

RSAA Equitable Hiring Strategy: Progress report

1st November 2024

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The RSAA Equitable Hiring Strategy is communicated to the School on a regular annual basis (Nov 2022, Nov 2023), with the most recent reminder occurring during the February 2024 School Town Hall meeting to discuss strategic directions for the School in the areas of inclusion and diversity, including future faculty hiring. The strategy offers a set of recommendations to enhance diversity throughout the School via retention and hiring practices. It includes metrics to monitor the adoption and impact of these initiatives and to measure their success.

To evaluate the implementation of the strategy and resulting outcomes all chairs from hiring panels during 2024 have been invited to participate in an anonymous survey undertaken by the Associate Director (IDEA). The purpose of the survey was to benchmark RSAA hiring practices against the strategy and previous report. Only completed job rounds were taken into account for this purpose.

During 2024, RSAA has advertised 9 positions: 2 academic, 7 engineering/technical and none in HR. The survey reports data on the hiring of 6 individuals, and we regard it as indicative of how hiring practices have been implemented across the board. The full data for each survey question is available in the Appendix. In the following we provide a brief summary of key findings.

Training and Composition of Hiring Panels

RSAA has prioritized unconscious bias training over the past few years, as evidenced by the 2022 demographic survey conducted by the College across the School (63% staff completion rate for unconscious bias training, with 83% of academics at levels D and E). Due to the high completion rate among staff, it is worth noting that no unconscious bias training has been organized at RSAA during 2024. While only 17% of chairs completed the training in the last 2 years, that figure rises to 100% over the past 5 years. This latter result aligns with the high completion rate reported previously and corresponds well with the goal of a 90% completion rate set by the Equitable Hiring Strategy. Over the next couple of years, it will be important to provide both old and new staff with opportunities to refresh or attend this training.

Overall, 50% of hiring panels achieved gender balance (40/40/20 women/men/any). This is lower than the previous year's figure of 90%, primarily due to the fact that two-thirds of the panels surveyed this year were for engineering/technical positions, where there is a greater lack of diversity among staff to join the hiring panels. A balanced hiring panel was achieved instead for all academic hires.

Mitigation Strategies and Rubrics for Each Position

For all advertised positions, discussions on potential biases and mitigation strategies took place before shortlisting, while specific rubrics for each position were developed in 33% of

cases. This first result corresponds with the Equitable Hiring Strategy's recommendation for 100% compliance and reinforces the positive outcome from the previous year. The lack of rubrics primarily pertains to engineering/technical positions, which typically already have very specific requirements outlined in the job advertisements. In contrast, rubrics were developed in 100% of cases for academic positions.

Advertising and Invitations to Apply

All positions have been externally advertised, surpassing the 90% target set in the strategy. For 100% of the positions, women and/or individuals from under-represented groups were invited to apply, noting that one advertised position was for women only. All advertisements underwent gender decoding and included language addressing reasonable adjustments to support disability needs. Additionally, 83% of job announcements were advertised through various channels and networks to reach under-represented groups, with the same percentage including a statement on diversity or gender balance related to under-represented groups. The strategy does not set specific percentages for these statements, aiming instead to enhance diversity in the applicant pool. While within statistical uncertainties, it is noteworthy that these numbers systematically improve upon those in the last report.

100% of academic job announcements included statements about work-life balance, flexible work arrangements, parental and caregiver support policies, and/or campus childcare facilities. This was not the case for engineering/technical positions based at Siding Spring Observatory, a rural area that lacks many campus facilities, which adds to the existing challenges in improving diversity. Not all respondents were able to provide data on the gender distribution of applicants. We note that the women-only position advertised at the faculty level attracted 41 high-quality applications, resulting in a longlist of 9 exceptionally strong candidates. In line with what was reported last year, there is a notable gender imbalance for applicants to engineering/technical roles (3 women, 17 men, 0 others).

