

Agenda Women in STEM committee meeting March 28 2017

Welcome and introduce new members of the committee.

In particular, welcome to our new HDR reps, Nicolette Armansin, Dominic Logel, Naila Mukhtar, (Andrea Ribeiro sent apologies), Harriet Jones (SAGE) and Roberta Palfreeman (Faculty HR)

Website: Women Making a Difference – <https://www.mq.edu.au/about/about-the-university/faculties-and-departments/faculty-of-science-and-engineering/news-and-events/wmad>

The webpage was live on March 7 but it was not featured during international women's day. The website is accessible through news and events on the main faculty web page.

Please advise any editing/formatting changes you think are needed, before the rest of the womens' photos and profiles are uploaded. We are still collating photos and profiles.

Randomise the list of photos so different ones come up each time. (Judith to ask Kevin Rhodes)

Remove Professor titles on the photos (Kevin)

Not in NEWS section but on front page (Kevin)

Put a link to dept of origin for each photo (Kevin?)

Do you know anyone who could be trained to use SQIZ and who would be able to maintain/ update the website? We can pay modest casual rates for someone with the right skills.

Harriet to do interim admin support for website after she is trained. Link website to SAGE (Harriet)

Propose that new dept outreach people (Admin restructure) to be responsible for managing (Roberta to ask Emma Bowen)

FSE Women in STEM lunch – Thursday 20 April at MGSM Macquarie Room.

Invitations to about 35 women have been sent, with a request to RSVP by Monday 3 April. If we do not get enough attendees, I will ask you for more names. **(all members of the committee)**

The invitations include 6 senior women, 6 mid-career and the rest are early career researchers. We will arrange tables of 6 women and ask the senior women to lead discussions and take notes at their tables.

Feedback from the previous women in STEM lunch is attached as a separate document. I gave this document to Jo Hatton from HR Diversity unit, as she is interested in developing or identifying training and workshops that would suit different career stages of women (or men!)

What are some useful questions we can ask the tables to discuss? Try to maintain a positive approach to get useful feedback for us and the faculty.

Identify talking points – please ask within dept meetings or other forums to get some ideas on what issues concern ECRs or HDRs. (All members of committee)

What would mentoring look like done well?

*What do **you** think the committee for women in STEM should do?*

Have a female leader present on men/women issues, badge as a “women in STEM event”

What kind of events should we hold? (eg hold a workshop on a topic which concerns men and women, with female presenters, invite both women and men, and badge as Women in STEM committee event) (all members of the committee)

Introducing soap box science. Matthew Bulbert to explain. Goal is to introduce women scientists to the general public and to encourage these women to develop their outreach and presentation skills in a different context.

Structure: 4 female scientists wearing lab coats speaking at one time spread around a public space. Eg Sydney Opera House or Town Hall steps or a Shopping centre. 3 cycles of 1 hour each. 12 Speakers are PhD students to Professors.

Recycle 20 min spiel or do something longer. CAN NOT USE ppt but can use props. (eg 3D printed version of moon)

Ask extra helpers – could provide a critical mass of audience if necessary also!

Very different form of presentation – “performance” need to train presenters appropriately

Need to follow up on training – eg improv theatre? (Matthew Bulbert to ask UQ people.)

Alienor Chauvenet UQ in Brisbane started Soapbox science in Australia. No funding from Soapbox, but she raised grant support. Engaging Science Qld govt grant. Univ covered insurance. Venue space in Brisbane entrance to Mall near station \$2700.

Would be a multi-university Sydney based event – women invited from other unis as well.

Brand soapbox science – banners can be sponsored etc. women wear lab coats. Cant use MQ logo on Soapbox science banner.

Considerations – catering, venue, communications, recruit participants, websites and blogs to promote

Grants –Could also seek Council grants to offset venue costs. (eg ask Sydney City Mayor? Or Mary O’Kane. A small grant of \$5k would cover the whole thing).

Do we have a sponsor to help organise this event from within the Women in STEM committee? Committee concluded that maybe some departments would engage but not the overall faculty. (Is there a volunteer to coordinate this event?)

Timeline –

Oct 2017 to submit applications

Nov 2017 committee/participant training

Dec – Feb 2018 participant submissions

Feb 2018 assessment of participant

March 2018 or later training

August Science week 2018 hold event. (Science week branding is also specific.) Or link to Australian Museum and other Science week events. OR hold it in some other week

<http://soapboxscience.org/>

Dame Athene Donald: SAGE lecture Thursday 6 April 3 pm at the University of Sydney in Vet science building

Application for Women in STEM and Entrepreneurship: new scheme is “open” but confusingly it is not accepting applications. Do we want to have another go? If so we need to come up with an improved story and application. *This is in a holding pattern due to Federal government Budget.*

<https://www.business.gov.au/assistance/women-in-stem-and-entrepreneurship>

What leadership/training/development opportunities would we like to see offered for our faculty women/men at various career levels? Feedback is useful.

All members of women in STEM committee to talk to HDRs and ECRs or mid-career level academics in the Depts about what would you like to see what you want in terms of mentoring or training? Please send Judith and Rob emails to summarise your findings before the next meeting. **(All members of committee)**

Review pipeline of women in STEM in different depts. and % female representation at different levels

Harriet to obtain the 2017 statistics – this might help us to judge whether the drop in female representation occurs at HDR to level A or at some other step change. **(Harriet)**

University ECR network offers training on writing a research grant, time management etc. We should promote this and also not reinvent the wheel. **(Judith to follow up with Lesley Hughes)**

Unconscious bias training.

Is our committee willing to be the trial run for unconscious bias training by a selected provider? It would be a 3 hour session. Voluntary attendance.

*Yes – Harriet and colleagues will assess training providers and will advise when we have opportunity for a session. **(Harriet)***

While we wait for more official training or policies, please use the following 3 minute youtube movie. (Eg at the beginning of a hiring committee meeting.) You may also want to share TheConversation article by Prof Emma Johnston.

<https://www.youtube.com/watch?v=dVp9Z5k0dEE>

<https://theconversation.com/how-men-and-women-can-help-reduce-gender-bias-in-the-workplace-62041>