



Public Report Form

(Workplace program reports are due between 1 April and 31 May annually)

<p>General Information</p>	<p>EOWA compliance reports document the results of an active workplace program designed to eliminate barriers for women in Australian workplaces.</p> <p>The Public Report Form is a suggested format for writing your program report. Program reports can be submitted in a different format so long as the same information is included.</p> <p>When writing your EOWA Report:</p> <ul style="list-style-type: none"> To be compliant with the Equal Opportunity for Women in the Workplace Act 1999, information needs to be provided under EACH of the six steps listed in the Public Report Form. Hyperlinks to documents/tools that provide further information specific to that particular part of the program/report are included to the right of each Step’s header. Summarise your information – bullet points are acceptable. Confirm your details by completing ALL fields of the Organisational Details Cover Sheet included. This will not form part of your public report. For further assistance, refer to The Quick Guide To Reporting or call one of EOWA’s Client Consultants on (02) 9448 8500. <p>Please keep in mind the following:</p> <ul style="list-style-type: none"> It is not necessary to provide us with written organisational policies. In accordance with the Privacy Act 1988, individuals must not be named in your Public Report as it is a public document and will be published on EOWA’s website. Reports are accepted by EOWA as a true and accurate record and as HAVING BEEN APPROVED BY THE CEO/MANAGING DIRECTOR. The CEO’s electronic signature is NOT required.
<p>Submitting Your Report</p>	<ul style="list-style-type: none"> Please EMAIL your report in Word or RTF format to reportforms@eowa.gov.au. Note that reports lodged via email will receive automatic electronic acknowledgement. If you do not receive this automatic reply, contact EOWA on (02) 9448 8500. For those employers without access to email, post your report to: The Equal Opportunity for Women in the Workplace Agency, PO Box 712, NORTH SYDNEY NSW 2059.

Organisational Details Cover Sheet

To be completed and attached to **EACH REPORT** and **APPLICATION**

(This information is confidential and will be removed from any Public Report)

1. ORGANISATION'S DETAILS						
Legal name of your organisation: <i>(if changed since last report, complete changes in Section 2 below)</i>		The Australian National University				
Trading name <i>(if applicable)</i> :		n/a				
Total No. of employees:				ABN:	522 34063906	
ASX Codes for Orgs listed on Aust Stock Exchange						
ANZSIC Code AND Industry Description <i>(refer www.abs.gov.au):</i>		8102 – Tertiary Education, University Operation				
Postal address:	The Australian National University, Acton			State:	ACT	Postcode : 0200
	Switchboard No:	02 6125 5111		Facsimile No:	02 6125 0559	
Physical address:	The Australian National University, Acton			State:	ACT	Postcode : 0200
2. CONFIRM YOUR ORGANISATION'S HIERARCHY DETAILS BY COMPLETING BELOW						
Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?:		N/A				
List ALL organisations covered in this Report: <i>(if too many to list here, please attach a separate document):</i>						
Have there been changes to ANY of your organisations since your last report? <i>(If yes, detail below):</i>		YES		NO	X	
Reason For Change	Previous Org Name		New (Current) Org Name			
a) Change of Name:						
b) Sold:	Org Name		Name & Contact Details of New Owner			
c) Ceased Trading:	Org Name					
3. CONTACT INFORMATION						
	CEO Details		Report Contact Details			
Title (eg Ms, Mr, Dr etc):	Professor		Ms			
Family Name:	Young		Saris			
First Name:	Ian		Inge			
Job Title:	Vice Chancellor		Manager, Diversity and Inclusion Unit			
Telephone:			02 6125 7878			
Facsimile:			02 6124 0559			
E-mail Address (or PA for CEO):			Inge.saris@anu.edu.au			
Postal Address (if different to above):						

