



**SAGE**  
SCIENCE IN AUSTRALIA  
GENDER EQUITY

20-21 FEBRUARY  
ADELAIDE CONVENTION CENTRE

# CATALYSING **GENDER EQUITY 2020**

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BE PART OF THE SOLUTION

SINCE AUGUST 2019 STEM WOMEN HAS ACHIEVED:

**2.3K**

PROFESSIONAL PROFILES

**16.5K**

SEARCHES

**24K**

USERS

**92.6K**

PAGE VIEWS

#STEMWOMENAUSTRALIA

**304.7K**

TWITTER IMPRESSIONS

EXPOSURE IN OVER

**SEVEN**

MAJOR MAINSTREAM  
MEDIA OUTLETS

CONNECTED STEM WOMEN  
TO TEACHERS, JOURNALISTS,  
CONFERENCE ORGANISERS,  
MENTORS AND LOTS MORE  
OPPORTUNITIES



“STEM Women is what I have been waiting for to help me find women in computing who are keen to be involved in our events

– AIDAN MUIRHEAD,  
COMMUNICATIONS AND OUTREACH OFFICER,  
NCI AUSTRALIA



“The STEM Women database has really helped raise my professional profile. In just a few months since I joined, I have been invited to give a plenary at a conference, host a panel at a symposium and attend a high-profile networking event. Not only have these events been valuable in themselves, but they have also led to further connections and opportunities

– ISABELLE KINGSLEY, RESEARCH ASSOCIATE, OFFICE OF THE WOMEN IN STEM AMBASSADOR



BECOME A STEM WOMEN MAJOR PARTNER. TOGETHER, WE WILL:

GROW AND CONTINUE  
STEM WOMEN

BUILD PARTNERSHIPS WITH EXISTING  
GENDER EQUITY PROJECTS

EXPLORE OPPORTUNITIES  
TO INCREASE THE REACH OF  
THE PLATFORM THROUGH  
THE ASIA-PACIFIC

RAISE AWARENESS ACROSS  
THE STEM SECTOR, ALL  
MEDIA PLATFORMS AND THE  
CONFERENCE INDUSTRY

CREATE AN 'OPPORTUNITIES BOARD'

CREATE AN ONLINE 'COMMUNITY  
OF PRACTICE' FOR STEM WOMEN

CONTINUE TO INSPIRE THE NEXT  
GENERATION OF WOMEN IN STEM

# Academy welcome

Welcome to Catalysing Gender Equity 2020.

The Australian Academy of Science is delighted to host this landmark event, in collaboration with Science in Australia Gender Equity (SAGE).

Almost one year on from the launch of the Women in STEM Decadal Plan, we have a unique opportunity before us to establish an inclusive, diverse and thriving STEM-skilled workforce.

It is vital that the STEM sector does not lose momentum in our shared vision to increase the participation of women and girls in STEM careers and education—STEM is the foundation on which the Australian community, workforce, industries and the economy will flourish.

Your participation in this conference signals strong support for gender equity in STEM with delegates from across the Australian STEM

ecosystem including higher education and research, industry, government and the community.

The Academy urges you to learn from one another, strengthen and build new networks, share what is working and what needs to change.

The implementation of the decadal plan requires the contribution and collaboration of the entire STEM sector. Beyond the conference, the Academy stands ready to support the sector on its gender equity journey.

Catalysing Gender Equity 2020 is generously supported by our event partners, UniBank, Edith Cowan University, Department of Defence, Flamingo AI and Queensland University of Technology. We thank them for their support, which has enabled us to offer a dynamic and engaging event.



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**Professor John Shine**  
President  
Australian Academy of Science



**Anna-Maria Arabia**  
Chief Executive  
Australian Academy of Science

# SAGE welcome

SAGE is excited to be part of Catalysing Gender Equity 2020. This is an excellent model of national collaboration that delivers on the SAGE vision and the opportunities of the Women in STEM Decadal Plan—especially opportunity 1: National Leadership and Cohesion.

This conference supports SAGE work with the SAGE membership to create a platform for engagement and collaboration on actions to improve gender equity and diversity, nationally and internationally. The program is enriched by contributions from SAGE members and offers an opportunity to share knowledge and co-create solutions in collaboration with diverse participants from across the STEM ecosystem.

