

2016 Action Plan – Dornwell Framework – University of Adelaide

Action	By when	Accountability	Status
> Review Dornwell Framework positioning for 2016-2018 and develop 2016 action plan	In process	SGEA*, GED Committee**	Complete
<i>1. Strengthening Leadership Accountability</i>			
1.1 - Setting Expectations			
> Review Induction for managers and staff in terms of Equal Opportunity content – Induction review, project underway	December	HR Branch	Complete. Content confirmed by SGEA as appropriate
1.2 Training and Development			
> Develop and deliver unconscious bias training for managers to pilot in Faculty of Sciences	October	SGEA	Complete
> Include Gender sensitive recruitment in the Recruitment Masterclass for Heads of School	Q4	SGEA, Manager of Recruitment	Complete
> Offer Flexible Work Arrangements Masterclass for managers	12 May, 5 October	HR Branch	Complete
1.3 Measuring the University's performance			
> Include GED as a topic at management retreat	February - Completed	Vice Chancellor	Complete
> Undertake pay equity analysis to understand the University outcomes	October	HR Branch	Complete
> Complete pay equity analysis for those falling outside of the Enterprise Agreement or with grandfathered arrangements.	December	HR Branch	Complete
<i>2. Building an Empowered Workforce</i>			
2.2 Engaging our staff			
> Include in Voice Survey specific questions linked to SAGE accreditation requirements	May - Completed	HR Branch	Complete

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2.3 Support for staff			
> Develop a check list for managers and staff to maintain contact during parental /carer's leave	October	SGEA / MCC	Complete
> Normalising flexible working through a campaign to showcase existing high performers who work flexibly	September	SGEA / GED Committee	Complete
> Review parenting room facilities across the University	December	MCC / Director of Infrastructure	Complete
> Provide parking support for pregnant staff	August	Director of Infrastructure	Complete
> Establish a Fair Treatment Contact Officer network to provide confidential contacts for staff around discrimination and harassment	October	Human Resources	Complete
3. Sustaining the Talent Pipeline			
3.1 Recruitment			
> Develop strategy and a business case for women only recruitment of academic staff in STEM disciplines with the support of the SA Equal Opportunity Commission.	August	SGEA, Manager of Recruitment, Associate Dean GED Faculty of ECMS and Deputy Dean GED Faculty of Sciences	Complete
> Ensure that search firms engaged by the University provide shortlists of at least 50% women or an explanation as to steps taken to attempt balanced gender representation.	December	Manager of Recruitment	Complete
3.2 Development and Promotion			
> Amend academic promotion procedure to extend special consideration approach	March - Completed	DVCA / HR Branch	Complete
> Establish a panel of mentors to support women with academic promotion applications – pilot in Faculty of Sciences	April - Completed	Deputy Dean GED, Faculty of Sciences	Complete
> Extend Dependant Travel Awards scheme to include professional staff	June - Completed	GED Committee	Complete
> Offer Adelaide Women program in 2016	Underway	HR Branch	Complete