**WORKFORCE PROFILE AT 31 MARCH 2011
AUSTRALIAN NATIONAL UNIVERSITY**

Occupational Class'ns	Continuing Staff Tenure Permanent						Contract Less than 1 Year				Contract 1 Year or More				Contract 3 Years or More				Casual/Visitors		Total		Average Salaries***		
	Full Time		Part Time		Casual		Full Time		Part Time		Full Time		Part Time		Full Time		Part Time								
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Vice Chancellor & Principal																1									
Deputy Vice Chancellors																1									
Pro-Vice Chancellors																2	2						2	2	
Academic Deans & Heads		14						1		1						7	12						7	28	
General Staff Directors	1	2						1				2				1	10						2	15	
Academic Staff																									
Level A	28	45	13	5			13	15	5	1	28	41	1	3	32	52	6	5				126	167		
Level B	88	157	28	16			3	2	6		15	36	13	4	39	42	11	2				203	259		
Level C	76	136	19	33				1		1	4	5	7	10	18	31	2	5				126	222		
Level D	37	137	10	15				1		1		3		1	5	22	1	1				53	181		
Level E	50	205	5	16			1					2	1	5	5	11	1	9				63	248		

..... Continued over

**STEP 1 : WORKFORCE PROFILE AT 31 MARCH 2011
AUSTRALIAN NATIONAL UNIVERSITY**

Occupational Class'ns	Continuing Staff Tenure Permanent						Contract Less than 1 Year				Contract 1 Year or More				Contract 3 Years or More				Casual/Visitors		Total		Average Salaries***			
	Full Time		Part Time		Casual		Full Time		Part Time		Full Time		Part Time		Full Time		Part Time									
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
General Staff																										
Trainee		1											1		6									8		
ANUO 1		1																						1		
ANOO 2	3	11	29	9						4	4	1			1								37	25		
ANUO 3	42	58	34	10			5	1	4	5	3	3	3	2	2	2		1					93	82		
ANUO 4	73	93	64	6			9	2	8		11	2	3	2	1		3	2					172	107		
ANUO 5	193	102	65	13			13	9	5	3	18	11	11	7	4	2	2						311	147		
ANUO 6	148	108	53	8			5	5	4	1	10	8	11	1	5	5	1	2					237	138		
ANUO 7	148	137	41	7			1	3	3		9	9	4		7	6	3	2					216	164		
ANUO 8	139	155	30	11			1		1	4	3	15	8	3	2	9	1	1					185	198		
Senior Staff																										
Senior Mgr 1	80	107	12	7			1	2	1		2	7			2	5	1						99	128		
Senior Mgr 2	19	19	2								1				1	2							23	21		
Senior Mgr 3	12	16												2	3			1					15	19		
Senior Mgr 4	7	11						1							1								7	13		
Sen Mgr 5+	1										1					1							2	1		
TOTAL	1145	1515	405	156	Note**		52	44	37	17	109	148	63	41	136	224	32	31	Note*				1979	2176		

General notes on data:

*Average Salaries for Executive Staff are not disclosed.

^ Casual Visitors are not included as no salary is paid.

**No data is available for casual staff by classification level.

The following numbers of casual staff are based on payments made over the full year 2010 and converted to full-time equivalent (FTE) rather than headcount:

Sessional Academic Staff: Female – 66.60; Male – 59.23; **Casual General Staff:** Female – 160.22; Male – 111.88.

***Average salaries removed to maintain confidentiality

STEP 2: ANALYSIS

Using as much space as required, describe the analysis you undertook during the reporting year to identify equal opportunity issues for women. **You MUST provide information on the following areas:**

a. How did you **CONSULT** with staff to identify issues for women in your workplace across the seven employment matters listed below (eg conducted surveys, focus groups, EO committee etc)?

The following consultative and information distribution mechanisms remain in place:

- the University Access and Equity Committee is the peak ANU consultative body for identifying and prioritising equity issues and comprises broad representation from across the University's staff and students;
- the Manager of the Diversity and Inclusion Unit and the Senior Consultant – Equity play a central role in devising consultation strategies for specific equity issues;
- the equity@ANU website portal provides a one-stop-shop for information about equity policies, guidelines and events; and
- the ANU Diversity Network, comprising representatives from ANU Colleges and Divisions, plays an important role in disseminating information in local areas of the University and providing feedback on the value of initiatives run by the Diversity and Inclusion Unit.