And what a great opportunity for all delegates to join SAGE in

recognising and celebrating the growing community of Athena SWAN Institutional Bronze awardees at the SAGE Awards dinner held together with Catalysing Gender Equity conference!

To echo the words of John Shine and Anna-Maria Arabia, your participation signals your leadership and real action towards advancing gender equity and diversity. We encourage you to be an active participant in making Australia's STEM workforce truly inclusive.

SAGE is committed to continuing to support its members, and the broader community, on their journey to advancing gender equity and diversity.



**Dr Wafa El-Adhami**  
Executive Director  
SAGE

# Minister's message

Broadening Australia's science, technology, engineering and mathematics (STEM) capability is critical to creating new opportunities for industry, competing in global markets, and supporting high living standards.

Yet girls and women continue to be under-represented in many areas of STEM which is not only unfair to them, it robs our nation of much needed talent. Imagine if we could have had the full participation of women in STEM throughout history—what discoveries, cures and breakthroughs we could have had!

That is why the Australian Government is committed to breaking down the barriers that stand in the way of girls and women studying STEM subjects and excelling in the careers that follow, including as entrepreneurs.

The Advancing Women in STEM strategy, released last year, outlines the government's strong leadership role and support in three key areas: enabling STEM potential through education; supporting women in STEM careers; and making women in STEM visible.

The government also supported the development of the Women in STEM Decadal Plan, which I was pleased to launch. This plan, led by the Australian Academy of Science and the Australian Academy of Technology and Engineering, is a guide for all in the STEM sector to take action on gender equity.

Catalysing Gender Equity 2020 presents an important opportunity to continue to build on the good work that has already been done. I encourage you all to strengthen your collaborations, build new

networks and share evidence-based best practice to drive greater change for our girls and women.

We are in this for the long term and we will not rest until we have succeeded.

I look forward to working with you all to achieve sustained progress on gender equity in STEM by 2030.



**The Hon Karen Andrews MP**  
Minister for Industry, Science and Technology

## It feels good to be ethical

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**ETHICAL**  
**COMPANIES**<sup>TM</sup>  
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<sup>^</sup>Membership is open to citizens or permanent residents of Australia who are current or retired employees, students and graduates of Australian universities or family members of members of the Bank. <sup>1</sup> The Ethisphere Institute is a global leader in defining and advancing the standards of ethical business practice. The World's Most Ethical Company assessment is based upon the Ethisphere Institute's Ethics Quotient (EQ) framework and honours superior achievements in transparency, integrity, ethics and compliance. World's Most Ethical Companies and 'Ethisphere' names and marks are registered trade marks of Ethisphere LLL. UniBank is a division of Teachers Mutual Bank Ltd, one of the 2019 World's Most Ethical Companies<sup>®</sup>. TMBL has been named a World's Most Ethical Company from 2014-2018, and includes UniBank for 2016, 2017, 2018 and 2019. [www.ethisphere.com](http://www.ethisphere.com) UniBank is a division of Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981 | 00711-CSR-UB-0220-WME-162x126

