Making women count

Me aro koe ki te hā ē Hineahuone
Gender – Pay heed to the dignity of women

Anna King (Macquarie University) and Gabrielle O’Brien (QUT)
“An organisation should reflect the social composition of the society it serves. As a result, the organisation understands what customers want, and customers feel that the organisation understands their needs. By employing a diverse range of people, the organisation adds to its credibility and success in the market.”

Wendy McCarthy AO
(The Second AVCC Action Plan For Women Employed In Australian Universities – 2006 - 2010)
Outline

- Background
- Key findings
- Reflection with data
- Discussion
  - What’s happening at your institution
  - Best practice
- Conclusions
Background

• Action Plans for Women

• Tracking against targets that by 2010, women would be:
  ▫ 25% of Level E (Professor)
  ▫ 35% of Level D (Assoc Professor)
  ▫ 50% of Level 10 (Senior Manager)
  ▫ Increasing female academics with PhDs

• 15 years of DEEWR data
Incremental positive changes since 1996

<table>
<thead>
<tr>
<th>Category</th>
<th>1996</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women in academia overall (Fig 2)</td>
<td>32.8%</td>
<td>42.8%</td>
</tr>
<tr>
<td>Women at Level C (Senior Lecturer)</td>
<td>24.2%</td>
<td>41.25%</td>
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<tr>
<td>Women at Level D+ (Associate Prof and above)</td>
<td>13.00%</td>
<td>27.29%</td>
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<tr>
<td>Representation ratio D+</td>
<td></td>
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<tr>
<td>Women</td>
<td>0.39</td>
<td>0.64</td>
</tr>
<tr>
<td>Men</td>
<td>1.30</td>
<td>1.27</td>
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<tr>
<td>PhD holding representation ratios (Fig 10)</td>
<td>0.74</td>
<td>0.82</td>
</tr>
<tr>
<td>Women at Level 10+ (Senior professional staff)</td>
<td>29.2%</td>
<td>44.9%</td>
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<tr>
<td>Representation ratios at Level 10+</td>
<td></td>
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<tr>
<td>Female (Fig 16)</td>
<td>0.51</td>
<td>0.71</td>
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<tr>
<td>Male (Fig 20)</td>
<td>1.81</td>
<td>1.52</td>
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And some not so positive outcomes...

• men's continuing over-representation in senior academia (Fig.6, 8, 9)

• variation at institutions

• plateaus / slow change at some places

• running to keep still?
What the statistics don’t say...

• Context

• Need to consider changes in male workforce as well - will this change with a shift in focus from women to "gender equity"

• How do we get champions on board?
How to use the stats

• benchmark against comparative institutions

• look at your institutional changes over time

• leverage the competitive nature of universities
Reflections with data to consider

- Where is your institution located? (above/below sector average)
- Has it's rank changed since 1996 (up or down)? (Table 1)
- In which area has it done well in the past 15 years?
- In which area has it done poorly?
- How does it compare with like institutions?
- Are there contextual factors in your institution (eg leadership) that are reflected in the statistics?
Discussion

• Any surprises
• Are targets redundant in the UA strategy?
• How could this data be used to foster champions?
Questions we asked about best practice

• What women’s strategies for staff work well at your institution?

• What are the key challenges to gender equity at your institution?

• How do you get ‘buy-in’ from senior leadership particularly if you need to overcome obstacles or lack of interest.
Answers about best practice

- Keep the pressure on – be vigilant with monitoring
- Leverage against the competitive nature of unis
- Targets are needed more than ever
- Close enough is not good enough
Take home messages

• 15 years of very incremental but positive change and it is not uniform across the sector

• We need to remain vigilant and keep the energy focussed

• Is there enough energy amongst practitioners to keep this moving?
Questions?
Contact us

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