

Women in STEM Committee Meeting Agenda and Minutes Friday 21 July 2017

For information:

Friday 28 July 9-11 am Women in Maths special interest group talk and morning tea

Colloquium 9am - 10am Room: E7B 263

Morning Tea 10am - 11am Room: E7A 801

Speaker: Dr Emily Riehl (Johns Hopkins University)

Title: On women in topology and abelian functor calculus

Abstract Over the past several years, a cohort of senior algebraic topologists have organized “women in topology” workshops to foster vertically-integrated research collaborations between women in algebraic topology and homotopy theory from around the work. In the first part of this talk, I’ll report on the structure and composition of these workshops, which just since 2013 have led to around a dozen publications involving over 40 women. In the second part of this talk, I’ll describe a few of the theorems proven at the 2016 workshop, which develop a calculus of directional derivatives and higher order chain rules in the setting of homological algebra. This is joint work with Kristine Bauer, Brenda Johnson, Christina Osborne, and Amelia Tebbe.

Tuesday 15 August, 1-2 pm Eugenia Cheng – Character vs Gender in Mathematics, C5A 301

Combined event with undergrad maths society and women in maths and stats.

Thursday 24 August 9 am -1 pm STEM careers for Women Workshop at CSIRO West Lindfield (free) – see separate flier also

Speakers and panel and workshops to build knowledge and skills – women of all ages are welcome.

Tuesday 3 October 1-2 pm Faculty Women in STEM Talk - we hope to promote widely

Speaker: Dr Maren Wellenreuther <http://www.marenwellenreuther.com/>

Title: Women in science– highlighting the changing face of evolutionary biology

ACTION – book lecture theatre, invite any special guests, plan a function for speaker with audience/students/ etc

Committee Events

12:30 to 1:30 during May Monday tea and talk meetings – this event was a suggestion from the Women in FSE lunch

Report - nice to meet informally and talk about career or work-life balance issues. Weekly seems to be too often and is reliant on a few people to keep it operational, but for women who feel they are in the minority, such opportunities to meet are valued.

ACTION - Propose to hold monthly meetings in the model of the “inclusive research network” that Cognitive sciences hold.

(The **next Cognitive Science Inclusive Research Network meeting is on Thursday August 3** at 1 pm in the Hearing Hub level 3 rec room with tea and bickies provided. Discussion topic: Jenny Martin’s talk. All welcome)

Monday 11 September (To Be Confirmed) Women in the Faculty lunch

Date chosen just before or after September break but not in school holidays or graduation period. Monday 11 September is the week before semester break, graduations and school holidays. Invite women academics in the faculty with a focus on those who have previously missed out. What should we aim to achieve with these? Repeat the current format – more women can be invited but also report on our outcomes from these lunches to committee with more details.

ACTION – all members of the committee: please promote to your depts. and help to identify women to invite – send suggestions to Judith.

Judith to write to HODS about this event so that they can also nominate people to invite.