# Program

## DAY ONE – THURSDAY 20 FEBRUARY

8.30 am	Foyer	<b>Registrations open</b>	Arrival tea/coffee, Riverbank foyer 5–8
9.30 am	Hall M	<b>Welcome</b>	<b>Professor Caroline McMillen</b> Chief Scientist for South Australia
		<b>Welcome to Country</b>	<b>Georgina Williams</b> Kurna Senior Clan Elder
		<b>Welcome from the Academy</b>	<b>Professor Halina Rubinsztein-Dunlop</b>
9.45 am		<b>Change is a verb</b>	<b>Professor Lisa Harvey-Smith</b> Australian Government Women in STEM Ambassador
10.00 am		<b>Stepping up as leaders to drive system-wide change in STEM</b>	<b>Elizabeth Broderick</b> Male Champions of Change <b>Dr Larry Marshall</b> CSIRO <b>Dr Bronwyn Evans</b> Engineers Australia <b>Dr James Johnson</b> Geoscience Australia <b>Dr Adi Paterson</b> ANSTO <b>Professor Tanya Monro</b> Chief Defence Scientist
11.00 am		<b>Workshop session 1</b>	
	Riverbank 5	Exploring departmental awards for SAGE	
	Riverbank 6	Achieving diversity in STEM-focused media	
	Riverbank 7	Inclusive and respectful workplaces: attracting and retaining our STEM workforce	
	Riverbank 8	Implementing actions: practical advice for impact and success	
1.00 pm	Riverbank 5–8 foyer	<b>Lunch</b>	<b>Optional session 1.00 pm – 1.30 pm</b> Riverbank 5 Exploring departmental awards for SAGE—outcome briefing
1.45 pm		<b>Workshop session 2</b>	
	Riverbank 5	Fair play in competitive selection and defining ‘merit’	
	Riverbank 6	The importance of mentoring to career developments	
	Riverbank 7	Gender equity tools for conferences	
	Riverbank 8	Walking in the shoes of others: seeing and overcoming the complexities of intersectionality	
3.45 pm	Riverbank 5–8 foyer	<b>Afternoon tea</b>	
4.10 pm	Hall M	<b>Women in STEM decadal plan inaugural supporter address</b>	<b>Mike Lanzing</b> UniBank General Manager
4:15 pm		<b>STEM Women Changemakers</b>	<b>Alison Johns</b> Advance HE <b>Professor Tanya Smith</b> <b>Jerusha Mather</b> <b>Dr Emma Camp</b> <b>Ruwangi Fernando</b>
5.00 pm		<b>Break</b>	
6.30 pm	Adelaide Town Hall	<b>SAGE Awards Dinner</b>	<i>Related event. Tickets required. Finishes at 10.30 pm</i>

## DAY TWO – FRIDAY 21 FEBRUARY

8.30 am	Foyer M	<b>Registrations open</b>	Arrival tea/coffee, Riverbank foyer 5–8
9.00 am	Hall M	<b>Welcome</b>	<b>Professor Caroline McMillen</b> Chief Scientist for South Australia
9.05 am		<b>Diversity and inclusion in the augmented age: invisible women no more</b>	<b>Dr Catriona Wallace</b> Flamingo AI
9.20 am		<b>Catalysing change—a conversation with eminent women in STEM</b>	<b>Anna-Maria Arabia</b> Australian Academy of Science <b>Professor Jenny Graves</b> La Trobe University <b>Professor Veena Sahajwalla</b> UNSW Sydney <b>Dr Catriona Wallace</b> Flamingo AI <b>Professor Caroline McMillen</b> Chief Scientist for South Australia
10.00 am		<b>Workshop session 3</b>	
	Riverbank 5	Achieving gender equity targets through systemic change	
	Riverbank 6	Shifting the spectrum of male engagement with gender equity—has the pendulum swung too far?	
	Riverbank 7	Connecting girls and STEM careers	
	Riverbank 8	Diversity and inclusion framework in Australian SMEs	
12.00 pm	Riverbank 5–8 foyer	<b>Lunch</b>	
1.00 pm	Hall M	<b>Partner lightning talks: achieving and supporting diversity and inclusion</b>	<b>Professor Caroline McMillen</b> UniBank <b>Edith Cowan University</b> <b>Department of Defence</b> <b>Australian Academy of Science</b>
2.15 pm		<b>Our pathway to inclusion</b>	<b>Anna-Maria Arabia</b> Australian Academy of Science
2.30 pm		<b>Conference close</b>	

# Master of Ceremonies



**Professor Caroline McMillen**  
Chief Scientist for South Australia

Professor Caroline McMillen commenced as Chief Scientist for South Australia in October 2018 after serving as Vice-Chancellor of the University of Newcastle from 2011. She is a Fellow of the Australian Academy of Health and Medical Sciences, a Fellow of the Royal Society of New South Wales and a Bragg Member of the Royal Institution, Australia. She holds a BA(Hons) and PhD from the University of Oxford, and completed her medical training graduating from the University of Cambridge. Caroline’s research on how the environment in early development determines adult health has attracted national and international recognition. She has served on a range of industry boards including the National Automotive Industry Innovation Council, the CRC for Advanced Automotive Technology and the CRC for Rail Innovation, as well as a range of national and state research, and industry and government leadership groups. She is committed to building collaborations between research, government and industry to deliver economic, environmental and social impact.



