

HOT^{OFF} THE PRESS!!!

Applications are being sought for the following two new initiatives.

UNSW STAFF PHD COMPLETION SCHOLARSHIPS

If you are a UNSW staff member who has faced difficulties completing your PhD due to disadvantage you experienced because of your family responsibilities, a disability you may have or your racial or cultural background, then you may be eligible for one of 5 annual scholarships of up to \$10,000 being offered by the University.

The Scholarship is to be used for costs associated with the completion of your PhD program such as buying some teaching relief, organising additional childcare to enable you to undertake research or writing, or paying for a research assistant. It is open to UNSW academic staff and some general staff who are working in a research-related position.

Applications for the first round of Scholarships are due on 21 November 2003.

Application forms can be obtained from the Equity and Diversity Unit by calling 9385 5210 or from the Equity and Diversity Unit website <http://www.equity.unsw.edu.au/>

UNSW EQUITY INITIATIVES GRANTS

Grants of up to \$10,000 are available for Schools, Faculties and Centres as seed funding for the development of initiatives to help address the under-representation of women in academic positions.

Grants will be awarded on a competitive basis to areas which can demonstrate a relevant project which addresses some aspects of academic gender imbalance, and which has support within the School/Faculty/Centre.

Applications close on 21 November. More information can be obtained from the Equity and Diversity Unit on 9385 6351. Application forms can be downloaded from the Equity and Diversity Unit website <http://www.equity.unsw.edu.au/>



FEEDBACK – WE WANT TO HEAR FROM YOU!!

We value your thoughts and feedback on the project and welcome any ideas you may have on taking it forward.

We would also love to hear about strategies that have been successful in your area, as part of the Project's aim to disseminate information and promote discussion across the University.

You can contact us either by phone or email or soon through the Gender Equity Project Website currently under construction

GENDER EQUITY PROJECT OFFICER

Phone: 93855210

Email: s.frank@unsw.edu.au

EQUITY AND DIVERSITY UNIT

Level 9, Applied Science Building

Phone: 9385 4734

Email: equity-diversity@unsw.edu.au

Website: <http://www.equity.unsw.edu.au/>

UNSW
THE UNIVERSITY OF NEW SOUTH WALES


equity &
diversity

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GENDER EQUITY

IN ACADEMIC EMPLOYMENT PROJECT UPDATE

LOOK OUT FOR THE NEW GENDER EQUITY PROJECT WEBSITE

This is currently under construction and will include:

- > Information on the UNSW Gender Equity Project initiatives and policies
- > Linked resources
- > Information about support available to staff
- > Information for faculties and schools
- > Ideas for action by faculties, schools and individuals



GENDER EQUITY PROJECT UPDATE

There have been several exciting new initiatives for gender equity at UNSW since the launch of Professor Probert's Gender Equity in Academic Employment at UNSW Report in November 2002.

- > The creation of the 'Career Advancement Fund' for women academics returning from maternity leave in May 2003, which provides women academics with a \$10,000 grant to re-establish their research careers.
- > Changes to Special Studies Leave provisions allowing staff to apply to use SSP for the purposes of PhD completion.
- > An increase in the maximum level of funding available in the Vice-Chancellor's Childcare Support Fund for Women Researchers to \$1200 per application. This fund assists women academics with family responsibilities to present prestigious papers at international/national conferences in Australia and overseas.
- > Increased paid maternity leave to 14 weeks full pay; 2 weeks paid partner leave; significant improvements to adoption leave, and a new entitlement for paid foster parent leave have been introduced under the new UNSW Enterprise Agreement.
- > Pilot of a Women's Promotion Workshop to encourage and support women in applying for promotion.
- > Implementation of the Career Development Scheme across the University, which will enable all staff to discuss their career development needs and to develop an individual career development plan with their supervisors.

- > The development of a blueprint for a UNSW future childcare strategy by the Childcare Review and Consultative Committee. The report is available at www.childcare.unsw.edu.au
- > Allocation of designated ground floor parking spaces for parents with young children and provision of special parking permits for women requiring ground floor parking during pregnancy.
- > UNSW Staff PhD Completion Scholarships and Equity Initiatives Grants. See the next page for further information on these.

The Gender Equity Strategy Committee, chaired by the Vice-Chancellor, has been consulting widely across the University on the best strategies to take the Project forward and is driving the process of implementing these initiatives.

The Committee has drawn together these comments and feedback with the recommendations from the Gender Equity report and has developed the following implementation plan.

1. Creation of centrally funded initiatives, such as the UNSW Staff PhD Completion Scholarship, and the inclusion of gender equity as a major goal of UNSW strategic planning.
2. Referral of initiatives that can be incorporated in mainstream activities to central administrative units such as Staff Development, Human Resources, Facilities and the Deputy Vice-Chancellor and Pro Vice-Chancellors (Research). Areas have been asked to report on progress being made in implementing strategies.
3. Developing relevant and tailored actions with Faculties and Schools.

Gender Equity Strategy Committee members are:

- Professor Wyatt R Hume**, Chair
Robyn Alexander, Director, Staff Development
Anita Devos, WomenResearch 21 representative
Dr Rae Frances, NTEU representative
Neil Morris, Director, Human Resources
Professor McConkey, President, Academic Board
Professor Jill McKeough, EEOAC representative
Professor Brendon Parker, representing Deans
Jude Stoddart, Director, Equity and Diversity Unit
Dr Helen Swarbrick, representing women in non-traditional academic fields
Professor Mark Wainwright, DV-C Research

CURRENT WORK IN FACULTIES & SCHOOLS

- > The Equity and Diversity Unit has been assisting the Faculty of the Built Environment and the School of Public Health and Community Medicine to "map" their gender equity profiles and to develop appropriate and relevant strategies to meet their specific needs.
- > The Faculty of Science is about to embark on a gender profiling exercise.
- > Some Faculties are establishing gender equity working groups to explore ideas at a local level.

It is hoped that all faculties will have gone through a gender equity profiling exercise by the end of 2005.

If you would like action to be taken in your area, talk to your Head of School or Dean about initiating a faculty based profiling exercise. You may be able to use the Gender Equity Initiatives Fund to support the process. Contact the Equity and Diversity Unit if you would like to discuss this further.

