

Faculty Women in STEM committee notes from meeting Friday 7 December 2018

Review what we did this year

Surveyed faculty on women in STEM committee activities and identified some needs.

Created a *committee website* with past and current activities

Held “*panel discussion on work-life balance*” (in combination with Women in Engineering) – notes available as well as a write up in Teche - well attended.

Prof Marlene Zuk gave a workshop and seminar on “*Gender Equity in STEM recruitment*” – well attended with people from across the University.

Introduction of combined *Department and Faculty Women in STEM morning or afternoon teas*. Thanks to Engineering and Computing who held events in October and November 2018.

Plan a meeting schedule for next year.

First meeting during 22-25, 28-31 January 2019 **JUDITH**

Plans for next year

Plans for dept morning/afternoon teas next year. Our survey raised need for more networking for women in male dominated depts.

Maths will host on 31 January 2019. **DILSHARA**

Physics will host in March **EMMA/JUDITH**

Biology will host May (new biology building on Culloden road) **FLEUR**

Develop a negotiation skills workshop. **SUGGESTIONS?**

Take a photo of the group during the IWD Morning tea – display on our website **SOMEONE**

Invite 2 exciting new speakers – timing: first for International Womens Day (morning tea), second in semester 2 (lunchtime). **SUGGESTIONS?**

Fatemah & Naila to give a talk or report on attendance at Women in Engineering Leadership summit - their experiences/impressions. **FATEMAH and NAILA**

Advertise a Women in STEM consultation on preparing for promotion – offer feedback on CV, what is needed? **COORDINATOR?**

Follow up from promotion consultation ----One on one mentoring (cross-department) for promotion applications.... **CALL FOR VOLUNTEER MENTORS?**

Topics for next committee meeting

Mental health – raise this for next year actions. **ROB**

#MeToo

Bullying

Thoughts on the survey? Carry over discussion **JUDITH**

Send women to leadership summit and ask them to do a report/seminar on their experience.

Are there any members of the committee interested in attending a specific workshop/summit?

How does our committee send out information to its member departments?

Twitter and website

Maths & Stats – direct email to staff/HDR

Physics & Astronomy – direct email to staff/HDR

Biology - dept newsletter (weekly) celebrate HDR submission, new papers, research proposal deadlines, template for submission. Media Matters, and journal articles are automated.

Molecular sciences -

Engineering – direct email to staff/HDR

Chiro -

EPS and Environment – direct email to staff/HDR and entry in dept newsletter

Plans for Gender Equity Week in the first week of March (with International Women's Day).

Faculty morning tea with speaker – **NOMINATIONS?**

The day for Girls in Science Monday 11 February 2019. Do we celebrate that event?

<http://www.un.org/en/events/women-and-girls-in-science-day/>

Timing is awkward as it is early in school term as well as very early in our academic year. **JUDITH**

Our PR

What should our logo look like? Run a competition! Get a banner to display at events. **VOLUNTEER?**

We have a committee webpage....public facing.

Need to keep updated: **JUDITH + MEREDITH LOWE + CASUAL?**

<https://www.mq.edu.au/about/about-the-university/faculties-and-departments/faculty-of-science-and-engineering/women-in-stem-scholarship-fund/women-in-stem-committee>

Can we make the website as accordion – tabs, and add more pictures **JUDITH/MEREDITH**

Committee membership in 2019 JUDITH

Contact relevant HODs to review membership of the committee – seek volunteers, not nominations. Establish expectations for attendance, committee participation and share information.

Award for Women in STEM Advocacy in the Faculty awards – talk to Emma Bowen JUDITH

Propose criteria such as:

- advocacy and impact for women in STEM (need to show evidence of impact)
- staff or student member of the Faculty
-

Budget for the committee Ask Chris Evans JUDITH

Pay a casual to maintain/update website **SUGGESTIONS?**

SAGE news 5 December 2018

Fifteen Australian institutions have been recognised for efforts to improve gender equity and diversity, receiving the inaugural Athena SWAN Bronze Awards.

- Australia's Nuclear Science and Technology Organisation (ANSTO)
- Baker Heart and Diabetes Institute
- Charles Sturt University
- CSIRO
- Curtin University
- Edith Cowan University
- Griffith University
- Monash University
- Queensland University of Technology
- Swinburne University of Technology
- University of New South Wales
- University of Newcastle
- University of Technology Sydney
- University of Wollongong
- Walter and Eliza Hall Institute

South Australian Health and Medical Research Institute, Southern Cross University, University of Canberra, University of Melbourne and University of Western Australia were recognised for their progress to date towards Bronze Award accreditation and their continued commitment to SAGE.