**Australian Government**  
**Department of Defence**

**As a Women in STEM Decadal Plan Champion and SAGE member, Defence aims to build our workforce capability by harnessing the full scope of talent across the Australian community.**

We are committed to partnering across government, academia and industry to shape Australia’s STEM eco-system and build a diverse world-class talent pool.

Our recently launched Defence STEM Workforce Strategic Vision outlines our vision to ensure we are capable of meeting the challenges of the future.

Learn more and explore opportunities:  
[www.defence.gov.au/apscareers/stem.asp](http://www.defence.gov.au/apscareers/stem.asp)



# Welcome from the Academy



**Professor Halina Rubinsztein-Dunlop**  
University of Queensland,  
Australian Academy of Science  
Council member

Professor Halina Rubinsztein-Dunlop is Professor of Physics in the School of Mathematics and Physics at the University of Queensland, and Director of the ARC Centre of Excellence in Engineered Quantum Systems Translational Research Laboratory. She was educated at the University of Gothenburg and Chalmers University of Technology, Sweden.

At the University of Queensland, Halina leads large research groups in experimental quantum atom optics, laser micromanipulation and nano-optics. Halina is known for her work on optical angular momentum of light and optical tweezers. Her research groups study the field of quantum atom optics. Their contributions include the first observation of transfer of orbital angular momentum to micron-sized object which enables driving and spinning of micron-sized machines by all optical means and contact free.

Halina has been awarded the Australian Institute of Physics International Woman in Physics Lecture Tour Medal, and University of Queensland Award for Excellence in Research Higher Degree Supervision. Halina is a Fellow of the Australian Academy of Science, and a Fellow of SPIE and of OSA. She is the recipient of the AOS W.H. (Beattie) Steel Medal 2018 and was awarded Officer of the Order of Australia (AO) in 2018 for distinguished service to laser physics and nano-optics, the promotion of educational programs, and women in science.

Halina was also Lisa Meitner Lecturer of DPG and APG in 2019. She has published over 270 papers receiving over 7500 citations in the world's leading scientific journals, and has supervised many PhD students. Halina is also actively involved in the popularisation and promotion of science.

## CHANGING FOR GOOD

As an avid supporter of inclusive learning and working environments, ECU has been rewarded by being ranked sixth in the world for Gender Equality in the global Times Higher Education (THE) University Impact Rankings in 2019.

Alongside our ongoing recognition for gender equality, ECU has seen success on an overall global university positioning.

ECU has been ranked in the world's top 150 universities under 50 years old in the 2019 THE Young Universities Rankings. Also, ECU has been named in the top 500 in the THE World University Rankings for 2020 and this ranking places ECU in the top 2.5% of universities in the world.

Our commitment to providing a diverse and inclusive workplace and place of study has seen us achieve the Athena SWAN Bronze Institutional Accreditation in 2018.

These achievements and recognitions support our purpose as a university – we believe that in order to get our students ready for the world, we need to be always advancing as an institution.

**FOR MORE INFORMATION, PLEASE VISIT:**

**[ECU.EDU.AU/ABOUT-ECU/COMMITMENT-TO-EQUALITY-AND-DIVERSITY/GENDER-EQUALITY](https://ecu.edu.au/about-ecu/commitment-to-equality-and-diversity/gender-equality)**

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WELCOME FROM THE ACADEMY

# Keynote speakers

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## Change is a verb



**Professor Lisa Harvey-Smith**  
Australian Government Women in  
STEM Ambassador, UNSW Sydney

Professor Lisa Harvey-Smith is the Australian Government Women in STEM Ambassador and a Professor of Practice in Science Communication at UNSW Sydney. In her role as the Women in STEM Ambassador, Lisa is responsible for increasing the participation of women and girls in STEM studies and careers across Australia.

Lisa is an award-winning astronomer with research interests in the birth and death of stars and supermassive black holes, and serves on the Australian Space Agency's Advisory Group. She previously worked on the mega-telescope project the Square Kilometre Array—a continent-spanning next-generation radio telescope that will survey billions of years of cosmic history.

