

2018 Action Plan – Dornwell Framework – University of Adelaide

(Status Update)

Action	By when	Accountable*	Status Update
> Develop 2018 Action Plan	February	HR, GED	Completed
> Review Dornwell Framework and Develop a new strategy for 2019 onwards	December	HR	Pending new University of Adelaide Strategic Plan
1. Strengthening Leadership Accountability			
1.1 - Setting Expectations			
> Promotion of gender equity initiatives – Via Faculty Road Show	June	COO/DHR/HR	Completed
> Establish faculty plans in line with gender equity initiatives	December	ED	In Progress
1.2 Training and Development			
> Develop and deliver unconscious bias training for managers	December	HR	Completed
> Continue to offer Flexible Work Arrangements workshop for managers	May and October	HR	Completed
1.3 Measuring the University's performance			
> Continue to evolve Gender Equity reporting including gender pay gap reporting.	December	HR	Completed
> Progress SAGE Athena SWAN accreditation	Ongoing	HR	In Progress
> Conduct an analysis of accreditation frameworks for consideration (WGEA-EOC, White Ribbon etc.)	December	HR	Completed
2. Building an Empowered Workforce			
2.1 Setting Expectations			
> 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	Twice yearly	HR	Carried over to 2019

2018 Action Plan – Dornwell Framework – University of Adelaide

(Status Update)

Action	By when	Accountable*	Status Update
2.2 Engaging our staff			
> Launch a major promotion to inform staff of the University's flexible working options	August	HR/AD	Completed
> Review the Parent Focus Group session outcomes and make recommendations for potential initiatives	March	HR	Completed
> Build on the "Diversifying Portraiture" project to display in a prominent place, images of women associated with the University of Adelaide	December	University Collections	Completed
> Conduct the Voice Survey to track and improve culture of the University	August	HR	Completed
2.3 Support for Staff			
> Offer staff Recruitment Masterclass within each faculty – with a focus on unconscious bias	June	HR	Completed
3. Growing and Strengthening the Talent Pipeline			
3.1 Recruitment			
> Ensure that information relating to female only as a special measure under the EO Act is readily available to hiring managers.	April	HR	Completed
> Encourage gender equal shortlisting in Schools where less than 50% of academic positions are filled by women, including for post-doctoral positions.	June	HR	Completed
3.2 Development and Promotion			
> Actively identify women for academic promotion at all levels and provide mentoring for application writing	Ongoing	HoS, AD, HR	Completed

2018 Action Plan – Dornwell Framework – University of Adelaide

(Status Update)

Action	By when	Accountable*	Status Update
> Offer the Adelaide Women Leadership Development Program for hi-potential women leaders aspiring to senior leadership roles in order to grow the talent pipeline	April	HR	Completed
> Continue to provide Dependent Travel Awards to support staff with caring responsibilities to attend conferences	Ongoing	ED /GED	Completed
> Continue to offer the Barbara Kidman Fellowship to support researchers with career disruptions due to caring responsibilities	Ongoing	DVCR	Completed
> Promote Consulting Fund – Accessible to fund Dependant travel	April	HR	Completed

<i>Other items</i>			
Additional Initiatives			
> Pro-rata parental leave procedure – approved, implemented and promoted	HR		Completed
> Participated in Australia Academy of Science Decadal Plan – Community forum consultation (University representation)	HR		Completed
> Participated in Universities Australia Executive Women national round table consultation to establish the Best Practice Recruitment Guidelines - Fast Forward the Advancement of Women.	HR		Completed
> Hosted Chiefs for Gender Equity inclusive language event - Words at work	HR		Completed
> Inclusive language pilot workshop (Pride In Diversity program)	HR		Completed

2018 Action Plan – Dornwell Framework – University of Adelaide

(Status Update)

Action	By when	Accountable*	Status Update
---------------	----------------	---------------------	----------------------

*Accountable

AD	Associate Dean
DHR	Director, Human Resources
DVCR	Deputy Vice Chancellor Research
ED	Executive Dean
GED	Gender Equity Diversity Committee (in each faculty)
HoS	Heads of School
HR	Human Resources