Shortlisting and Offers

While one position was advertised for women only, separate shortlists for men and women and a 50-50 men-women ratio in shortlisting were not achieved for the other position. This partly stems from the stark gender imbalance previously mentioned among applicants in engineering/technical positions. The other academic position had an odd number of shortlisted applicants (3 men, 2 women). When looking across all adverts, offers were extended to 3 women and 3 men, with variations based on the type of position. Specifically, for academic roles, offers were made to 2 women, while in engineering/technical positions, offers went to 1 woman and 3 men (a ratio of 25% women, which, although low, helps to improve the current imbalance among engineering/technical positions).

Building on the equitable hiring strategy and future directions

Similar to the previous year, many of the recommendations in the Equitable Hiring Strategy were implemented in the hiring processes of 2024. The School continues to benefit from the unconscious bias training and reminders of the Equitable Hiring Strategy provided in the past and proactively engage individuals from under-represented groups to apply. However, it is critical to refresh trainings and the strategy in the coming years to maintain the positive progress we have made.

The number of hires in 2024 (9 positions, with 6 captured by this survey) is considerably lower than in 2023 (23, of which 20 surveyed), and when analysing the data across roles, statistical fluctuations are significant. Nevertheless, the conclusions remain consistent with the previous report: the gender balance among applicants and offers reflects the current status quo across the School, underscoring the need for more affirmative actions to hire women in leadership roles.

With this goal in mind, the School has successfully concluded the hiring of a woman faculty member, bringing the percentage of women across faculty to 27%. While this aligns broadly with the current fraction seen at the postdoc level, it still falls short of the goal of achieving parity (defined as 40-60%) set forth in the diverse and equitable workforce development action plan devised by the College of Science. This was one of the topics discussed during the IDEA Town Hall meeting the School held in February 2024, where gender diversity at faculty level was projected in the future based on different hiring choices and reasonable retirement scenarios. Importantly, gender balance at the faculty level appears more favourable when considering individuals who earned their PhDs in the same year. The School now has a ratio of 40% women to 60% men among faculty members who completed their PhDs post-2000.

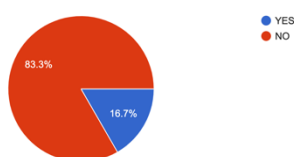
In 2023, the School embarked in an ambitious goal to improve diversity across its Advanced Instrumentation and Technology Centre. While that data is captured in the previous report, that experience also highlighted some challenges in significantly increasing diversity in more technical roles. The same conclusion applies to this report, particularly for technical positions in rural settings like Siding Spring Observatory. Nevertheless, the latest census conducted by the College of Science reports that the fraction of women in engineering and technical positions at RSAA is now 19%, nearly doubling from the 2022 demographic survey.

Overall, the School will continue to promote the application of the Equitable hiring Strategy and engage in more proactive measures in line with the available opportunities and resources to support hirings in different roles.

Appendix

The survey questions are the same as those in the previous report to facilitate comparison. Below, we present the complete findings of the data.

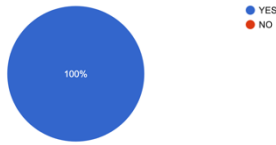
Has the chair of hiring panel completed Unconscious bias training in the last 2 years?
6 responses



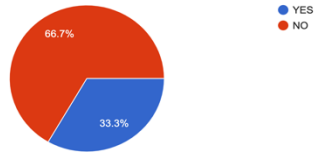
Has the chair of hiring panel completed Unconscious bias training in the last 5 years?
5 responses



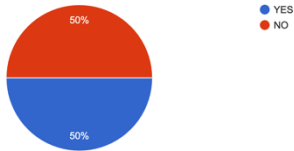
Did the chair discuss biases and potential mitigation strategies with the hiring panel before shortlisting?
6 responses



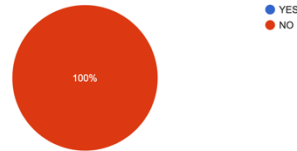
Did you have rubrics for each position before seeing the list of applicants?
6 responses