During the reporting period, the following additional consultative processes took place:

- a widely representative consultative group to develop a new package of funding initiatives aimed at further improving the advancement of women to professorial appointments and the retention of mid-career female academics at ANU;
- regular meetings of the 'Women Leading Change' group of senior ANU women who discuss their own experiences and ideas to overcome female disadvantage in university employment;
- a widely representative steering committee to develop and implement the ANU Gender Institute (the Institute was launched by the Governor-General of Australia on 10 March 2011);
- a widely representative steering committee to develop a package of family friendly initiatives, including a new child care centre, a school holiday program and a website portal for parents and carer's;
- meetings between the Diversity and Inclusion Unit and funding recipients participating in the Academic Women's Advancement Fund to evaluate the effectiveness of the program and discuss future early to mid-career women's advancement projects; and
- meetings between the Diversity and Inclusion Unit and staff of the Research Student Development Centre to assist in the development and evaluation of the Resilience of Women Research Students (RoWRS) Program 2010.

b.	<p>What other means of analysis did you use to identify issues for women (eg workplace profile, HR statistics re turnover trends, etc)?</p>
<p>Analysis of the ANU's workforce data (refer Workforce Profile at Step 1 above) has revealed that as at 31 March 2011:</p> <ul style="list-style-type: none"> • women represented 47.6% of the total workforce; • women represented 21.3% of Academic Levels D and E (Associate Professor and Professor); • women represented 39.1% of Senior Manager Levels 4, 5 and above; • 18.5% of the ANU's workforce was part-time; and • 68.6% of the ANU's part-time workforce was women. <p>The ANU uses workforce data to identify gender trends and develop strategies to overcome any issues. Data analysis reveals that the ANU is making gradual progress in terms of female participation rates in the ranks of senior academic staff with the percentage moving up more than 3 percentage points from 18% in 2006 to 21.3% in March 2011. ANU's workforce planning reports continue to reveal an under-representation of academic women, especially at the senior levels within the university. Specific initiatives have been established to accelerate an increase in the representation of women among the University's senior academic cohort and to support female staff more generally.</p> <p>At the beginning of the reporting year the ANU comprehensively reviewed recruitment, selection, promotion, transfer and termination data and developed a number of programs to address low levels of female participation in senior positions and high levels of female separation particularly at mid-academic career points (refer Step 3: Issues Prioritised).</p>	
c.	<p>Under the seven Employment matters below:</p> <p>i) From the analysis and consultation outlined above, summarise the policies and business practices your organisation has in place for all staff and for women that are either aimed at or have resulted in contributing to equal opportunity</p> <p>and</p> <p>ii) Document what were the ISSUES YOU IDENTIFIED FOR WOMEN in your workplace during the reporting period (if no issues were identified, you will need to demonstrate through your analysis how you arrived at that conclusion)</p>
<p>Employment Matter 1: Recruitment & Selection</p> <p>The ANU's policies require the recruitment, selection and appointment processes to be professional, equitable, transparent and timely, and to be compliant with relevant legislative industrial and policy frameworks for employment.</p> <p>The selection policies encourage a balanced representation of women and men on selection panels and panel members and chairs to be trained in all aspects of the selection process but in particular in merit-based assessments. The training also includes working through case studies to encourage workplace diversity. The ANU's Equity and Diversity Policy for Recruitment requires the following practices: fair recruitment procedures; opportunities for non-traditional jobs for women and men; and access to jobs for members of designated groups such as people with disabilities and</p>	

Aboriginal and Torres Strait Islander people.

The University's publicly available recruitment guidelines clearly state that the university has a responsibility to eliminate (and ensure the continued absence from within its structure) any source of direct or indirect discrimination on the basis of any factors not related to work. The guidelines also make it clear that assumptions made about an applicant's suitability, which are based on stereotyped views, may involve unfair discrimination and may be unlawful and are therefore totally unacceptable.

During 2010 the Diversity and Inclusion Unit developed a Promotion Tips guide for academic women seeking promotion. The guide gives handy hints and memory joggers for women to assist them in gathering together the information they need to develop an effective dossier. A motive of the guide is to encourage women not only to be prepared for the promotion process but to be more confident about their readiness for promotion.

