

## **THURSDAY 8 MARCH 2018**

### **2018 INTERNATIONAL WOMEN'S DAY PANEL AND MORNING TEA**

#### **WELCOME AND ACKNOWLEDGEMENT OF COUNTRY**

- We acknowledge and celebrate the First Australians on whose traditional lands we meet, and pay our respect to the elders of the Ngunnawal people past and present. Can I extend that acknowledgement to Indigenous people in the room and acknowledge the extraordinary strength and resilience of Indigenous women
- Today we have an opportunity to celebrate the achievements of women at ANU and hear first-hand from exceptional women, who will share their personal insights and observations on diversity and gender equity.
- I would like to thank Human Resources and the Gender Institute for supporting today's event and continuing to highlight this important issue.
- The Gender Institute is in a unique position to support the University in our quest to achieve cultural change.
- They remind us that we will never reach our goals if we don't also address the way that women are undervalued in society.
- In 2018 we should expect ANU to be a campus where gender oppression and inequality are things of the past.
- We should expect ANU to be a place where we can all reach our full potential regardless of our gender.

- We should expect ANU to be a place that leads the way in tearing down barriers that block women's progress.
- And things must change.

## **Creating equality at ANU**

- We all have a role to play in creating an equal campus. From our leadership team, to students, to professional and academic staff – we each play an important role.
- Everyone needs to be responsible and accountable.
- We need to value the contribution women make to our workforce, and we need to support women who have chosen to have a family and a career, with flexibility and support.
- If you have a family, you need to be sure that you will receive support in taking parental leave – regardless of your family structure.
- Late last year, ANU announced that it would provide 26 weeks of paid parental leave – an increase of six weeks.
- Today I am announcing that we will match that leave for partners so they too can take up to 26 weeks of paid leave.
- The new entitlement for partners allows for greater flexibility for families when deciding who the primary care giver will be for their children.
- This also recognises that families come in many forms.

- We have worked hard to remove ambiguities around what constitutes a “normal” family in line with community standards.
- But we can still do more.
- ANU is looking at other international models, which would provide even greater entitlements and flexibilities to families.
- We also recognise that many staff and students have carer responsibilities – the majority of whom are women – which impact their access to career development opportunities.
- Today, I am pleased to announce that we are increasing the Carers’ Career Development Assistance Fund to \$2,000 to support more staff across campus carry out their family responsibilities and support their career aspirations.
- This will allow us to attract and keep the best academics, and foster a culture which supports women and primary carers to develop professionally.
- Today, I am also announcing our new Academic Women’s Leadership Program to support the career advancement of high potential female academics.
- This investment will not only support gender equity at ANU but will also ensure that the University can capitalise on the diverse talents and perspectives of all our staff to lead ANU into the future.

## **CHANGING CULTURE AT ANU**

- I am determined to improve things on campus to better support women and ensure our campus is safe and welcoming.

- We will never be a campus that accepts any form of sexual violence.
- The recent media reporting around this issue continues to cause me deep concern.
- I know we still have a lot to do right across the university.
- The recent Australian Human Rights Commission report into sexual assault and sexual harassment in Australian universities revealed that there are a range of serious issues in our student residences
- In coming months, a comprehensive review of the Residential Lodges, Hall and Colleges will be undertaken to capture exactly what is happening.
- I want to know what is going on in our student residences because no student deserves to feel unsafe, isolated or victimised while they live on our campus.
- Sexual violence, hazing and demeaning traditions have no place at ANU.
- And we will continue to do more.
- We will resurvey our entire student body with a focus on learning about the experiences of our HDR student cohort.
- Your experiences matter to us.
- We will also be conducting a survey of staff. I know you will participate and support your colleagues to do so as well.

- We need the active participation of staff and students to effect cultural change and to help us shape the campus we all want to be part of.
- For the vision to be realised, we need your ideas and proposals to initiate programs in response to your experiences.
- I am pleased to announce that we will be hiring a new position – the Dean of Staff.
- The new Dean of Staff will receive all reports about staff of harassment and bullying and look to resolve these issues as they arise. This will ensure that staff are treated fairly and the process is transparent.
- Advancing gender equality and building a University culture that is diverse and inclusive will ensure that ANU can benefit from new ideas, more debate and, ultimately, better research outcomes.
- Cultural change will only happen with the support of staff and students – and sharing your experiences is part of starting the journey towards gender equality.
- I would now like to introduce you to five exceptional women who forms today's panel. Each panellist will be speaking about gender issues, or sharing their own experience.
- We will have time for Q&A after our last speaker.
- Professor Margaret Jolly - Professor in the School of Culture, History and Language in the College of Asia and the Pacific;

- Ms Emma Davies - PhD Candidate in the School of Philosophy and 2018 Women's Officer for PARSA.
- Professor Jodie Bradby – Professor in the Research School of Physics and Engineering;
- Dr Caroline Eakin – Research Fellow in the Research School of Earth Sciences;
- Professor Kim Rubenstein - Professor in the ANU College of Law, and a Fellow of the Australian Academy of Law.