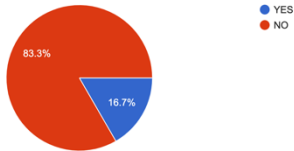
Was the recruitment panel gender balanced (40/40/20 women/man/any)?
6 responses



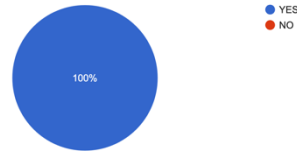
Was the position (or positions) advertised only internally?
6 responses



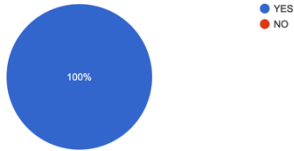
Was the position (or positions) for an identified women only hire?
6 responses



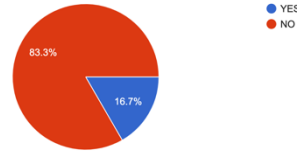
Did you personally invite some women or people from underrepresented groups to apply?
6 responses



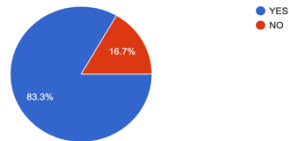
Was the job announcement run through a gender decoder?
6 responses



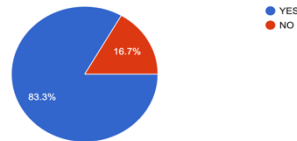
Were applicants encouraged to include a relative to opportunity statement in their application?
6 responses



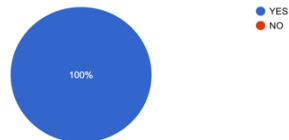
Was the job announcement advertised through different channels and networks with the intent to reach women and under-represented groups (e.g., AAS ...ng lists, targeted emails to individual, etc...)?
6 responses



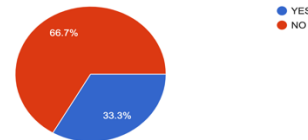
Did the job announcement include a statement on diversity and/or gender balance and/or under-represented groups?
6 responses



Did the job announcement use wording around reasonable adjustments to support disability needs?
6 responses



Did the job announcement include a statement about work-life balance and/or flexible work arrangements and/or parental and carers support policies and/or campus childcare facilities?
6 responses



RSES equitable Hiring strategy progress report 2024

Compared to data for 2023 RSES continues to make progress in closing the gender gap. This is particularly evident in the area of early academics (levels A to C) where we see an increase of 6.5% in woman-filled positions to a total of 48.65%. Senior academic ratios stayed unchanged as no positions became vacant in 2023 or could be advertised. Professional staff ratios are characteristically fluctuating on a year-by-year basis. These changes this year were mostly influenced by structural changes at whole-of university level and by the expertise and skillset offered by applicants in the technical staff group.

Positions advertised this year were almost entirely fixed term of CCF positions funded by research grants. The gender spectrum of applicants for these positions varies depending on the discipline. For instance, positions in the RSES area of Climate and Ocean Geoscience are typically female -dominated, while in Geophysics and in Geochemistry we see a more balanced to more male-dominated applicant spectrum.

With very few exceptions, all recruitment processes adhere to the RSES hiring strategy and in particular to (1) all positions are advertised, (2) selection panels are gender-balanced and discipline-diverse (3) shortlists are gender-balanced. In 2024 we recorded two exemptions to item (3) where only a majority of female candidates could be shortlisted.

FSES Equitable Hiring Strategy: 2024 Progress Report

This progress report tracks the success of the recruitment and retention actions outlined in the FSES Equitable Hiring Strategy 2022 – 2027, in which the school committed to report annually on workforce demographics, progress in closing identified gaps, whether the School is on track to meet strategic goals, whether any attraction, recruitment, selection or retention methods will be amended to help the School close identified gaps.

Each of these areas are covered below. We are now at the mid-point for this 5-year strategy, and overall the school is on track to meet a number of its targets, particularly with respect to gender diversity. However, there are several areas for improvement (e.g. Indigenous recruitment) and where progress is likely to be affected by wider budget and research funding challenges.