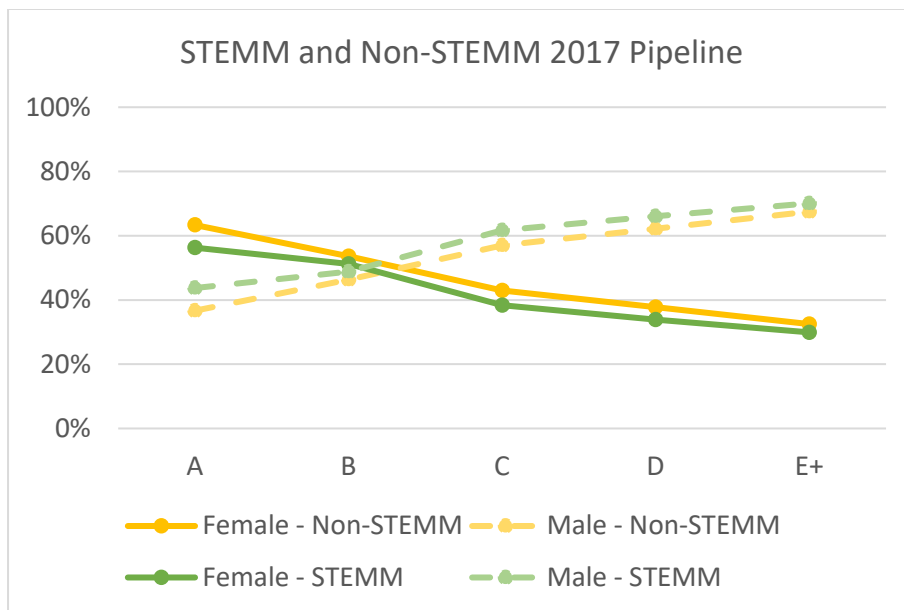
Book venue and organise invitation list

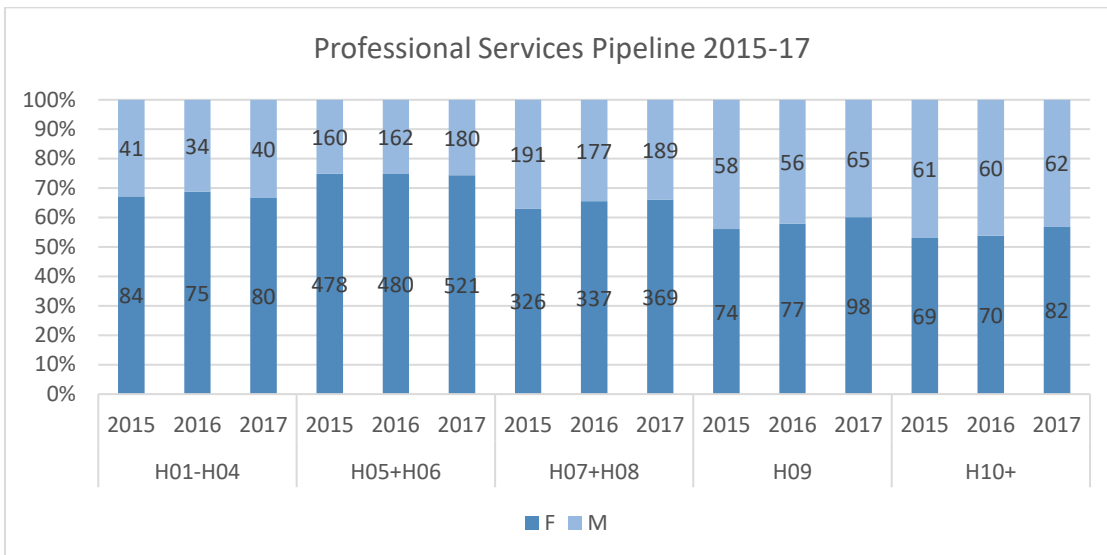
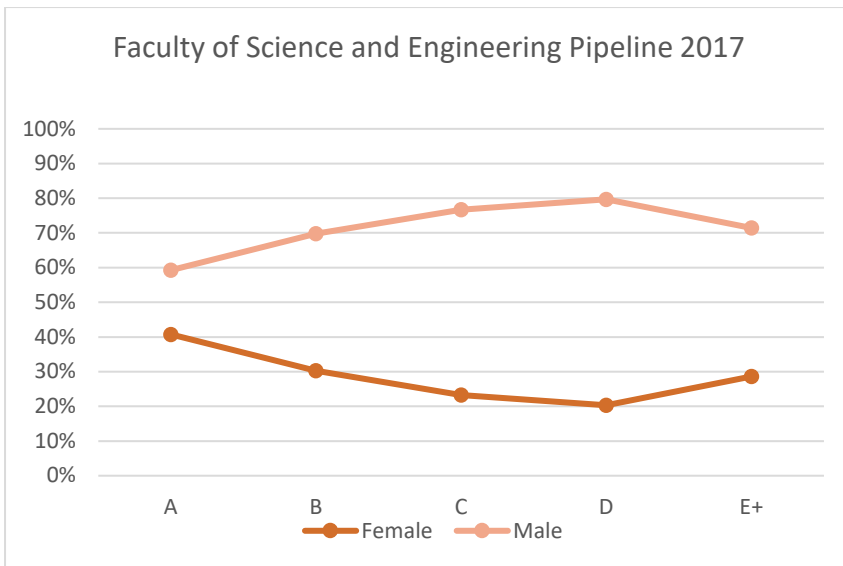
Send invitations and collate RSVPs.

SAGE

Presentation of selected SAGE data

These data are all from Macquarie showing gender ratios. First graph is STEMM vs non-STEMM aggregated across the whole University. The second graph is Faculty of Science and Engineering academic pipeline, including fixed term and continuing academic staff. The third graph is professional staff across the whole university grouped in HEW levels.





Students

Items from Students - our student members have the opportunity to meet separately to discuss issues and bring them to the wider group.

ACTION Mentoring for HDR students at dept level – suggest more engagement and promotion of the Faculty research enrichment program and department equivalents.

