



## CNBP Gender Equity and Diversity (GED) Policy

We acknowledge that this document is not comprehensive - the Nurturing Environment Committee (NEC) regards this as a living policy and is open to feedback / responses from our community to adapt to the ongoing maturing needs of CNBP members.

### OVERVIEW

**Introduction:** Significant evidence is available highlighting the gender and diversity disparity in science careers.

- Women comprise more than half of science PhD graduates, 43% of academics are women, but only 20% of senior academics in Australian Universities and research institutes (Athena Swan, 2017). These numbers are substantially lower in areas such as engineering with 15.4% of graduates and 12.4% professional engineers (Engineers Australia, 2017).
- Australia's research workforce also has the greatest attrition rates for individuals, male and female, between the ages of 35-45 years.
- Gender equity in STEM is not just a "women's issue"

**Aim:** The purpose of this policy is to provide guidance to the CNBP in relation to the recruitment, support of, and engagement with all CNBP members.

**Context:** This document is not intended to compete with existing infrastructure (ie: Athena Swan, SAGE program, ALLY network) but to highlight areas that CNBP have identified as pressure points where we can make a positive impact.

### SCOPE AND APPLICATION

The policy only applies to the use of CNBP funds (ARC or Node allocated) to promote the support of and engagement with any parents and carers who are CNBP CIs, AIs, staff or students across all levels, nodes and Partner Organisations.

## POLICY PRINCIPLES

1. Human Resources
  - a. All positions should be available at a part time, job sharing or compressed work week appointment basis that is not gender defined.
  - b. Inclusivity to be part of phases of recruitment (Planning, advertising, interviews etc)
  - c. An appropriate ratio of gender and diversity to be represented in reviewing applications
  - d. Gender / diversity bias training to be hosted (annually?)
  - e. Recruitment statistics in regard to GED (number of applications, interviews and offers) to be collated and presented to the EMC annually for awareness and training purposes
  
2. Workshops, Committees and Events
  - a. Include an acknowledgement of country and statement of inclusivity during the opening statements
  - b. Equality in gender distribution
  - c. Appropriate ratio of diversity relative to the Centres membership
  - d. Scheduling to be respectful of school holidays and dates of cultural significance to all communities
  - e. Where possible and appropriate video conference will be available
  - f. Where possible core meetings and events to take place between 10am - 3pm (being respectful of interstate time differences)
  - g. Event organisers to be respectful of diversity of needs when planning events
  - h. Individuals attending the Centres annual conference will be asked to share accomodation. Where possible (subject to financial limitations) we will cater to individual needs.
  
3. Children
  - a. Appropriate child-care will be provided at the CNBP annual conference (and for other centre run workshops and events where feasible)
  - b. Subject to University policy children are welcome in the workplace, especially during school holidays. Children can attend Centre meetings and events where childcare is not available
  
4. Sponsorship of Events
  - a. CNBP will only provide financial and/or in-kind sponsorship to conference and workshops where:
    - GED diversity is visible in the organising committee and speaker list
    - Has a GED statement or policy on their website and /or is available on request.

5. Extended Leave / Part time / Carers Leave
  - a. Where possible provisions should be made for researchers to redistribute unspent salary on technical support to maintain research load whilst on extended leave and/or extend their contracts
  - b. Extended periods of leave (ROPE) should be considered when considering contract extensions and/or renewals
  - c. Members are encouraged to take Carers/mental health leave in line with University policies

6. Family Friendly Travel Fund: CNBP funds will be allocated for applications from CNBP personnel for reasonable costs associated with the support of:
  - the travel of dependents and/or carers of dependants
  - help with carer related costs while traveling on CNBP business.

Eligibility is for cases for where CNBP related travel and associated work can only occur if the CNBP funds are allocated, for where a confidential request justifying the need for support has been submitted to a CNBP Gender Equity champion, and where the dependent and carer accompanying the CNBP traveller adheres to the CNBP Travel Policy.

- a. In the first instance, costs for dependant travel will be deducted from the CNBP personnel's annual travel allowance
- b. Personnel who are drawing on this funding for carer costs are encouraged to speak with the Director, COO, Gender Equity Champion and/or Node leader to request additional funding if needed/available.

## 8. Working Conditions

- a. Individuals are encouraged to negotiate directly with their supervisors regarding flexible work hours and/or working from home - subject to employing Universities policy and procedures

## 9. Personal Information

- a. The disclosure of members personal information such as age, parental status, culture etc is discouraged in communications such as reference letters, introductions and media releases. Members are to consider carefully the relevance of personal disclosures.



**Reporting and eligibility for other School funding**

As per the CNBP Travel Policy

**Responsibility for this document:** Nurturing Environment Committee

**Responsibility for Dependant Travel Fund:**

Gender equity champions to review applications and allocated Core / Node funding where available.

**CNBP Gender Equity Champions:**

- Professor Mark Hutchinson
- Professor Nicolle Packer
- Prof Andrew Greentree
- Dr Kathy Nicholson

<b>RMO File/Document Number</b>	
Policy Custodian	COO, Kathy Nicholson
Responsible Officer	COO, Kathy Nicholson
Endorsed by	Dir, Mark Hutchinson
Approved by	EMC
Related Documents and Policies	Travel Policy HR Policy
Date Effective	v1. 7 June 2017 v2. 4 July 2018
Next Review Date	4 July 2019
Contact for queries about the Policy	COO, Kathy Nicholson

\*\* with thanks to the CAASTRO GENDER POLICY which has helped identify elements of this document ([http://caastro.org/files/0/1276661187/caastro\\_diversitypolicy\\_v2.1.pdf](http://caastro.org/files/0/1276661187/caastro_diversitypolicy_v2.1.pdf))

**APPENDIX:**

**CNBP Gender Statistics** (as of June 2018)

Personnel	CNBP				National Statistics (SAGE website)
	Female	Male	% female	(m+F) as a % CNBP Members	% female
<b>Students</b>					
PhD Student	23	32	42%	25%	45.8%
Masters Student	3	11	21%	6%	
Honours Student	2	4	33%	3%	
<b>Postdocs / Research Technicians paid on Centre Funding</b>					
Technician / RA	1	4	20%	2%	
Level A	16	21	43%	17%	50.2%
Level B	4	8	33%	5%	
Level C	0	2	0%	1%	
<b>Senior Investigators</b>					
Level D	0	2	0%	1%	
Level E	3	8	27%	5%	20.6%
<b>Collaborators Named on the CNBP</b>					
As	13	31	28%	20%	
PIs	1	8	11%	4%	
<b>Non Academic Personnel</b>					
Professional Staff	5	1	83%	3%	
Alumni	9	17	33%	12%	
<b>TOTAL</b>					
<b>CNBP Members</b>	<b>79</b>	<b>140</b>	<b>36%</b>	<b>100%</b>	



### Historic CNBP Gender Statistics (as of 31/12/2016)

Cohort	Female / Total	% Female
Senior Investigators	4/12	33%
Associate Investigators	15/40	37%
Centre Researchers	11/42	26%
PhD/Masters students	29/67	43%
Professional Team	5/6	83%
Total across CNBP Personnel	64/179	38%



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## **CNBP: Carer / Dependant Travel Request Form**

To be submitted to a Gender Equity Champion  
(to be reviewed in confidence with the Gender Equity Champions)

CNBP Member Name: \_\_\_\_\_

Please provide relevant details regarding your travel (Event / dates / location etc)

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Please explain why you would be unable to attend this event without this support for dependant /carer ?

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Details of Dependant Child / Carer

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Other Relevant Information / Budget for Support Required

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