Lisa is a TEDx speaker, a regular science commentator on TV and radio and has appeared on stage with Apollo astronauts including Buzz Aldrin. She is author of the popular science book 'When Galaxies Collide' and the children's book 'Under the Stars: Astrophysics for Bedtime'.

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## Diversity and inclusion in the augmented age: invisible women no more



**Dr Catriona Wallace**  
Founder and Executive Director,  
Flamingo Ai

The gender gap in emerging and critical technology poses a significant threat to Australia's future and security. Dr Catriona Wallace will explore the impact of gender gaps in technology and their outcomes as well as suggest new ways to think about the future, augmented by new technologies and frameworks.

Based between the US and Australia, Catriona is the Founder and Executive Director of artificial intelligence company Flamingo Ai, provider of machine learning technologies. Flamingo Ai is the second only woman-led business ever to list on the Australian Stock Exchange. Catriona has been recognised as the Most Influential Woman in Business and Entrepreneurship (AFR) and as one of the country's most eminent scientists by the Royal Institution of Australia. Catriona, an Adjunct Professor at the Australian Graduate School of Management, UNSW, is also a philanthropist, human rights activist and mother of five.



# Stepping up as leaders to drive system-wide change in STEM

Thursday 20 February

10.00 am – 10.45 am

Hall M

Diverse perspectives and inclusive workplace environments drive innovation. Yet, Australia's science, technology, engineering and mathematics (STEM) workforce continues to face significant challenges in attracting, advancing and retaining women. Achieving gender equality in STEM, and harnessing our full innovation potential, requires new bold and inclusive leadership and fresh approaches to attract and retain women in STEM, and support women and men to equally thrive in their STEM careers. This panel will discuss the role of leaders in accelerating system-wide change to create a gender-equal future in STEM.

## Facilitator



**Elizabeth Broderick**  
Founder, Male Champions of Change

## Panel members



**Dr Larry Marshall**  
CEO, CSIRO  
Male Champion of Change



**Dr Bronwyn Evans**  
CEO, Engineers Australia  
Special Adviser, Male Champions of Change



**Dr James Johnson**  
CEO, Geoscience Australia  
Male Champion of Change



**Dr Adi Paterson**  
CEO, ANSTO  
Male Champion of Change



**Professor Tanya Monro**  
Chief Defence Scientist

# STEM Women Changemakers

Thursday 20 February 4.30 pm – 5.00 pm, Hall M

Thanks to the generous donation by Professor Michelle Coote of her Georgina Sweet Fellowship, STEM Women supported 12 exceptional and diverse changemakers in the STEM Women community to attend Catalysing Gender Equity 2020.

In this session, delegates will learn about the experiences of four STEM Women Changemakers and how they are working across the STEM sector to drive gender equity.

### Facilitator



**Alison Johns**  
Chief Executive  
Advance HE

### Panel members



**Professor Tanya Smith**  
Griffith University



**Dr Emma Camp**  
University of Technology  
Sydney



**Jerusha Mather**  
Victoria University



**Ruwangi Fernando**  
Data 61

**Flamingo Ai**

**POWERING HUMAN CAPABILITY**

Intelligent Knowledge Sharing Hub

[www.flamingo.ai](http://www.flamingo.ai)

The graphic features a woman with her arms crossed, smiling, against a dark blue background with pink abstract shapes.

# Catalysing change— a conversation with eminent women in STEM

Friday 21 February 9.20 am – 10.00 am, Hall M

This panel with four eminent women in STEM academia and industry will reflect on their career journeys to date and on how gender equity actions have supported them in their chosen fields. They will also be invited to share their views on the priorities for gender equity actions beyond 2020.

## Panel members



**Professor Jenny Graves**  
Distinguished Professor and  
Vice Chancellor's Fellow,  
La Trobe University



**Professor Caroline McMillen**  
Chief Scientist for South  
Australia



**Professor Veena Sahajwalla FAA**  
Director, SMaRT Centre,  
UNSW Sydney



**Dr Catriona Wallace**  
Founder and Executive  
Director, Flamingo Ai

## Facilitator



**Anna-Maria Arabia**  
Chief Executive  
Australian Academy  
of Science

QUT is proud to be an inaugural SAGE  
Athena SWAN Bronze Award recipient.