DEMOGRAPHICS AND PROGRESS IN CLOSING GAPS

Our current data shows that, of the 67 academic staff, 35 are women (52%) (Table 1), although the proportion of female staff is slightly lower when calculated by FTE. By both metrics, FSES meets the CoS 2030 target of gender parity (defined as 40-60% of staff identifying as women).

Table 1. Percentage of staff who are women (2023/2024)

| All Funding | Man | Woman | Non-Binary | Unknown | Other | 2024 % of women | 2023 % of women | %change |
|---|------------|------------|------------|---------|-------|-----------------|-----------------|---------|
| Early Academic A,B,C | 18 | 27 | | | | 60.00 | 61.90 | -1.9 |
| Senior Academic D,E | 14 | 8 | | | | 36.36 | 33.30 | 3.1 |
| Professional Staff – Administration, Cleaner, Hospitality, Grounds, Store, Library and Printing streams | 2 | 15 | | | | 88.24 | 88.20 | |
| Professional Staff – Technical, Research, Engineering, IT, Specialist, and Maintenance streams | 9 | 8 | | | | 47.06 | 43.50 | |
| Casual Academic | | | | | | | | |
| Casual Prof | 71 | 98 | | 1 | 1 | 57.31 | 46.30 | |
| Totals | 114 | 156 | | | | | | |

Key areas of progress include:

- The School has been on a strongly improving trend in terms of proportion of female staff. An analysis of the total staff by gender shows that we have improved the fraction female among the professional cohort from 48% in 2019 to 61% in 2023 and among academic cohort from 32% in 2019 to 45% in 2023.
- While there has been a slight decrease in the proportion of women who are levels A-C, there has been an increase in the number of senior academics and professional staff who are women (Table 1). This is a key gap identified in our strategy where we have made steady progress.
- Of particular note is that last year we had the highest number of senior academics, which we have further improved upon this year with 2 additional women at level D and E.
- Three of the four candidates who were shortlisted for our ongoing position in applied climate science were women, and the candidate who was successful was a woman appointed at Level E. Although recruitment has been limited this year, our only appointments for continuing staff have been women at Level E, although one of these women will not start until 2026, so is not reflected in these statistics.
- A key action in our strategy was to be mindful of the existing pool of staff on term contracts when considering recruitment into new positions. This year we recruited for a new ongoing academic teaching staff position, recruiting a woman who had been employed previously on short term contracts.
- We continue to be active in the Indigenous employment space, including our support in creating and mentoring the indigenous cadets in the CoS programme. This year we have also had two indigenous visiting fellows, Richard Swain and Ado Webster.
- In 2024, we also added the IDEA committee chair to the FSES Executive Committee to ensure IDEA-related matters are consistently considered in decision-making.

AREAS FOR IMPROVEMENT

FSES is on track to meet its strategic goals with respect to gender balance. However, there are still a few areas where we have not made progress in the last 12 months.

First Nations Staff

The FSES Strategy sets the goal of improving representation of academic and professional staff identifying as First Nations people. Although we actively engage with First Nations people in our research, teaching, and outreach activities, we have not increased the proportion of First Nations staff. This relates partly to the limited positions available in the last 12 months, as well as reflecting challenges with recruiting and retaining indigenous staff members. The strategy notes this challenge and identifies a number of recruitment actions that make addressing this gap difficult in the short term (e.g. targeted recruitment for academic positions); however, we will continue mentorship and outreach activities in the absence of active recruitment options.

Staff with Disabilities

The strategy also aims to improve representation in the School of staff identifying with disability. This is an area that has proven difficult to track, as limited data on existing staff is available, and new staff do not necessarily report so may not be counted. Our School Manager and the IDEA committee have, however, taken an active interest in supporting academic staff and HDR students with disabilities, including training and networks to better support these staff members.