The Promotion Tips guide also provides academic women with support in putting evidence together to meet the requirements of ANU's Policy and Procedure on Academic Promotions and how to discuss their work and accomplishments in the most effective, positive and professional manner. The guide contains a section outlining the roles and responsibilities of supervisors in determining an achievable Statement of Expectation, developing a 'case for promotion', nominating assessors and providing feedback to the staff member.

Employment Matter 2: Promotion, Transfer & Termination

The ANU appointed 922 new staff during the reporting period, 414 of which were men and 508 women. A total of 137 applications for promotion were received during the 2010 Academic Staff Promotions Round. Of these applications 55 (40%) were from women and 82 (60%) from men. The overall success rate in the 2010 Academic Staff Promotions Round was 84.6%. The success rate for women was 81.8% and for men was 86.5%. This is a reduction in the female success rate when compared with the 2009 Academic Staff Promotions Round of 84%. The lower success rate is partially explained by an increase in actual numbers of women applying for promotion (up from 35% of applications to 40%).

In 2010 10 women applied for promotion to the professorship level (E) compared with 17 men. This compares with 6 women and 13 men in 2009 (6 women and 22 men in 2008 and no women and 21 men in 2007).

In 2010, 67 General Staff reclassifications occurred, with the number of successful proposals for positions occupied by women (52%) exceeding those occupied by men (48%).

The Diversity and Inclusion Unit conducts a session on gender equity at each of the Promotion Information Sessions held for staff and members and chairs of selection panels. Separate sessions are also held for female staff seeking promotion. The information provided on equity and diversity includes gender profiles of each of Colleges and major areas of the University, gender breakdowns in numbers of staff seeking promotion and in success rates. The sessions provide opportunities for staff to discuss overcoming barriers to women's promotion in academia.

Employment Matter 3: Training & Development

The ANU offers comprehensive training and development opportunities to staff and post-graduate students through providers at the central level (for example, the Academic Skills and Learning Centre, Centre for Educational Development and Academic Methods, and Human Resources Division) and at the College level (for example, the Bioscience Research Facility, the College of Business and Economics, the Information Literacy Program and the Research Management Policy and Training Development Program). Human Resources Division provides centrally funded learning and development opportunities through the Career Development Branch. The table below shows the range of Career Development Branch programs and the level of female participation in the programs.

2010 Career Development Program Participation - Gender Breakdown

Program	F	M	Total
ANU Welcome & Orientation for New Staff	121	71	192
VC's Welcome to New Staff	50	20	70
Senior Leader Orientation	11	3	14
Supervisor Development Program	19	13	32
Career & Performance Conversations (For Academic supervisors)	17	13	30
Career and Performance conversations (For Supervisors of Professional Staff)	32	11	43
Writing Effective Job Applications	30	12	42
Job Interview Skills	27	11	38
Early Career Academic Program	15	15	30
Mid Career Academic Program	6	17	23
Refresh Your Career	19	5	24
Mindfulness For Living and Working Well	65	19	84
Mindfulness For Living and Working Well Community of Practice	290	40	330
Early Career Academic Program	5	7	12
All Staff Events (Norm Amundsen and Thomas Barlow)	92	73	165
ANU Staff Excellence Awards	105	115	220
ANU Leaders Network	85	175	260
Mentoring Information Session For Mentors and Mentees	63	18	81
Mentoring Workshop For Mentors	13	11	24
Mentoring Workshop For Mentees	12	5	17
Customer Service @ ANU	65	14	79
Finding Yourself In Change	21	18	39
Managing Yourself And Influencing Others	50	14	64
Communicating To Learn And Lead	32	9	41
Too Much To Do and Not Enough Of You	29	6	35
From Peer To Leader	23	8	31
Understanding Your Team's Working Styles	25	2	27
ANU Future Leaders For General Staff	9	6	15
HR Practitioners Network	109	10	119
HR Capability Workshop	40	11	29
Stepping Up To Supervision	16	4	20
ANU Leadership Program	13	14	27
Senior Academic Coaching Clinic	5	4	9
Total	1522	766	2235
%	68%	34%	

The above data reveals that overall women were strongly represented in the Career Development Branch programs (68%). In addition women comprised 78% of participants in the Senior Leader Induction program and 59% of participants in the ANU Supervisor Development Program.

