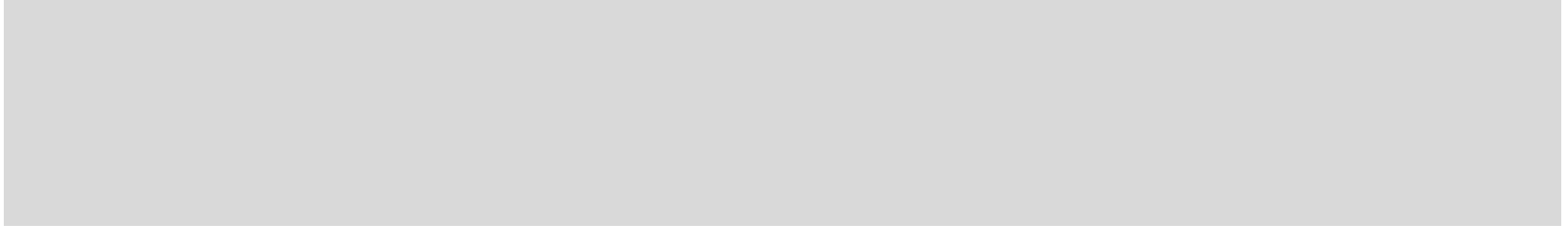
			accepted offers.						
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Support effective on-boarding of women

Rationale: In the 2018 *Your Voice*

Develop and retain early and mid-career Aboriginal academics.	3.9	23	Support early-career Aboriginal academics via a culturally appropriate mentoring program (RAP Action 17.4)	Dean of IRES	Develop program in Q3 2020 Offer program in 2021.	Mentoring program established.	New PVC Indigenous Postponed due to Covid	
An improved understanding by leaders of the impact of unconscious bias in decision making.	3.10	33	Improve coverage of unconscious bias awareness training					

3.15	40	Faculty of Sciences to share promotion support team approach with other STEM Faculties.	Faculty GEDI
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	4.6	55	Examine data from Exit Surveys, of staff who resigned during or at completion of paid maternity leave, to identify any unmet needs relating to parenting a new family as an employee of the University.	HR	Q4 2019	Information about unmet needs available and those needs addressed where practicable.	
	4.7	58	Assess the availability, use and standard of existing parenting rooms.	ED, Infrastructure			

Encourage core business in family friendly hours to meet the work life balance of staff.	4.12	61	STEMM Faculties (SGEC agreed this is an action for all faculties) include commitment to family-friendly hours in Terms of Reference for key committees.	ED with Faculty GEDI	Q2 2020	Staff invited to report to Faculty GEDI representatives on satisfaction with timing of key meetings and social gatherings.		
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Rationale: The University is committed to building a more inclusive institutional culture, so that all staff and students feel valued, regardless of gender. This needs to be reflected in committees, specific roles rather than elections or nominations dictate membership. Nevertheless, committee TOR should reflect the need to strive for gender balance for elected and nominated positions.

Increasing the visibility of female academic role models will contribute to a more inclusive institutional culture. The Respect.Now.Always Taskforce recommended the development of gender inclusive language guidelines for staff and students, to foster respectful and dignified communication. The University has adopted the Taskforce recommendations and implementation is already underway.

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	5.5	48	Promote refresher training in Equal Opportunity awareness to be undertaken by staff every 3 years.	HR and EDs	Q4 2020 and ongoing	Year on year increase of repeat enrolment in EO course.	Refresher component dependent on LMS at the moment this would have to be manual. Postponed due to Covid and OSP	
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Rationale: In the 2018 *Your Voice* staff survey, 80% of staff reported that they agree that the University is committed to achieving a gender diverse environment. Few staff and students report as identifying as trans or gender-diverse, far fewer than the 11% we might expect, indicating that more work needs to be done to support these members of our University community.

The proportion of staff who iden

Ensure appropriate support is made available to staff with a disability.

6.11 78

Review the University Disability Action Plan which expires in 2019.

DVCA with ED and HR

Q3 2020

A new Disability Action Plan established.