Staff Training and Bias in Recruitment

The FSES Strategy outlines a number of actions to reduce bias and increase diversity in recruitment and retention in our hiring process. While there has been minimal recruitment this year, our recruitment choices have had a positive impact on the gender balance within the School. If recruitment opportunities arise, we will remain mindful of the actions identified in the strategy to address potential bias in recruitment, i.e.:

- All advertisements are run through a gender decoder.
- Increase in selection panel members having unconscious bias, disability awareness, and Ally training.
- Written reports on what was done to proactively improve diversity in the applicant pool, and how underrepresentation in gender, cultural, and other aspects of diversity has been considered or addressed during a hiring process.

In addition, although the School identified a provider for Indigenous Cultural Capability training for Academic, Professional and HDR students, which we planned to conduct in 2024, this did not occur due to the spending freeze. This will be reconsidered if circumstances change in 2025.

CPAS – Equitable Hiring Strategy 2022 – 2027 Progress report (Dec 2024)

| All Funding | Man | Woman | Non-Binary | Unknown | %F |
|-----------------------------------|-----|-------|------------|---------|------|
| Early academic A,B,C | 7 | 4 | | | 36% |
| Senior Academic D, E | 2 | 3 | | | 60% |
| Professional staff administration | 0 | 4 | | | 100% |
| Casual Academic | 2 | 6 | | 1 | 67% |
| Casual Professional | 2 | 2 | | | 50% |

Staffing: CPAS has maintained and celebrates its diversity and gender equity across the Centre. Since 2023, the proportion of casual professional staff has moved to gender parity, while the percentage of women in Senior Academic roles decreased from 75% to 60% due to recruitment of one additional man. Other classifications remained relatively stable. Our gender ratios remain within or close to the 40-60% of staff identifying as women targets in the strategic plan. Although ECR figures from 2023 to 2024 are stable, it's important to note that the ECR gender balance ratio fluctuates as postdocs come and go for short times.

As per our 2023 report, with gender equity generally addressed, we are currently focussing on intersectional, LGBTQIA+, and other forms of diversity and inclusion as discussed further below. This includes efforts to create a more inclusive and diverse Centre and, relatedly, addressing inclusion within our field more broadly. Finding additional synergies between our academic work and IDEA principles has been a fruitful area during 2024.

General inclusion and cultural diversity initiatives:

- Eight of the CPAS team completed Ally training through ANU during 2024, along with display around the Centre and in bathrooms of posters, badges, etc. focussed on inclusion of LGBTQIA+ staff and students. CPAS PhD student, Emily Standen, also contributed to the Queering Science Communication book published November 2024, following earlier activities with CoS (<https://science.anu.edu.au/news-events/news/queering-science-what-it-means-and-why-it-matters>). CPAS are proud to see our HDR students leading in these areas both practically and academically.
- We increased efforts to broaden the cultural diversity of our Masters cohort through (1) a targeted webinar showcasing opportunities with the Australia Awards Scholarships featuring a female Masters student from Samoa, and (2) working with the CoS marketing team on the International Case Study Competition that encouraged participants to show how culture and context affected climate change communication locally. These efforts sit amongst our already culturally diverse staff and student body and international research with strong inclusion and equity components.
- CPAS's academic Inclusive Science Communication group met regularly over the year, using a deliberative process to explore what inclusion means to us personally, and in the theory and practice of science communication. The group contained staff and undergraduate, postgraduate and HDR students, with a diverse range of cultures, gender identities, levels of experience, etc. The group used these discussions to write

a paper focussed on, amongst other things, considerations of inclusion and diversity of science communicators in our discipline which is currently under review. The paper seeks to address equity issues within the discipline itself, contributing to an equitable workforce.

MSI 2024 Annual report on progress towards Equitable and Diverse Hiring Strategy

Summary

This report addresses progress with respect to the [MSI Equitable Hiring Strategy 2022 – 2027](#). The most prominent aspects of the strategy outline the process through which the MSI hires academic staff. As the MSI did not conduct any school-wide academic hiring searches in 2024, these aspects of the strategy were not directly invoked. Regardless, the MSI made positive strides with regard to the diversity, inclusivity, and culture of the school in 2024 despite limited resources, and is well-positioned to continue these positive developments into 2025.

