



CNBP Gender Equity, Diversity and Inclusion (GEDI) Policy

Impact on Science and Translation

Because science and technology affect the world's people in different ways, they must be shaped by the greatest diversity of the world's people. And the greatest diversity of voices must be heard at all stages of the innovation curve - from conception to translation to implementation. Without diversity, organisations risk losing innovation and progress because talented individuals are marginalised, disempowered or disengaged. Such a loss of potential represents a significant cost for any organisation, and creates long-lasting harm to the marginalised individuals. It is only by capturing diverse opinions that we will find new solutions and new opportunities that will enhance our CNBP science and advance a new generation of leaders. (See Appendix 2)

The CNBP Gender Equity, Diversity and Inclusion (GEDI) Policy provides a framework and guiding principles and is designed to enhance CNBP science and CNBP's impact by ensuring that our practice reflects and leads best practice in equity, diversity and inclusion. We acknowledge that the policy cannot predict all circumstances pertaining to GEDI and therefore it must be living and open to feedback and responses from the CNBP community to adapt to the ongoing needs of the Centre, its community, and its legacy.

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

This policy applies to all CNBP CIs, staff and students across all levels, nodes, and partner institutions, as well as the use of CNBP funds (ARC or node-allocated). Furthermore, it is expected that CNBP members should promote and exemplify these policies beyond their CNBP roles.

POLICY PRINCIPLES

The CNBP will, in all its activities, promote and advocate for GEDI best practice.

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. Leave for PhD students will be provided, subject to any specific

provisions of the student's scholarship.

- c. Inclusivity is to be part of all phases of recruitment (planning, advertising, interviews etc.)
 - d. An appropriate ratio of gender and diversity is to be represented in reviewing applications
 - e. Gender equity, diversity and inclusiveness training is to be provided to CNBP personnel.
 - f. Recruitment statistics in regard to GEDI (number of applications, interviews and offers) to be collated and presented to the EMC annually for awareness and training purposes
2. Mentoring and sponsorship of CNBP ECRs and students (see Appendix 3)
- a. All CNBP ECRs and students should be matched with a mentor
 - b. CNBP CI mentors are encouraged to act as sponsors and identify protégés who they will strongly advocate for by:
 - 1) opening up their active network connections to the protégé and aid the formation of new connections
 - 2) champion the profile and visibility of the protégé whenever possible
 - 3) connect protégé to high-profile/high-reward opportunities that lead to career advancement
 - 4) nominate protégé for promotions and awards
3. Workshops, Committees and Events
- a. Include an acknowledgement of country and statement of inclusivity during the opening statements
 - b. Prioritise gender equity and diversity in presenters
 - c. Appropriate ratio of diversity relative to the Centre's membership
 - d. Scheduling to be respectful of school holidays and dates of cultural significance to all communities
 - e. Where possible and appropriate, recordings will be available for people unable to attend.
 - f. Where possible core meetings and events to take place between 10am and 3pm (being respectful of interstate time differences)
 - g. Event organisers to be respectful of diversity of needs when planning events
 - h. Individuals attending the Centre's annual conference will be asked to share accommodation. Where possible (subject to financial limitations) we will cater to individual needs.
4. Children
- a. Appropriate child-care will be provided at the CNBP annual conference (and at other Centre run workshops and events where feasible)
 - b. Subject to University policy, children are welcome in the workplace, (e.g. during school holidays). Children can attend Centre meetings and events where childcare is not available
5. Sponsorship of Events
- CNBP will only provide financial and/or in-kind sponsorship to conference and workshops where:

- GEDI diversity is visible in the organising committee and speaker list
- Has a GEDI statement or policy on their website and /or is available on request.

6. Extended Leave / Part time / Carers' / Medical / Health 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
- d. Where possible, there should be a written plan to manage communications during the leave period, and management of workload.
- e. There should be a touch-base program during the leave period to ensure appropriate expectations.
- f. There should be appropriate planning with the leave-taker for the return to work and help with integration back to work to be performed ahead of the planned return to work.

7. 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 for Family Friendly Travel Fund supported travel can only occur if the CNBP funds are allocated for this purpose, where a confidential request justifying the need for support has been submitted to a CNBP Gender Equity champion, and where the dependent and/or 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
- b. Supervisors are encouraged to promote and enable flexible working conditions where possible, consistent with the wishes of supervisees and University policy and procedures. Where necessary, supervisors should advocate on behalf of their supervisees to access flexible working arrangements.

