Consultation FAQs to include on University's Gender Equity website

1. How does SAGE Athena SWAN align with the University's gender equity strategy The Dornwell Framework?
The 4-year action plan, a requirement of the SAGE application, aligns with the Dornwell Framework and its annual action plans. The SAGE action plan will be monitored by the University's Staff Gender Equity Committee, which has overall responsibility for the Dornwell Framework.

2. Why is the focus on STEMM academics?
SAGE is a national program launched in 2015 in response to the Australian Higher Education and Research sectors' need for a coordinated, national approach to improving gender equity in STEMM. Women hold less than 30% of tenured jobs within academia nationally and this disparity is even higher within the science community. The University recognises this issue and although the application focuses on STEMM the majority of the SAGE 4-year action plan benefits academic women across all disciplines.

3. What is a Bronze application and why are we not applying for Gold?
A Bronze application requires participants to collect, analyse and present data on gender equity policies and practices in STEMM departments, as well as identify gaps and opportunities for improvement. An Institutional Bronze level is a mandatory requirement for future Silver and Gold awards at the institutional and departmental levels.

4. Why are professional staff mentioned only in a few sections?
The format for the Bronze application is highly prescribed. The requirements of the Bronze application state that professional staff should be represented in only a few sections. Professional staff gender participation rates at the University, including representation in executive and senior leader positions, are not considered to be problematic in the context of SAGE and therefore are not included in other sections.

5. Why are students not included in the application?
The only data on students required in the Bronze applications are student numbers across the faculties (by gender).

6. How was data collected and analysed?
A variety of sources were used to obtain the data required to complete the SAGE application (HR databases, ERA reports, faculty information, Your Voice survey, focus groups). Throughout the application we are asked to provide three years of data. In most instances we used 1 April 2015 – 31 March 2018 with the following exceptions:
   - promotions (1 January 2016 – 31 December 2018)
   - recruitment and FWA (1 January 2015 – 31 December 2017)
   - research outcomes (ERA) and parental leave (1 January 2014 – 31 December 2016)
   - Your Voice – 2016 and 2018 survey results

7. Why was headcount used instead of FTE?

We chose to report on the number of staff positions rather than full-time equivalents (FTE). This allowed us to capture staff who hold multiple roles on different contracts.

8. Who are the SAT and how were they selected?

The Self-Assessment Team (SAT) represents each of the STEMM faculties (Engineering, Computer and Mathematical Sciences, Health and Medical Sciences, and Sciences), Wirltu Yarlu and Human Resources. The team was selected to ensure representation of gender, position and work area, work pattern and caring responsibilities.

9. Can I share this information beyond the University?

Not at this stage; this draft is for University of Adelaide staff only. Some aspects of the Action Plan are still under discussion and both the action plan and the application itself will be refined following feedback. These documents have not been approved for further distribution.

10. Can I see what other SAGE applications and action plans look like??

Applications, including action plans, submitted by members of SAGE cohort 1 are available on the SAGE website irrespective of whether or not they achieved Bronze accreditation. The University of Adelaide's application will eventually appear of the SAGE website once it has been reviewed and we have been advised of the outcome.