Current workforce demographics, including recent changes

The MSI has achieved a relatively good gender balance through consistent hiring strategies. We have 42FTE academics, of whom 12 are female. Thus, we have almost 30%/70% gender balance. This is an improvement of several percentage points from last year, driven in part by the departure of several senior male-identifying academics. In March 2024, we made three fixed-term appointments to the newly established Mathematical Data Science Centre. One of the appointees, a female mathematician, was only able to join ANU if her partner could also be offered a position, which the MSI arranged. The new Director of the Mathematical Data Science Centre is a distinguished female mathematician who will lead one of the most critical and rapidly evolving fields of research. MSI continues to exceed the national average for employees identifying as LGBTQIA+.

Achievements

The MSI continues to actively pursue a diverse and inclusive working culture. This plays a crucial role in the Equitable Hiring Strategy, with respect to both attracting and retaining staff. In 2024 the MSI hosted an Indigenous Cultural Awareness training program for staff, which was received very positively. This was a key goal set in the 2023 progress report and in the hiring strategy itself, as a part of the long-term aim of addressing underrepresentation of Indigenous mathematicians. To the same end, the MSI hosted a special session 'Mathematics without borders' at the Pacific Rim Conference in Darwin. It emphasized celebrating Indigenous and non-Western mathematical knowledge, questioning mainstream historical narratives, and exploring the future of mathematics with new perspectives. There was strong and diverse participation in Maths Day 2024, including 5 students from a remote school in Narrabri; the school will also participate in Maths Day in 2025. The MSI also organised teas to support and connect female students.

The MSI implemented a new international HDR scholarship selection policy, which featured significant (2/3) overlap between the selection panel and the MSI Equity and Diversity Committee, to ensure IDEA goals were incorporated in the developing process. The panel expected to be able to offer two scholarships, and according to the panel's ranking one of these two scholarships would go to a female mathematician. The final outcomes of this process are currently unknown due to University budget constraints.

Areas for improvement

- *Morale and Restructuring.* Addressing low morale due to recent restructuring and all that followed. The uncertainty is affecting our staff, and our students are feeling that.
- *Funding Concerns.* The lack of resources limits our capability for outreach, training and other programs.
- *HDR selection process.* In 2024 MSI developed an HDR selection strategy with a strong emphasis on diversity. It is unclear how HDR scholarship will be assigned in the new college. Hence, it is unclear whether the HDR selection strategy may be implemented in the future round.

Focus for 2025

The MSI is focusing on maintain and expanding its IDEA efforts under challenging budgetary circumstances in 2025. Some key goals include:

- Establishing an Equity and Diversity committee within the newly restructured college to ensure progress is not reversed.
- Strengthening existing programs and expanding initiatives to support a more inclusive environment. Rowena Ball will be organising another conference 'Mathematics for Humanity' focusing on promotion of inclusive and diverse perspectives within the mathematical community.
- Learning from other schools in the new college to implement the best practice.

RSB 2024 report on progress against strategy for equitable and diverse hiring.

RSB continues to execute its 2022-2027 strategy. Over 2021 to early 2024 we used deliberate, targeted recruitment processes to add 10 new faculty, of which 9 identify as women and 2 were of Asian descent. This has led to substantial improvement in the diversity of our faculty. Additionally, we follow all HR guidelines for recruitment processes to ensure equitable and diverse hiring. That said, our rate of recruitment for continuing positions is now much reduced.

Given positive outcomes and trends overall, our main challenge now is to increase the proportion of women at senior (levels D & E) academic levels. Notably, our two most recent "target-of-opportunity" academic recruits were at levels D and E. Separately, I am pleased to report that two other women were promoted to Level D, effective Jan 2025, these being the only such promotions in the RSB in the 2024 round. We will continue to support EMCR women academics through mentoring and careful workload management. Through our

IDEA committee, we are now establishing an expanded facility to support staff who need to bring children to work and this too should help.