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# Workshop session 1

Thursday 20 February 11.00 am – 1.00 pm

## Exploring departmental awards for SAGE

SAGE

Venue: Riverbank 5

The Athena SWAN framework comprises two streams of award: Institutional and Departmental. SAGE members have already engaged in the Institutional awards process, and focus is now turning to Departmental awards. Experience from the UK demonstrates that Departmental awards have been a key driver of effective cultural change within organisations. These sub-unit awards are also particularly important to understanding the discipline-specific barriers to gender equity and diversity, and effecting cross-organisational disciplinary level change.

In 2019, SAGE consulted widely with its members on the adaptation to the Australian context of the Athena SWAN Departmental Award approach and guidance. These consultations identified divergent opinions, both for and against adopting Departmental awards.

Guided by SAGE members, this workshop aims to consolidate key suggestions in order to determine the SAGE approach to adopting and adapting Departmental awards. This workshop is informed by SAGE members' views and input sought via a survey conducted by SAGE.

An outcome briefing will take place for interested delegates unable to attend this session.

### Facilitators



**Alison Johns**

Chief Executive, Advance HE  
@AlisonAdvanceHE



**Dr Margaret Hartley**

Policy Advisor and Consultant  
@MLHartleyFTSE



**Dr Adi Paterson**

CEO, ANSTO  
@adipaterson

## Achieving diversity in STEM-focused media

Australian Academy of Science

Venue: Riverbank 6

In Australia, women are quoted as sources in 26% of science and technology related news stories. To increase diversity and the visibility of women working in STEM, focused action is required from a variety of partners across the media landscape.

In this workshop you will hear the positive actions being taken by researchers, communication officers, journalists and media outlets and work together to determine a set of actions you can take away and implement in your own work practices.

### Facilitator



**Professor Lisa Harvey-Smith**

Australian Government Women in STEM  
Ambassador, @lisaharveysmith

### Speakers



**Dr Merryn McKinnon**

Senior Lecturer, Centre for the Public  
Awareness of Science, ANU, @MezMck



**Antra Kalnins**

Communications Specialist,  
Macquarie University, @Macquarie\_Uni



**Claire Mackay**

Adelaide News Editor, ABC  
@abcadelaide



**Associate Professor Darren Saunders**

Principal investigator, UNSW Sydney  
@whereisdaz

## **Inclusive and respectful workplaces: attracting and retaining our STEM workforce**

Australian Research Council (ARC)

Venue: Riverbank 7

Women only make up 16% of Australia's STEM-skilled workforce, but attracting and retaining women in the STEM workforce is critical to our national prosperity and to meet our future skills needs. In this workshop the Australian Research Council will help you understand the current STEM workforce with a focus on the research sector, and learn about best practice efforts to address workforce capability in STEM organisations.

As part of the session, Professor Lisa Kewley will demonstrate a new model that has been developed to assist STEM organisations to determine the cause of persistent gender imbalance, develop ways to fix it and identify how long it will take to address. This model can be tailored to suit the unique context of your organisation.

### **Facilitator**



**Kylie Emery**

Branch Manager, Policy and Strategy,  
Australian Research Council

### **Speakers**



**Professor Lisa Kewley**

Director ASTRO3D, Australian National  
University, @ARC\_ASTRO3D



**Sarah Howard**

Branch Manager, Research Excellence Branch,  
Australian Research Council, @arc\_gov\_au

## **Implementing actions: practical advice for impact and success**

Innovative Research Universities (IRU)

Venue: Riverbank 8

What is the best way to ensure action plans are successfully implemented, monitored and evaluated? How can an institution—regardless of size—ensure that the commitments made in their Athena SWAN action plan (or other organisational gender equity and diversity action plan) can be implemented effectively and sustainably?

Facilitators from IRU will share their expertise and experiences to workshop with participants approaches to implement and set up good governance of action plans for effective and sustainable implementation. Participants will have the opportunity to explore challenges to anticipate, mechanisms to respond to and overcome setbacks, and tools to help contextualise approaches to varied settings. Participants will discuss three themes: 'sustaining implementation over time', 'organising for good and effective governance' and 'evaluating and monitoring'. The discussions aim to agree on a set of key practices or approaches to be published and shared with delegates.