Judith to recommend to HODs or HDR directors to set up groups for peer-mentoring or one on one mentoring for HDR students (and ECR postdocs)

We should advertise good practice in mentoring – offer workshops to academics within departments to help setting up mentor groups (analogy with WHS issues – needs transparency – streamline information flow.)

Make some posters for departments and offer information sessions – can we have mandatory attendance? Start by explaining basics of mentoring

Maybe we can achieve some mentoring through the proposed inclusive research network meetings?

ACTION – not yet Committee members to promote inclusive research network to each department to encourage attendance.

Outreach

Women in STEM careers and promotional activities - CSIRO workshop and Superstars of STEM

ACTION Invite Prof Emma Johnston (Dean of Science, UNSW) to speak to Faculty re Superstars of STEM initiative or more generally promoting science for women and girls?

Website

Update on Women in STEM Making a Difference

Jackie Chown, FSE Communications manager, is working on the website. She is liaising with Squiz people to make changes to the template.

She is also promoting to Marketing so they can use as a source for stories.

ACTION When the website and current photos have been fixed up as much as we can, we will send out call for more photos when web site template fixed

Culture

Unconscious bias training workshop - report ...and any points arising from Jenny Martin's talk?

So far the unconscious bias sessions offered by external providers have not been promising. We are looking to develop our own training – SAGE team will advise. If so we will need to train the trainers – with peers to train in depts. Training will start with HODs and senior people

Need to give guidelines to students and teaching staff at all levels about how to treat people – different genders and different cultures. Booklet? Online course on induction for new staff and new students? Some units teach academic integrity in first lecture – this is likely to be extended across the university and may be expanded to cultural awareness as well.

ACTION Suggest that Online Academic Culture Module to be offered to new staff. This would not be the same as current student module on Academic Integrity, but should share some elements on cultural diversity etc.

ACTION Create focus groups to explore student experience in this area?
We want to understand culture within depts.

Another paper on culture and productivity - clear evidence of increased productivity with more positive workplace culture. Some mixed signals for increased work/life balance outcomes!

<http://online.liebertpub.com/doi/pdf/10.1089/jwh.2016.6022>

Staff

Mentoring for promotion - what is needed?

We would like an online culture and respect module for all new staff. (e.g. cultural and gender issues)

ACTION Talk to HR about development of such a module – this is appropriate across the university. More mentoring for individuals before promotion application and career development – where to publish etc – it is evident that people need short term and long term planning

Univ of Sydney physics has system for women to learn about promotion... find out more?

ACTION Suggest that HODS organise a mentoring scheme for individual staff within each department. Could be modelled on the Physics & Astronomy ECR mentor scheme – volunteer mentors and volunteer ECRs (maybe in different areas) are matched by a staff member, based on

the personal profiles provided by mentors and the specific interests and requests of ECR mentees. The minimum expectation is to meet twice per year. We can share some resources on mentoring. We want to increase the number of good mentors available – more training? Workshop? Lesley Hughes ran a workshop in the ECR network for mentors. (It was interesting, but not that many potential mentors attended.) Further comment from Lesley Hughes: ECRs need to work out what kind of mentoring they need and then they need to be encouraged to seek mentors themselves, maybe for different areas of their lives and careers.

Items for discussion

Our remit as a committee

Create a mission statement and strategic plan flowing from mission statement

Draft mission statement: To nurture and sustain an equitable workplace in the Faculty of Science and Engineering

Alternatives:

To empower STEM women in the Faculty of Science and Engineering

To nurture and sustain gender equity in the Faculty of Science and Engineering

ACTION – please send feedback on the mission statement – it will form basis for discussion of strategies at next Committee meeting.

Increasing our visibility within the faculty and externally - social media? events?

Link Committee website with list of members, mission statement and events/activities to Women Making a Difference Website.

ACTION – create a simple website with list of committee members. Further developments as committee progresses.

Host an event to introduce the committee members linked to women making a difference

ACTION Circulate posters on Women in STEM and give to each dept eg to post in obvious places on notice boards. Could also post during O-week and possibly just outside teaching labs?

For example, the Women in STEM posters from Australian Chief Scientist

Invite women to speak at o-week for faculty orientation

ACTION Committee members should promote work of Committee through their department staff meetings or in department newsletters and report back at each Committee meeting if issues were raised.

How are we recruiting undergraduate students? What images of women are presented in advertising campaigns? Recent Defence force ads are a good example of women taking active roles in adverts alongside men.

Encouraging women to persist: give narratives of women as examples, give the personal stories (with permission!) – some young women have a perception that women give up to have kids – tell the stories to encourage them so as to keep women in the academic and STEM workforce!