RSB

| All Funding | Man | Woman | Non-Binary | Unknown | Other | Percentage of women | 2023 percentage | change |
|---|-----|-------|------------|---------|-------|---------------------|-----------------|--------|
| Early Academic A,B,C | 30 | 39 | | | 1 | 55.71 | 54.40 | 1.3 |
| Senior Academic D,E | 25 | 13 | | | | 34.21 | 27.80 | 6.4 |
| Professional Staff – Administration, Cleaner, Hospitality, Grounds, Store, Library and Printing streams | 7 | 17 | | | | 70.83 | 68.20 | |
| Professional Staff – Technical, Research, Engineering, IT, Specialist, and Maintenance streams | 33 | 32 | | 1 | | 48.48 | 47.80 | |
| Casual Academic | | | | | | | | |
| Casual Prof | 129 | 165 | | 1 | 2 | 55.56 | 56.50 | |

Craig Moritz, RSB Director.

RSC Equitable Hiring Strategy Progress Report 2024

RSC saw a 3.2% increase in the proportion of women at the academic levels A/B/C to 30.2%, indicating that we are moving in the desired direction. No academic hirings were undertaken in 2024. No change in the proportion of women at the senior academic levels D/E was observed. There remains significant scope for improvement at the D/E level (15.8% women). In the preceding years, identified positions have been successfully used to recruit women to junior academic positions (level B). Currently, 37.5% of all junior group leaders (levels B/C) at RSC are women. Additionally, 37.5% of junior group leaders at RSC are BIPOC (black, indigenous, and people of colour). This is a contrast to the senior level academic staff (levels D/E), of which only 15.8% are women and only 10.5% are BIPOC, and provides a promising outlook for increasing diversity amongst the RSC academic staff.

Overall, the professional staffing cohort is 40% women, which achieves the College of Science’s gender parity goal of 40:60. However, the gender gaps have widened amongst the internal categories of professional staff, with an overrepresentation of women in administrative positions (83.3%) and an underrepresentation of women in technical/research positions (26.3%). This is an area for improvement for the school in future.

In line with the school’s equitable hiring strategy, all positions have been appointed through advertisement, with the exception of casual staff who are appointed through an open, publicised EOI process. Job advertisements promote the benefits of working at ANU, with information on flexible work arrangements, paid parental leave entitlements, parenting rooms, childcare facilities, quiet spaces and carer support. Additionally, job advertisements explicitly promote ANU’s support of the recruitment, inclusion and retention of a diverse and inclusive team and encourage applicants from all backgrounds. Selection panel compositions are required to be gender balanced and the panel chairs have undertaken unconscious bias training. Selection criteria require applicants to provide a statement on how they support equal opportunity in the university context.

In 2024 the RSC Inclusion, Diversity, Equity and Access committee merged with the school Workplace Health and Safety committee to form a new People and Culture committee. This

will enable us to better address areas of synergy and elevates the profile of IDEA to a position in one of the three key decision-making committees in the school. The RSC actively promotes inclusion and diversity. In 2024, this included a range of events and improvements in the school, such as an upgrade to our Prayer and Quiet Reflection room. The school held an Ally Training in April, and a Wear It Purple morning tea in August in support of our LGBTQIA+ community. For International Women’s Day in March, the school held a morning tea and panel event in support of women in science. We hosted an IDEA seminar as part of our annual seminar program.