### **Facilitator**



**Kristin Perry**

Manager Talent, James Cook University

# Workshop session 2

Thursday 20 February 1.45 pm – 3.45 pm

## Fair play in competitive selection and defining 'merit'

EMCR Forum

Venue: Riverbank 5

Scientists have incredible demands as managers, accountants, media writers, organisers, public speakers, authors, editors, teachers, mentors and, if time allows, research scientists. For early- and mid-career researchers (EMCRs), maintaining a competitive research profile can be so insurmountable that talent is lost.

Under the guise of excellence, EMCRs are pitted against each other with arbitrary definitions of merit. Peer review quality is variable and unregulated, with judgement passed by peers who may be only tangentially aware of the research. Meanwhile the Productivity Commission inquiry and the EMCR Forum collected stories of mental distress, sexual harassment and bullying.

Currently, outdated views of effort (first/communicating authorships) is founded on the heroic model of individualist researcher who is divorced from team effort and (un)conscious bias. The consequences permeate beyond spreadsheet metrics: the propagation of stereotypes (the overachieving woman, the supervisor god etc), widespread mental ill health, and disincentives to collaborate. Ultimately this view cripples our efforts to bring equity and diversity in STEM.

In this workshop, participants will work with facilitators from ANSTO and the EMCR Forum Executive to identify plausible solutions to allow for equal participation and work towards a true meritocracy that can be implemented at a personal or organisation level.

### Facilitators



**Dr Alexie Papanicolaou**  
Deputy Chair, EMCR Forum  
@alpapan



**Dr Adi Paterson**  
CEO, ANSTO  
@adipaterson



**Jo Bartley**  
Principal Culture and Change,  
ANSTO



**Dr Justine Shaw**  
Executive,  
EMCR Forum

## The importance of mentoring to career developments

Australian Academy of Science

Venue: Riverbank 6

This workshop will explore the importance of mentoring to career development and the barriers to accessing mentors, and discuss and progress best practice principles for successful mentoring. The workshop will be instrumental in advancing recommendation 3.3 of the decadal plan, which highlights the need for formal programs to foster mentorship of women in STEM. The workshop will include experiences from mentors from across industry and academia.

### Facilitator



**Zainab Farouk**  
Service Designer,  
Austrade

### Speakers



**Alison Johns**  
CE, Advance HE  
@AlisonAdvanceHE



**Dr Marguerite Evans-Galea**  
Industry Mentoring Network in STEM  
Executive Director, ATSE, @MVEG001



**Dr Melina Georgousakis**  
Founder, Franklin Women  
@Melina\_Gee

## Gender equity tools for conferences

University of Sydney

Venue: Riverbank 7

You can't be what you can't see, so role models count. They shape our beliefs about who a STEM professional is, and who you could become. Only 16% of Australia's STEM-skilled workforce are women, with even fewer in leadership positions. So it's little wonder that women in STEM are less frequently represented in the media, and at high profile conferences and events. By limiting the range of perspectives, we limit the quality of the conversation. That's why increasing the visibility of women at forums matters.

Join Dr Darren Saunders (Eureka Prize Winner, Science Communicator and prolific tweeter); Professor Jane Latimer (MCC Panel Pledge, University of Sydney; Elizabeth Broderick & Co), Professor Jennifer Martin, DVC University of Wollongong, and Professor Billie Bonevski, Women in Science Chair, University of Newcastle, to share experiences of tools that help raise the visibility of women, with a particular focus on conferences and events.

### Facilitators



**Professor Jane Latimer**

Professor,  
University of Sydney



**Associate Professor Darren Saunders**

Principal investigator, UNSW Sydney  
@whereisdaz



**Professor Jennifer Martin**

Deputy Vice-Chancellor (Research and Innovation), University of Wollongong



**Professor Billie Bonevski**

Women in Science Chair,  
University of Newcastle

## Walking in the shoes of others: seeing and overcoming the complexities of intersectionality

SAGE ACT Regional Network

Venue: Riverbank 8

This workshop provides participants the opportunity to actively contribute to understanding and educating others in why intersectionality is important for innovative organisations. What do we mean when we say intersectionality? Do siloed approaches to different identity categories limit capability in overcoming real-world barriers? How do we create inclusive environments? How do we know we are moving forward? What evidence and data assists in this space? This is an action-based workshop with outcomes that participants can take back to their home organisation. It also provides cross-institutional opportunities for collaborative research recommendations on this important topic. Bring your feet, and be ready to walk!