The programs offered by Career Development Branch are assessed for their impact on progressing awareness of gender issues. Where appropriate, harassment, discrimination and the benefits of diversity and inclusion in the workplace are included into the program content (for example, supervisor development programs, induction programs).

At the College and Division level, career development sessions with a focus on women's career advancement are being conducted with the assistance of members of the ANU's staff Diversity Network. An example is a series of lunchtime workshops (with men and women invited) to discuss fast forwarding promotions for women, the first of which was held in the ANU College of Business and Economics hosted by the recently appointed Dean, Professor Jayne Godfrey.

In March 2010, the ANU Gender Institute was established as a cross-campus virtual Institute, providing a focus for existing activity on issues of gender and sexuality and a catalyst to develop and deepen them. The Gender Institute has two distinct but related tasks. One is to support and deepen research, education and outreach on gender and sexuality across the University, in particular promoting collaboration and linkages in this area across the seven Colleges. The second is to support the employment and retention of women at all levels, in all disciplines, across the University. To do this it will work closely with the Diversity and Inclusion Unit to develop programs to support the attraction and retention of women staff at ANU.

The Gender Institute is not an academic organisational unit; rather, it is a virtual centre composed of fourteen nodes linking Colleges through an integrated governance framework. The current nodes will be subject to refinement once the Institute is more established, but for the meantime they are:

- gender and population;
- gender, literature, performance and the arts;
- gender, biology and health;
- gender and history;
- feminist theory;
- gender, development and environment;
- gender, politics and public policy;
- gender, sexuality and culture;
- gender, law and human rights;
- gender and anthropology;
- gender, business and economics;
- gender equity and employment; and
- gender in science, maths, engineering and computing (SMEC).

The nodes will act as easily identifiable markers for staff and students inside ANU, for the recruitment of undergraduate and graduate students, for the dissemination of research and for outreach to other scholars, government departments, NGOs, international organisations, business corporations and the

media. Staff representing different nodes will form an Advisory Board of the Gender Institute which will meet twice a year.

In addition to the information available on the Diversity and Inclusion Unit's Equity@ANU website, the Gender Institute's own website provides a valuable tool for disseminating information about gender research and policies and programs to support women staff and their career advancement at ANU.

In 2010 the Research Student Development Centre at the ANU was funded jointly by the Diversity and Inclusion from the Academic Women's Career Advancement Fund and the Division of Registrar and Student Services to run a pilot program aimed at supporting women research students through participatory learning and group mentoring.

The Resilience of Women Research Students (RoWRS) Program included 6 face-to-face facilitated group sessions and support and engagement through a personal workbook and an online learning site. Each session included presentations by two ANU women academics as guest speakers and small- and large- group discussions, individual and group learning and reflective activities, and reference to activities in the workbook and on the on-line website. The program addressed personal development fundamentals – such as time management, values recognition, goal setting, mindfulness and assertiveness – with concepts situated in an academic context. Some 20 PhD students completed the program.

The RoWRS Program forges stronger links between research students and the ANU as a potential employer and provides an important building block for female career potential and development. Due to the popularity and success rate of the RoWRS Program it has been run again in 2011.

Employment Matter 4: Work Organisation

As mentioned in last year's report the ANU's human resource management includes a number of comprehensive policies and guidelines to provide flexible work and leave options for staff. Of particular note are new parental and grandparent leave policies and the policy on work, study and family responsibility.

Flexible work organisation will be a key theme for consideration for a new ANU enterprise bargaining agreement. Human Resources Division is currently considering ways of increasing awareness by managers and supervisors of the ANU's existing work organisation policies. This includes developing meaningful case studies of flexible work options such as part-time and job-sharing roles in an academic environment.

Employment Matter 5: Conditions of Service

In late May 2010, the *Australian National University Enterprise Agreement 2010 – 2012* replaced all previous Enterprise Agreements. Some key provisions are:

Under the Fair Work Act 2009, the Agreement introduced the availability of Individual Flexibility Arrangements to be negotiated between the University and a staff member to vary the terms of the Enterprise Agreement. Currently the University provides staff with many flexible work options, in addition to these existing options, under an Individual Flexibility Agreement ANU staff will be able to vary the terms of this Enterprise Agreement in relation to arrangements around when tea breaks are taken.

