

The MSI Perspective

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What is being done at ANU

- Subscribed to SAGE-Athena Swan charter (aim for bronze by 2020)
- 'Male Champions of Change' group with other school directors in CPMS (50/50 representation on shortlists/committees)
- Access & Equity committees at School, College and University level

Recruiting:

- Actively attracting female staff ('role models') through
 - Female-only positions
 - 50/50 shortlist requirements
- Outreach (School visits, ...)
- Give 'priority' to supervising female Honours/PhD students

Retaining:

- Mentoring 1st year female students (e.g. Fifty50)
- Organise WiM group meetings (e.g. afternoon teas)
- Create career opportunities for female staff/students (training, committee work, ...)
- Improve staff/student behaviour and create inclusive atmosphere ('unconscious bias training', 'calling out bad behaviour')
- Family friendly policies ('return to work', flexible hours, scheduling of meetings, ...)