

2019 Action Plan – Dornwell Framework – University of Adelaide

Action	By when	Accountable*
➤ Develop 2020 Action Plan	Dec	GEC
➤ Review Dornwell Framework	April	GEC
➤ Review 2019 Action Plan to align with the new Dornwell Framework	May	GEC
➤ Mark the 125 th anniversary of women's suffrage	Dec	GEC/Engagement Branch
1. Strengthening Leadership Accountability		
1.1 - Setting Expectations		
➤ Report against GE target in mid-year Faculty/Divisional Planning and Performance Review process	July	ED
➤ Develop/monitor faculty plans and report on progress	Quarterly	ED
➤ Consider policy gaps in line with WGEA EOC requirements	Nov	HR
1.2 Training and Development		
➤ Keep leaders abreast of current research and best practice in terms of gender equality initiatives	Dec	HR
➤ Continue to offer Flexible Work Arrangements workshop for managers	Dec	HR
➤ Ensure University leadership and management development programs continue to incorporate unconscious bias training	Dec	HR
➤ Develop a proposal for an approach to raise awareness in the workplace of domestic violence	Sept	HR
1.3 Measuring the University's performance		
➤ Pursue SAGE Athena Swan bronze accreditation	July	HR/SAT
➤ Link the SAGE Action Plan to the Dornwell Action Plan and People Strategy	Dec	HR/GEC
➤ Continue annual Gender Pay Equity reporting to VCE and establish annual reporting cycle to GED Committee on academic promotion, research grants and GE target tracking	June	HR/Faculty/GEC

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➤ Periodically review staff exit information for key data around gender equality	Bi-annually	HR
➤ Review the evaluations of the Leadership Shadow Experience as part of the Adelaide Women Program to understand any common themes to inform subsequent programs	March	HR
2. Building an Empowered Workforce		
2.1 Setting Expectations		
➤ Remind staff and leaders about participation in the refresher EO online training through the provision of staff lists to managers identifying those who need to complete the module again	Ongoing	HR/Faculty
➤ Develop information to support Academic Promotions Committees to guard against unconscious bias and to ensure assessment of promotion application is relative to opportunity.	May	HR
➤ Continue to pursue gender balance in the Research Tuesdays Oration series and work toward equal representation of men and women in other panel events at the University	October	Marketing/GEC/Faculty/Research Services
2.2 Engaging our staff		
➤ Ensure 'Diversifying Portraiture' continues as a key University event as part of International Women's Day	March	Heritage and Collections
➤ Review Gender Equity website to update and refresh	Nov	HR
➤ Promote Flexible Working	Annually	HR
2.3 Support for Staff		
➤ Develop a webpage for parents returning to work to enable staff to connect to existing or potential networks, and provide overall support around their return	Oct	HR
➤ Develop a checklist to support leaders in their conversations with staff who will be taking parental leave	Jun	HR
➤ Continue to offer the blended development program about staff recruitment (inclusive of unconscious bias training)	Dec	HR
3. Growing and Strengthening the Talent Pipeline		

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3.1 Recruitment		
<ul style="list-style-type: none"> ➤ Support hiring managers to highlight the University's commitment to Gender Equity by <ol style="list-style-type: none"> 1. Utilising the gendered language decoder to support development of position descriptions, selection criteria and advertisements 2. Including a diversity statement in advertisements for positions 	Dec	HR
<ul style="list-style-type: none"> ➤ Continue to enable women-only appointment process by applying Special Measures under the <i>Equal Opportunity Act</i>, as appropriate 	Dec	EDs
<ul style="list-style-type: none"> ➤ Monitor and report on the retention of women employed in roles where women-only appointment processes were applied 	Dec	HR
3.2 Development and Promotion		
<ul style="list-style-type: none"> ➤ Continue to actively identify women for academic promotion at all levels and provide mentoring for application writing 	Ongoing	HoS/AD
<ul style="list-style-type: none"> ➤ Continue to provide Dependent Travel Awards to support staff with caring responsibilities to attend conferences 	Ongoing	ED
<ul style="list-style-type: none"> ➤ Continue to offer Barbara Kidman Fellowship to support researchers with career disruptions due to caring responsibilities 	Ongoing	DVCR
<ul style="list-style-type: none"> ➤ Continue to support Adelaide Women program participants by creating networking opportunities through the alumni event 	August	HR
<ul style="list-style-type: none"> ➤ Promote Women's Research Excellence Awards 	Ongoing	DVCR/AD/GEC

Accountable*	
SAT	SAGE Self Assessment Team
AD	Associate Dean
ED	Executive Dean
HoS	Heads of School
HR	Human Resources
GEC	Gender Equity Committee
DVCR	Deputy Vice-Chancellor Research