



## Grant Details

The Fifty50 committee is comprised of a diverse group of student volunteers from a range of STEM disciplines and year levels. We want our women committee members in particular to develop their leadership identity; to feel confident, empowered and inspired in their work towards our goal of an equitable STEM pipeline. We want our committee members to confidently engage with stakeholders, from university peers to industry partners. Sending our women Directors to the 2018 YWCA She Leads Conference —Rise: We Grow Powerful By Lifting Each Other was an invaluable experience that engaged, encouraged and inspired them in their work to educate the ANU community on gender and sexuality, provide meaningful and engaging programs to our stakeholders, and promote an equitable environment. Through attending the 2018 She Leads Conference Fifty50 was able to meet its initial goals to:

- 1) Support research, education and outreach on gender and sexuality across the University and beyond—by immersing diverse members of the Fifty50 committee in a research-, education- and outreach-driven conference;
- 2) Promote collaboration and linkages across ANU Colleges and with the wider community—as Fifty50 is a STEM-wide initiative that spans several ANU Colleges, including CECS and CoS, and has industry partnerships with a number of organisations, for example Ernst & Young;
- 3) Improve gender equity within the ANU staff profile—Fifty50 aims to foster an equitable STEM pipeline from university to industry and academia, inclusive of all students regardless of gender. We want the workforce and the workplace to be equitable. Several of our committee members are already ANU staff, holding sessional academic, tutoring or demonstrating positions. Attending the She Leads conference was able to educate, challenge and inspire our members and equip them with the formal tools and strategies they need when working in their position at the ANU.

## Project/event details

On the 1<sup>st</sup> of August 2018 seven members of Fifty50's leadership team attended the 2018 She Leads conference, with this year's theme being Rise: We Grow Powerful by Lifting Each Other. This conference involved listening to key note speakers, panel discussions, and participating in break out workshops that all aligned with the theme of the conference.

The key note speakers were as follows:

*Meshel Laurie – MC*

Meshel is a radio and television broadcaster, and has written books including *Buddhism for the Unbelievably Busy*. She is also a regular panellist on *The Project* and hosts ABC's Stand Up!



#### *Jamila Rizvi – Keynote*

Jamila is a presenter, political commentator, and author of *Not Just Lucky*. She regularly appears on *The Project*, *Drum*, and *ABC Radio*. Jamila is also an ambassador for CARE Australia and Welcome to Australia.

#### *Nas Campanella – Keynote*

Nas is a journalist and newsreader with the *ABC* and *Triple J*. Nas is blind and has Charcot Marie-Tooth meaning she can't read Braille. Nas is the first blind newsreader in the world to read and operate the studio herself, live to air.

#### *Mary Delahunty – Keynote*

Mary is the Head of Impact for HESTA and is a councillor of the City of Glen Eira. She is a 2015 Churchill Fellow awarded for the completion of international research on equity for women in pension systems.

The conference most certainly exceeded the expectations of the Fifty50 members who attended. A debrief with the team members at the end of the conference revealed that all found they had gained something positive from the conference, and in that space learnt something new about leadership and how to be a leader. These included having a new perspective or definition of what a leader was, or learning some tangible skills that have since been implemented into how Fifty50 is lead. Maddie Holly, Executive Director of Fifty50, reflected on the conference's take on how a leader can engage with their team. Maddie continued, "The first panel discussion had some interesting ideas on how to interact with and inspire those who are being lead. One of the most important takeaways from this for me was that a leader endeavours to bring the team with them as tasks are developed from certain visions and goals. To me this would mean ensuring that everyone understands not just the task, but why the task is happening in the first place." Following these comments, Maddie has since made a point to directly explain to team members how tasks relate to the end goal and overall vision. In addition to this she has incorporated Fifty50's vision onto all team documents she produces, to make the link as prominent as possible.

## **Impact**

In total, approximately 300 people attended the conference, and most were external to ANU. All Fifty50 committee members that attended the conference networked with the keynote speakers, YWCA Canberra staff, industry stall holders and conference attendees from other organisations. The seven Fifty50 members (internal to ANU) who attended the conference found it to be an extremely positive and productive day, and reported they had new ideas about what leadership is and how to best embody the characteristics to become a leader. This qualitative impact has already had a profound impact on how Fifty50 has been lead this semester, but also how this can be fostered for the future leaders of Fifty50. By ensuring the experience of the conference is felt not just by the attendees but also by those who are team members in Fifty50, the conference's impact continues to spread. Through providing the rest of the Fifty50 team a chance to observe and practice the teachings of the conference, Fifty50 has provided a platform for its team members to become confident women leaders. Not only this, but through participating in discussions pertaining to gender equity and its challenges, the Fifty50 attendees have a more holistic view on the issues they, and others, may face in the workplace. Through identifying and understanding what these issues are, Fifty50's leadership team is now better equipped to work towards its vision of a gender equitable pipeline in STEM from university to industry and academia. In understanding these issues from the conference, we can identify and implement potential solutions on the university end. For example, one of the major discussions in the event surrounded how male identifying people should use their privilege to further efforts to equality. While some believed they should find solutions to these problems and implement them, others believed it

was more appropriate for them to stand aside and let female and non-binary people voice what the issues and solutions are. In both scenarios, Fifty50 identified that a crucial element for this is to educate male identifying individuals to the issues. From this, Fifty50 has planned an ANU-based event to encourage these individuals and individuals who do not engage with the issues to join in the conversation. This is just one example of the profound impact that this conference had on the how Fifty50 views issues pertaining to gender equity, and what its direction will be moving forward.

## Outcomes

### *Event Program*

9-9:30am: Meshel Laurie  
9:30-10:10am: Jamilla Rizvi  
10:45- 11:45am: Panel – Leading and Lifting  
11:45 – 12:25pm: Nas Campanella  
1:10 – 2:30pm: Breakout Seminars  
3:00 – 4:00pm: Panel – Creating Structural Change to Rise  
4:00 – 4:40pm: Mary Delahunty  
4:40 – 5:00pm: Meshel Laurie

### *Article and extra material:*

Below is a link to an article about the event published by the event organiser, YWCA:  
<https://ywca-canberra.org.au/blog/2018/08/rising-up-she-leads-2018-conference-showcases-how-we-grow-by-lifting-each-other/>