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 (and permission obtained where disclosure is deemed necessary and appropriate).

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 (See Appendix) to review applications and allocated Core / Node funding where available.

RMO File/Document Number	
Policy Custodian	Acting GM, Kate Chadwick
Responsible Officer	Acting GM, Kate Chadwick
Endorsed by	Dir, Mark Hutchinson
Approved by	EMC
Related Documents and Policies	Travel Policy HR Policy
Date Effective	v1. June 2017 v2. June 2018 v3. September 2020
Next Review Date	N/A
Contact for queries about the Policy	Acting GM, Kate Chadwick

** 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)

APPENDICES

Appendix 1: CNBP Gender Statistics

Cohort	31/12/2016		31/12/2019	
	Female : Male	% Female	Female : Male	% Female
Senior (Chief) Investigators	4:8	33%	5:8	38%
Associate Investigators	15:25	37%	20:38	34%
Centre Researchers	11:31	26%	15:26	37%
PhD students	29:38	43%	27:35*	44%
Professional Team	5:1	83%	6:0	100%
Total across CNBP Personnel	64:113	36%	73:107	41%

*This figure is at 28/8/20

CNBP Diversity and Inclusion Champions:

Selection criteria are:

- Nodal spread
- Diversity

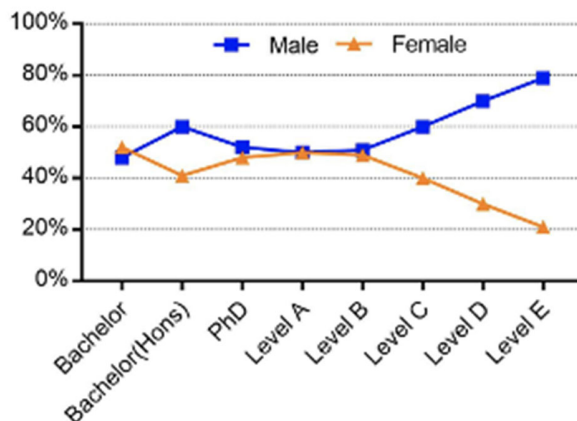
Current Champions:

- Prof Mark Hutchinson
- Prof Andrew Greentree
- Unfilled due to resignation
- Unfilled due to resignation

Appendix 2: Impact on careers

There is now significant evidence 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 Level E positions in Australian universities and research institutes (Athena Swan, 2017). The fraction of women in Level E positions 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.



Data adapted from the Department of Education and Training, Higher Education Research Data, 2014, illustrates the disparity in gender representation can be observed from Level C, widening by Level E.

Although the statistics show an increased impact on female academics due to poor gender equity in STEM. It is important to stress that this lack of equity is not just a “women’s issue”, but also has negative impacts for men, other gendered people (including trans, fluid, and non-binary people) and workplace productivity. For example, the bias against men taking paternity leave inhibits the well-documented benefits of the father’s role in a child’s life. And lack of workplace equity can entrench traditional gender roles and enable negative work ethics, including overwork, stress, and even karoshi. Ensuring GEDI best practice means promoting positive work-life balance and opportunities for all, irrespective of gender or parenting status, which benefits *all* workers.

Appendix 3: Mentorship and Sponsorship

Mentorship and sponsorship play important roles in the advancement of an individual’s career. However, a 2010 Catalyst study highlighted that despite more women taking part in mentorship programs, men were 15% more successful than women in promotions.

Mentorship provides mentees with support and advice, with the aim of helping the individual visualise their career pathway. However, sponsorship can be viewed as a more active participation in an individual’s career, where the sponsor enthusiastically promotes their protégé’s career advancement by **driving** their career vision. This can be in the form of using their influence and networks to champion the individual’s profile and visibility, suggesting their names for leadership responsibilities, connecting them to high profile/high reward projects, nominating for promotions and awards. A sponsor is therefore more than an advisor, but a strong and powerful advocate. By acting as sponsors, CNBP senior leaders have the opportunity to increase diversity at the senior levels. Importantly, the sponsor-protégé relationship also allows a better understanding of the hurdles and obstacles faced by members from diverse backgrounds. This two-way relationship is an opportunity for senior staff to learn from a different perspective presented by members who have unique experiences and ways of thinking.

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)

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

Details of Dependant Child / Carer

Other Relevant Information / Budget for Support Required
