eRA WORKFORCE 2019 – TREATING GENDER DIVERSITY LIKE A BUSINESS PRIORITY

23rd October 2019
"It is only when we have an inclusive working culture where both women and men can make a full contribution that the benefits start to flow"

WHY WOMEN ARE NEEDED IN STEM

1. Scientific research has greater accuracy when gender models are considered

2. Unique perspectives & dialogue drive innovation

3. Women STEM professionals diversify research - talent pipeline needed

https://www.elsevier.com/connect/3-reasons-gender-diversity-is-crucial-to-science
GENDER DIVERSITY MAKES BUSINESS SENSE

It’s smart - “collective intelligence” increases with diversity

All / mainly exclusively Homogeneous teams are less intelligent

ACHIEVING GENDER DIVERSITY

• “It’s a challenge”
• “It’s someone else’s problem”
• “I haven’t seen any issues myself”
• “I am different to everyone else”
• “What would I do to help?”
• “There are no female role models”

It’s a priority?
GENDER DIVERSITY – AUSTRALIAN CONTEXT

2018 Women in Tech Index (Australia)

• Women in Tech 28.00%

• Tech Average Wage (US) $63,834 (M) $51,068 (W)
  • Pay Gap in Tech ~ 20.00%

• Comparison of Gender Pay Gap From 2010 to 2015 -1.04%

https://www.honeypot.io/women-in-tech-2018
GENERALISED GENDER REPRESENTATION – IN AUS eRESEARCH ORGS

% ratio of male / female staff in eResearch orgs in Aus (generalised)

- Women: 20%
- Men: 80%

% ratio of male / female tech staff in eResearch orgs in Aus (generalised)

- Women: 13%
- Men: 87%
HOW TO MAKE A CHANGE?

Touch point -
Make it personal
THE NEXT GENERATION

What lessons can we learn?
PART 2 TIP THE BALANCE – WHAT WILL YOU DO?

- Remove barriers?
- Flexible / part time working?
- Challenge assumptions?
- Challenge biases?

- set, publish & review targets?
- Facilities for women & children?
- Call it out?
- Leadership examples?
- Strategies?
PART 3 – SHARING LEARNINGS

Please continue to share lessons learned, ideas, thoughts, questions, impact etc via AeRO discussion platform

https://chat.aero.edu.au/c/diversity-inclusion