RSC Data

| All Funding | Man | Woman | Non-Binary | Unkn own | Other | % Women | Change vs 2023 | 2024 CoS Average % Women | Difference vs CoS Average |
|---|-----|-------|------------|----------|-------|---------|----------------|--------------------------|---------------------------|
| Early Academic A,B,C | 30 | 13 | | | | 30.2% | 2.3% | 41.6% | -11.4% |
| Senior Academic D,E | 16 | 3 | | | | 15.8% | 0.0% | 26.7% | -10.9% |
| Professional Staff – Administration , Cleaner, Hospitality, Grounds, Library and Printing streams | 1 | 5 | | | | 83.3% | 26.2% | 74.0% | 9.3% |
| Professional Staff – Technical, Research, Engineering, IT, Specialist, and Maintenance streams | 14 | 5 | | | | 26.3% | -9.4% | 31.8% | -5.5% |
| Casual Academic | | | | | | | | | |
| Casual Prof | 84 | 55 | | | | 39.6% | 1.9% | | |

Research School of Physics – Equitable Hiring strategy report

Whole of School

| 2023 | | | | |
|--|----|----|----|---|
| All Funding | M | W | %F | X |
| Early Academic A,B,C | 66 | 23 | 26 | 2 |
| Senior Academic D,E | 30 | 7 | 19 | 0 |
| Professional Staff – Administration | 9 | 20 | 69 | 0 |
| Professional Staff – Technical, Research, Engineering, IT, Specialist, and Maintenance streams | 58 | 13 | 18 | 0 |

| 2024 | | | | |
|--|----|----|----|---|
| All Funding | M | W | %F | X |
| Early Academic A,B,C | 57 | 26 | 31 | 2 |
| Senior Academic D,E | 33 | 8 | 20 | 0 |
| Professional Staff – Administration | 12 | 25 | 68 | 0 |
| Professional Staff – Technical, Research, Engineering, IT, Specialist, and Maintenance streams | 53 | 9 | 15 | 0 |

EMCR breakdown

| 2023 | | | | |
|-------|-----------|-----------|-----------|----------|
| Level | M | F | % F | X |
| A | 24 | 11 | 31 | 1 |
| B | 30 | 9 | 23 | 1 |
| C | 13 | 3 | 19 | 0 |
| | 66 | 23 | 26 | 2 |

| 2024 | | | | |
|-------|-----------|-----------|-----------|----------|
| Level | M | F | % F | X |
| A | 16 | 11 | 41 | 1 |
| B | 28 | 10 | 26 | 1 |
| C | 13 | 5 | 28 | 0 |
| | 57 | 26 | 31 | 2 |

Promotions

| 2023 | M | F | %F | X |
|------|----------|----------|-----------|----------|
| B | 2 | 1 | 33 | 0 |
| C | 2 | 1 | 33 | 1 |
| D | 2 | 0 | 0 | 0 |
| E | 0 | 0 | 0 | 0 |
| | 6 | 3 | 33 | 0 |

| 2024 | M | F | %F | X |
|------|----------|----------|----------|----------|
| B | 2 | 0 | 0 | 0 |
| C | 2 | 0 | 0 | 0 |
| D | 2 | 0 | 0 | 0 |
| E | 0 | 0 | 0 | 0 |
| | 6 | 0 | 0 | 0 |

Summary

The School maintained the requirement for a balanced short list, and there was better overall compliance compared with previous years. Waivers were requested consistently in technical and administrative positions and there has been no improvement this cohort. The only category to see (mild) improvement was in the EMCR cohort. Importantly, in this cohort four ongoing level C appointments made in Nuclear Physics with M/F balanced. Overall the % of women in the ongoing academic staff cohort is now 29%, which has progressively increased from 12% in 2015. This ratio is high for a school of physics in Australia. Promotion numbers over the past two year have remained low and this year no women were promoted.

Lessons learnt

2023

On reflection, the onus on obtaining reports from panel chairs is not a practical metric and this needs review. The E&D committee will develop a School guideline to encourage self-training in unconscious bias, offering flexible work conditions and employment of candidates for people with disabilities for panel members.

2024

At the beginning of 2024 the committee agreed to that the prior year needed a stronger involvement from the committee and we resolved to speak to each panel ahead of the selection process and unconscious bias. Unfortunately this plan was not fully implemented and little can be reported. The committee will need to re-evaluate, and focus on promotions for 2025. What has been maintained is the policy to recruit women into positions left vacant by retiring ongoing men.