

# 2017 Action Plan – Dornwell Framework – University of Adelaide

Action	By when	Accountability	Status
> Develop 2017 Dornwell action plan	February	GEA*, GED Committee**	Complete
<b>1. Strengthening Leadership Accountability</b>			
<b>1.1 - Setting Expectations</b>			
> Resolve a context-appropriate gender equity KPI for inclusion in PDR work objectives (KPIs) for all Vice-Presidents and Executive Deans in 2018	December	Vice-Chancellor	Agreed to be carried over to 2018 for 2019
<b>1.2 Training and Development</b>			
> Develop and deliver unconscious bias training for managers	December	GEA / Human Resources	2018 L&D Action Plan
> Continue to offer Flexible Work Arrangements Masterclass for managers	May and October	Human Resources	Completed
> Keep leaders abreast of current research and best practice in terms of gender equity initiatives	ongoing	GEA	Completed
<b>1.3 Measuring the University's performance</b>			
> Continue to evolve pay equity reporting to understand if there is a gender pay gap	December	Human Resources	In Progress
> Apply to participate in the SAGE Athena Swan program	TBA by SAGE	Vice Chancellor / GEA	Completed
<b>2. Building an Empowered Workforce</b>			
<b>2.1 Setting Expectations</b>			
> Remind staff and leaders about participation in refresher EO Online training through the provision of staff lists to managers identifying those who need to complete the module again	June	Human Resources	2018 L&D Action Plan
<b>2.2 Engaging our staff</b>			
> Develop a communication and marketing strategy to tie together existing efforts and to promote activities/opportunities for women. Generate a calendar which takes into account significant days to promote University benefits and initiatives.	May	Human Resources / GEA / GED	In Progress
> Develop a parental leave information pack, including return to work provisions, child care etc. (This is also required by SAGE Athena Swan)	August	Human Resources	In Progress
> Build on the "Diversifying Portraiture" project to display in a prominent place, images of women associated with the University of Adelaide	Ongoing	GED/ Engagement Branch/ University Collections	Completed

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<b>2.3 Support for staff</b>			
> Normalising flexible working through a public forum to be held on International Women’s Day and hosted by the SA Equal Opportunity Commissioner, Niki Vincent	March	Director, Engagement Branch	Completed
> Ensure information about flexible work options is easily available online	March	Human Resources	Completed
> Hold ‘new parent network forums’ twice per year for women and men with an interest in issues impacting on pregnant or breastfeeding women, childcare, returning to work, flexible work options etc.	November	GEA	In Progress
> Develop a parental leave information pack, including return to work provisions, child care etc. (This is also required by SAGE Athena Swan)	August	Human Resources	Under review following forum
> Develop a working from home /remote working guideline to further enhance the flexible work arrangements available to staff	June	Human Resources	In Progress
> Consider expansion of flexible work options and parental leave entitlements in next round of Enterprise Bargaining.	June	Human Resources	Completed
> Continue to offer Recruitment Masterclasses (including a component on unconscious bias)	April, May and June	Human Resources	Completed
<b>3. Growing and Strengthening the Talent Pipeline</b>			
<b>3.1 Recruitment</b>			
> Enable women only recruitment in some areas of the University as a special measure to apply under the SA Equal Opportunity Act (1984) by briefing leaders in relevant Schools	August	GEA / Manager Recruitment/ HRMs	Under Review
> Develop information (tools and templates) for hiring managers to encourage and enable positions to be advertised as flexible and to enable at least 50% representation of women on shortlists where possible	May	Manager, Recruitment / GEA	In Progress
<b>3.2 Development and Promotion</b>			
> Actively identify and invite women to apply for academic promotion at all levels	March	Exec Deans / HoS	In Progress
> Establish mentors in each Faculty to support women with academic promotion applications	March	Associate Deans GED	Completed
> Ensure information about special measures in relation to academic promotion is easily available to staff	March	Human Resources	Completed
> Continue to provide Dependent Travel Awards to support staff with caring responsibilities to attend conferences	Ongoing	Exec Deans/GED	Completed

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<b>3. Growing and Strengthening the Talent Pipeline</b>			
<b>3.2 Development and Promotion</b>			
> Continue to offer the Barbara Kidman Fellowship to support researchers with career disruptions due to caring responsibilities	Ongoing	DVCR	Completed
> Continue to offer the Women in Research awards to support ECR and MCR	Ongoing	GED	Completed

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<b>Other items</b>		
<b>Additional Initiatives</b>		
> Consulting Fund – Accessible to fund Dependant travel	Human Resources / GEA	Completed
> Secure a position on the Chiefs for Gender Equity	Human Resources / VC	Completed