



The University of Newcastle
Implementation Plan 2007-09
Equity and Diversity

Prepared by:
Academic Division

The University of Newcastle Implementation Plan 2007-09: Equity and Diversity

Introduction

An active and enduring commitment to equity and social justice is a feature of the University of Newcastle's approach to establishing an inclusive organisational culture. This commitment is evident in the Institutional Strategic Plan and related planning documents, and in the University's record of success in helping identified equity groups to access education and employment. Genuine improvements in relation to equity issues have been achieved, however the need for strategies to address issues of structural inequality is acknowledged as a high priority.

The marked under-representation of women in senior academic levels and in senior decision-making positions continues to be a sector-wide trend; this was identified as an issue for the University of Newcastle by the Australian Universities Quality Agency (AUQA) in the 2003 report.

The Academic Division recognizes the importance of continued efforts to ensure a workplace that is free from discrimination and capable of offering educational and employment outcomes that are equitable and just.

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Strategic Priority	Target	Strategies	Measure	Timeline	Primary Responsibility	Others Responsible
Goal 1. Implement AVCC Action Plan for Women Employed in Australian Universities 2006-2010						
	Equity strategies and targets included in all Operational Plans.	Provide staff and student equity profiles to faculties and divisions and link to equity goals.	OED Report Measures	2009	DVC (A)	VC DVC (R) DVC (S) PVC (I) Faculty PVCs Manager, EDU
	Improve employment of women at senior levels, to: [24]% at Level D [23]% at Level E Maintain 50% at HEW10+	Further development of the Academic Women's Leadership Program 2007-2009.	Employment percentage rate for senior women	2009	DVC (A)	DVC (R) DVC (S) Faculty PVCs Manager, EDU

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	Improve employment of women academics in senior academic positions to: 30% Head of School 20% PVC	Further development of the Academic Women's Leadership Program 2007-2009.	Employment percentage rate of women academics with PhDs	2008 and ongoing	DVC (A)	Manager, EDU DVC (R) DVC (S) Faculty PVCs
			Women in senior leadership positions of Head of School and PVC	2009	DVC (A)	Faculty PVCs
			Women's Employment Strategy	2009	DVC (A)	Manager, EDU
			University budget allocation	2007 and ongoing	DVC (A)	Manager, EDU
		Development and implementation of a Women's Employment Strategy to address barriers to entry by women into academic workforce and to their career progression	Research Fellowship Scheme	2007 and ongoing	DVC (R)	Manager, EDU
		Support and funding for Women@UoN program				
		Equity Research Fellowships 2007-2009 and Career enhancement fellowships 2008-2009				
	Monitoring of gender equity in workforce data and access to information to exceed sector benchmarks.	Develop appropriate reports in consultation with HRS that include ASCO coding, rates of part time return to work after maternity leave, and casual staff employment	OEED and EOWA Report Measures	2007	DVC (A)	Director, HRS Manager, EDU

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	Assessment of gender equity impacts of Research Quality Framework.	Develop and implement an RQF Gender strategy and monitor progress in implementation	Develop RQF Gender strategy Implement RQF Gender strategy	2008 2009 and ongoing	DVC (R)	Manager, EDU Manager, RQF
Goal 2. Meet criteria for Equal Opportunity for Women in the Workplace Agency, Employer of Choice for Women (EOCFW) Citation						
	Successfully promote policy allowing staff to work part-time/job share at all levels	Analyse data on participation by level and determine promotions strategy Undertake online survey of women staff to ascertain level of support experienced in support of flexible work arrangements	Percentage staff participation in flexible work arrangements	2007 and ongoing	DVC(A)	Director, HRS Manager, EDU
	Sex-based harassment refresher training/update for all staff every 2 years.	Promotion to all staff to complete EO Online. Senior management support through Managing For Performance process.	Percentage staff training/update EOWA Report Measures	2007 and ongoing	DVC(A)	VC Director, HRS Manager, EDU
	Reduce pay equity gap from previous year by 2%.	Promote staff development opportunities through Women@UoN and Human Resource Services	Salary distributions by gender OEED and EOWA Report Measures	2007 and ongoing	DVC(A)	VC Director, HRS Manager, EDU

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Goal 3. Increased access and enhancement of experience of female students in non-traditional areas						
	Increase proportion of women in non-traditional disciplines by 25%	Scholarships for commencing and RHD female students	Scholarships	2007-2009	DVC(A)	DVC (R) PVC, FSCIT PVC, FEBE Manager, EDU
		Gender inclusive marketing materials	Marketing materials	2007-2009	DVC(A)	PVC, FSCIT PVC, FEBE Director, MPR Manager, EDU
		Connections with high schools to promote maths and science to girls e.g piloting Yr 9 maths and science summer school for girls	Post Summer School survey of participants' subject choices	2007-2009	DVC(A)	PVC, FSCIT PVC, FEBE Manager, EDU
		Pilot Benchmarks for Cultural Change in Engineering Education	Equity indicator reports for access, participation and retention	2007-2009	DVC(A)	PVC, FSCIT PVC, FEBE Manager, EDU
		Orientation and mentoring programs for female students in non-traditional areas	Feedback from students through focus groups and surveys	2007-2009	DVC(A)	PVC, FSCIT PVC, FEBE Manager, EDU
		Seminar series highlighting achievements of the work of women in non-traditional areas	Established seminar series	2007-2009	DVC(A)	DVC (R) PVC, FSCIT PVC, FEBE Manager, EDU

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	Development of learning materials across non-traditional disciplinary boundaries.	Investigate inclusion of additional units to broaden gender/socio-cultural perspective of undergraduate programs.	Development of learning materials Implementation of learning materials	2008 2008	DVC (A)	Director, CTL Manager, EDU
	Implementation of student-focussed elements of Cultural Diversity and Inclusive Practice toolkit	Implementation strategy following consultation with academic staff in Faculties of Engineering and Built Environment and Science and Information Technology, and with staff in Centre for Teaching and Learning and the Equity & Diversity Unit Online surveys of staff and students in 2008 and 2010 to assess changes in inclusive/ culturally sensitive environment and curricula	CTS Cultural Diversity and Inclusivity Online survey	2009 and ongoing 2008 and ongoing	DVC (A) DVC (A)	PVC, SCIT PVC, FEBE Director, CTL Director, CIS Manager, EDU Faculty PVCs Director, CTL Director, CIS Manager, EDU
Goal 4. Implement Academic Women's Leadership Program						
	Successful implementation of Academic Women's Leadership Program in 2007-2009.	Develop a program to include: <ul style="list-style-type: none"> • Expert external facilitator • 4x2 day workshops • Mentoring and shadowing • Executive coaching • Guest speaker program • Personal career planning sessions • Evaluation of outcomes 	Enhanced capacity and confidence for academic leadership roles. Career development outcomes for academic	Implement 2007-2009	DV-C (A)	Manager, EDU

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			women. Visibility and support for increase in proportion of academic women in management and decision-making roles. Women role models for other staff and students.			
Goal 5. Implement 2007-2011 Equity Plans						
	5.1 Development of revised suite of Equity plans	Comprehensive consultative process to include: <ul style="list-style-type: none"> • Focus groups with student and staff equity target groups • Consultation with senior management • Feedback on drafts • Finalisation of plans 	Revised 2007-2011 Equity Plan, Disability Action Plan and Ethnic Affairs Priorities Statement <i>Note:</i> A revised 2007-2011 Indigenous Employment Strategy will be developed in the Indigenous Collaboration	Finalised in August 2007 Implemented September 2007 and ongoing	DVC (A)	DVC(R) DVC(S) Faculty PVCs Manager, EDU

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