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To: All staff and HDR candidates

From: Professor Sandra Harding, Vice Chancellor and President

Date: 7 October 2021

Dear Colleagues

The Gender Equity Action & Research (GEAR) team has met for the second time this year to consider JCU's progress across the actions committed to in our Gender Equity Action Plan 2020 – 2025.

The GEAR's role is to provide guidance and support to those JCU Managers who are responsible for implementing the actions, as well as advocating for gender equity within JCU. You can find out more about the GEAR team [here](#).

A key short-term focus for JCU is to improve data collection and use, particularly with respect to ensuring equity within recruitment and retention. Recruitment data to be collected includes the breakdown of applications, shortlists and appointments by gender, as well as the composition of selection panels, and whether people on selection panels have completed gender equity training. Retention data will show whether people have left for another position, or retired, with exit interviews helping us understand push and pull factors, particularly for women. I'd like to acknowledge the work that sits behind this, and the cross-collaboration that is required between Directors of Divisional Operations and the teams in Human Resources Systems and Information Management, and Planning, Performance and Analytics to develop dashboards that can be used by managers across JCU in their workforce planning decision-making, as well as enable clear reporting to VCAC and HR Committee of University Council.

Last year JCU had Professor Lisa Kewley, present modelling that demonstrated what is required to achieve gender equity. Modelling showed that if JCU continues with the status quo there would not be gender equity at Professor level (Level E) for another 60 – 80 years. If recruitment, promotion and retention rates of 50:50 can be achieved then women would reach 45% of the Professoriate by 2040. This timeframe can be reduced again with targeted recruitment into Level E. Professor Kewley will be shortly reproducing the model for the College of Science and Engineering where women are significantly underrepresented. We hope to have Professor Kewley return to JCU this year to speak with the Vice Chancellors Advisory Committee about what the models tell us, and share her experiences of building a diverse workforce at Astro3D. If you would like to see a recorded webinar about the model please email GEAR@jcu.edu.au for the restricted link.

There have been some important film screenings happening at JCU, including the *Picture a Scientist* film in early June that was co-hosted by the GEAR team with Townsville Women in Science and Technology (TWIST), Women of the Reef, and NQ Women in IT. There has also been real leadership from HDR candidates in this space, and they are hosting an upcoming

screening of *The Bystander Moment* for all staff and students on the 21st October from 5.00pm with light refreshments served prior and a facilitated discussion afterwards. You can RSVP [here](#). Films like these provide wonderful opportunities for colleagues and peers to continue important conversations about the kinds of change required to create productive places of work and study that are free of harassment and other unwanted behaviours.

Finally, there has been three GEAR forums for women at JCU held so far this year, with the final forums to occur for the year in December. The purpose of the forums is to give an update to women in the JCU community, and to provide a space where women are welcome to raise and discuss equity issues that are important to them. You can read reports from the Forums [here](#).

The GEAR team will next meet in December, and I look forward to providing you a further update for the year then.

Sincerely

Sandra

Professor Sandra Harding
Vice Chancellor and President

Chair of GEAR

For more information, please contact gear@jcu.edu.au



Have feedback? Email feedback@jcu.edu.au