Previous Agreements outlined that casual sessional staff could be engaged by the University for up to 60% of the time of the teaching contact hours expected of a full time staff member. Under the proposed Agreement, casual sessional staff will not normally be engaged by the University for Teaching Activities for more than 20 hours per week. This will reduce the incidence of casual employment at ANU. In addition, under the proposed Agreement a casual sessional staff member may be eligible to have their employment converted to a non-casual appointment if they have been employed on a regular and systematic basis by the same academic organisational unit, in the same or similarly classified position, during the preceding 12 months.

Other enhanced conditions and additional benefits reported last year have now been fully implemented. These include:

- expanded purchased leave;
- cashing out of excess annual and long service leave;
- improved flexible work arrangements;
- improved flexibility of the use of the additional six weeks (over and above the 20 weeks) parental leave to assist career re-entry after parental leave;
- two weeks' paid and one weeks' unpaid partner parental leave; and
- 12 months unpaid grandparents leave.

Employment Matter 6: Sex-based Harassment

Over the past two years the ANU has developed a multi-faceted campaign to address discrimination, harassment and bullying. The campaign has included the following strategies:

- an online training module on the Prevention of Discrimination, Harassment and Bullying;
- Charters of Respect signed by all College and Division heads;
- Pledges to the Charters of Respect signed by staff in local work areas;
- Face-to-face training sessions organised at the College and Division level.

The ANU's staff induction process requires completion of the online training module on the prevention of harassment, discrimination and bullying by all staff during the probationary period. The representatives of the ANU Diversity Network play a role in encouraging signatures to the Pledges to the Charter of Respect at the College and Division level. During 2011 a round of face-to-face training sessions will be sponsored by the Diversity and Inclusion Unit for Human Resource Managers from the Colleges and Divisions.

Employment Matter 7: Pregnancy, Potential Pregnancy & Breastfeeding

The *Australian National University Enterprise Agreement 2010 – 2012* provides for the following parental leave benefits:

- Up to 52 weeks of parental leave;
- 20 weeks of paid maternity leave and 20 weeks of paid adoption leave;
- up to the equivalent of 6 weeks of additional pay to assist with the staff member's return to work following parental or adoption leave;
- 10 days of paid leave and 5 days of unpaid leave from the date of the birth of a child or adoption placement for the partner of the birth mother or one of the adoptive parents.

The Enterprise Agreement provides for up to 12 months unpaid leave for grandparents for the care of a grandchild. On return from leave the staff member is entitled to return to their substantive position and a request to work part-time will not be unreasonably refused.

The ANU maintains breastfeeding facilities in a number of Parenting Rooms which are located at the on-campus childcare centres and main libraries.

The Diversity and Inclusion Unit distributes an Information Pack to new parents and their managers. The pack contains guidance on use of parental leave benefits and checklists to assist parents when discussing flexible working arrangements with their supervisors.

STEP 3: ISSUES PRIORITISED

Developing A Workplace Program - Step 3

From your analysis in Step 2 above, list the PRIORITY ISSUES you identified for actioning during the reporting period.

The following priority issues were identified for actioning during the reporting period:

- **Harassment and Bullying** - Continued focus on the prevention of harassment, bullying and discrimination aiming to increase the take-up of training and the number of staff completing the on-line training module.
- **Support for Parents** - Further investigation of additional support for parents through the availability of additional childcare places, a school vacation program and a web-based one-stop shop for disseminating information and accessing a range of services to help staff with family and caring responsibilities.
- **Advancement of Women** – Networking and mentoring to identify impediments and develop workable solutions to improve the advancement of women particularly to senior academic levels (Levels D and E). Evaluation of the Academic Women’s Career Advancement Fund.
- **Gender Awareness** – Raising the profile of gender issues and improving the dissemination of information and co-ordination of programs for the advancement of women.
- **Finding Local Solutions** - More involvement by Colleges and Divisions in conducting gender awareness workshops and developing local solutions to impediments to career advancement and workplace flexibility for parents and carers.

STEP 4: ACTIONS TAKEN[*Developing A Workplace Program - Step 4*](#)

List the **ACTIONS TAKEN** during the reporting period to address the priority issues identified in Step 3 above.

Harassment and Bullying

- The online Harassment, Discrimination and Bullying and Indigenous Cultural Awareness training modules were finalised and preparation commenced for further modules on gender and disability awareness.
- At March 2011 379 people had completed the Harassment module. These numbers indicated that the Diversity and Inclusion Unit needs to find ways of increasing awareness and uptake of these modules across the campus.
- Pledges to the Charters of Respect for All for local work areas to sign were made available from the Equity@ANU website and were attached for downloading at the conclusion of the online Harassment, Discrimination and Bullying module.

Support for Parents

- Around 100 parental packs were distributed in the reporting period. The content of the parental pack has been reviewed and the Diversity and Inclusion Unit is considering ways to improve distribution, such as being able to order the pack online through a 'parental services' website portal.
- A number of childcare support initiatives have been given in principle approval by the Vice Chancellor subject to further development of each of the elements. The initiatives include additional campus child care places, a school vacation program and web-based information and resources for staff with child care or elder care responsibilities.

Advancement of Women

- On 9th March 2011, the Diversity & Inclusion Unit hosted a networking morning tea for the centenary of International Women's Day. Professor Penny Oakes, the ANU Dean of Students, handed out awards to 7 women who were selected by an assessment panel as outstanding 'quiet achievers'. 25 excellent nominations from a wide range of academic and general areas of the University were received by the assessment panel. Over 100 people attended an event to hand out the awards.
- The Diversity and Inclusion Unit worked with senior academic women to establish a cross-campus virtual Gender Institute at the ANU. The Institute has the dual focus of promoting collaboration and linkages across the seven Colleges on issues of gender and sexuality and supporting the employment and retention of women at ANU. Professor Kim Rubenstein is the inaugural Convenor of the Institute for two years. A website has been set up and an administrative assistant appointed for the Institute. The Institute was formally launched by the Governor-General Her Excellency Ms Quentin Bryce AC on 10 March 2011. The Diversity and Inclusion Unit

and the Gender Institute will work closely together to raise awareness of gender issues in the workplace and implement programs to support the attraction and retention of women staff at ANU.

- A group of senior ANU women participating in the Women Leading Change Program met periodically during 2010 to discuss ways of acting as change agents to increase gender awareness and a compelling vision for getting more women into very senior positions at ANU.
- For the third successive year, the Diversity and Inclusion Unit organised luncheons for senior academic women. In June 2010 Professor Sandra Harding, Vice-Chancellor of James Cook University was the guest speaker. At the November 2010 luncheon regular participants were encouraged to bring a junior colleague. This provided an opportunity for the junior academics to network with potential mentors and role models. On average, about 55 women attended these events (more than 80 women attended the November event). The feedback received for these luncheons has been very positive and new collaborations and mentor relationships have evolved amongst the participants.
- A working party of representatives from the Gender Institute and Colleges and Divisions has developed a draft suite of programs to increase the numbers of senior academic women and ensure that academic women are supported throughout their career at ANU. The draft has been widely distributed for consultation. The types of measures being considered are: funding for Women's Professorial Fellowships, further support for junior and mid-career academic women to address the lack of research opportunity many face when juggling work and family or other responsibilities; further career support for academic women and their supervisors to identify, plan and manage their careers through coaching, mentoring, skill and profile building resilience and confidence guidance and more intensive marketing and recruitment campaigns.
- The second year of the Academic Women's Career Advancement Fund (AWAF) resulted in funding for the following projects which are currently being evaluated:
 - Career Development Network for Women in Biology;
 - Five workshops for women considering a new career in academia (First Step on the Ladder: Nuts and Bolts);
 - Academic Women's Residential Writing Workshop 2010;
 - Female Early-Career Academic Writing Cycle Program;
 - Women's Writing Network;
 - Joint support for the RoWRS Program with the Division of Registrar and Student Services;
 - Women's Professional Development Program; and
 - Women in Philosophy Support Group and Symposium.
- The Diversity and Inclusion Unit is co-sponsoring a series of women's networking forums in partnership with Advancing Women (a women's leadership consultancy headed up by Ms Deborah May). Networking sessions are to be held every second

Thursday of the month over the next four months and provide opportunities for ANU women to meet and discuss topics of shared interest.

Gender Awareness

- During 2009-2010 Senior Executives attended Gender Awareness Workshops and Coaching Sessions sponsored by the Diversity and Inclusion Unit. This has led to the implementation of local strategies to improve gender awareness and career opportunities for women in their Colleges and Divisions. This program has been extended in 2011 to work more intensively with two Colleges to cascade the program down to middle manager level with assistance for other Colleges planned for 2012.
- ANU became a Corporate Friend of the YWCA of Canberra to support and collaborate with the YWCA on Women's Leadership Programs to develop women's skills to take on leadership roles within the workplace and wider community, board traineeships and online mentoring. ANU is also in the process of signing up to the United Nations Development Fund for Women (UNIFEM) Seven Women's Empowerment Principles – covering leadership, fairness and respect, safety and wellbeing, training and professional development, enterprise development, advocacy and progress reporting.

Local Solutions

- The ANU Diversity Network comprising representatives from the Colleges and Divisions met four times during 2010 and also met once with members of the Indigenous Staff Network to discuss issues of common interest, including ensuring that female Indigenous staff get involved in the development and evaluation of initiatives to improve the career advancement of women at ANU.
- The gender awareness and coaching programs delivered to College Deans and Division Heads are influencing local approaches to the advancement of women. For example, due to the leadership role played by the Dean of the College of Physical and Mathematical Sciences, the number of women at senior academic levels in the College has more than doubled. Examples of initiatives taken by this College to improve women's career advancement include:
 - specific funding for new women appointees;
 - explicit encouragement to women to apply for promotion;
 - mentoring by senior male heads of schools and the Dean;
 - head hunting of women candidates to apply for positions; and
 - recognition and allowance given to women job applicants in the assessment process for time out of the workplace because of family commitments.

STEP 5: EVALUATION OF ACTIONS TAKEN[*Developing A Workplace Program - Step 5*](#)

During the reporting period, **HOW EFFECTIVE WERE THE ACTIONS TAKEN** as documented in Step 4 above to address issues for women in your workplace? That is, what worked, and what didn't?

- **This section is required to be submitted** but may be kept confidential (by EOWA removing it from the Public Report once assessed)
- Please indicate if you wish your **Evaluation** to be removed from the Public Report by placing an 'X' in the box to the right

The Diversity and Inclusion Unit continues to have a strong presence on campus, including through the website portal, Equity@ANU and, more recently through close collaboration with the ANU Gender Institute.

The Diversity and Inclusion Unit reports to the University Access and Equity Committee on the status of its activities and the outcomes achieved through evaluation of its programs.

The Report and Evaluation of the Resilience of Women Research Students (RoWRS) Program 2010 identified the following key outcomes for participants:

- networking opportunities and gaining support of women in similar situations;
- better understanding of the importance of assertiveness and self-confidence and how to develop these;
- a deeper understanding of what an academic career involves, and the specific challenges for women academics; and
- a greater range of 'life skills' strategies on which to draw.

Data on women's career advancement at ANU continues to show that women's representation at senior levels remains low. During 2011 ANU is consulting widely on additional measures to assist in increasing the participation rate of women at professorial level and to support women's careers more generally.

STEP 6: FUTURE ACTIONS[Developing A Workplace Program - Step 6](#)

To further achieve equal opportunity for women in your workplace, describe the actions you are planning for the next reporting period.

- Development and implementation of a range of measures to support the advancement of women to professorial level;
- Development and implementation of a range of measures to support mid-career female academics;
- Revision of the Academic Women's Career Advancement Fund to focus on providing teaching relief for academic women with family responsibilities to free them up to focus on building their research profile;
- Implementation of a package of measures to better support ANU staff with their caring responsibilities;
- Effective collaboration with the Gender Institute to raise the profile of, and increase awareness of, gender issues and improve the dissemination of information and co-ordination of women's career advancement programs;
- Reviewing policies and procedures to better facilitate dual career hiring; and
- Establishment of a school vacation program.