### Facilitators



**Associate Professor Cate Thomas**

Associate Dean (Academic),  
Charles Sturt University



**Dr Colleen MacMillan**

A&F Executive Lead—Inclusion & Diversity  
Initiative for Science & Impact, CSIRO

# Workshop session 3

Friday 21 February 10.00 am – 12.00 pm

## Achieving gender equity targets through systemic change

SAGE NSW Regional Network

Venue: Riverbank 5

This workshop is an experience-driven, collaborative discussion that aims to identify key strategies for facilitating the effective implementation of gender equity targets in STEMM, with particular focus on the relationship between central goals and local actions. The workshop asks its participants to consider: how might SAGE and other national bodies support the sector-wide drive to achieve gender equity targets for STEMM?

The workshop will outline and build on findings from the Strategies for Success symposium held at UTS in July 2019, and collaborators from across the NSW Regional Network will share case studies from their respective institutions that review in-practice experiences of setting targets in their local contexts. Using these intra-institutional examples to establish a model for how local and global contexts can inform and support progress toward achieving targets, workshop attendees will work together to identify potential opportunities for driving sector-wide change, including future collaboration across networks and between higher education institutions and industry.

### Facilitator



**Dr Kieryn McKay**  
Sage Project Coordinator,  
Western Sydney University

## Shifting the spectrum of male engagement with gender equity—has the pendulum swung too far?

SAGE WA Regional Network

Venue: Riverbank 6

We know male advocates are out there, and we need more.

We know some men are pushing back as they feel threatened. Some argue the benefits of gender equity are only starting to be realised. Others think gender equity has progressed too far. What should our response be?

In this workshop, we will consider scenarios or situations where individuals have felt comfortable to communicate their true feeling/concerns about gender equity—has it gone too far, what's in 'it' for men, the Athena SWAN pilot, or some of the AS initiatives, and observers have been uncertain about how to respond in a way that is constructive and encourages further engagement or discussion.

The WA Network intends that out of the workshop will come a resource that will assist staff to respond to such situations within the framework: 'If this, then that...'

### Facilitators



**Ms Christine Gunson**  
Manager of Strategic HR,  
Edith Cowan University



**Professor Jo Ward**  
Athena SWAN Academic Lead,  
Curtin University



## Connecting girls and STEM careers

Education Services Australia

University of Adelaide

Venue: Riverbank 7

In this session you will hear about the findings from various studies regarding girls' current disengagement in STEM activities, STEM subject selection, STEM careers and the impact on the Australian workforce. The presenters will then provide information around the Seven Principles for a Gender Inclusive Learning Environment. These principles were identified through the review of the research during the development of the Girls in STEM Toolkit (GiST). Participants will have the opportunity to workshop how the seven principles might apply to tertiary studies and workplaces, and then investigate actions they can take in their own workplace.

This workshop is a collaboration between the University of Adelaide and Education Services Australia who have both been leading projects in digital technologies funded through the Australian Department of Education and Training and investigating opportunities for girls in STEM.

### Facilitators



**Dr Rebecca Vivian**

Researcher and Educational Designer,  
University of Adelaide



**Leanne Robertson**

Program Director, Education Services  
Australia, Girls in STEM Toolkit

## Diversity and inclusion framework in Australian SMEs

Australian Academy of Technology and Engineering (ATSE)

Venue: Riverbank 8

Australia's future workforce will need skills and knowledge to equip them for emerging technology-driven careers. Encouraging diversity and inclusion in businesses will enable them to access a broad and diverse pool of skilled workers, increasing innovation.

Consultations for the Women in STEM Decadal Plan highlighted that small and medium enterprises (SMEs) are a key gap in industry efforts to address gender equity. ATSE is developing a national gender equity framework tailored for SMEs, including a toolkit to support them in improving gender equity in their workplace and their business practices. The framework will be simple, low cost, and not impose a regulatory burden.

ATSE has developed a draft SME diversity and inclusion framework based on work by the Royal Academy of Engineering, research into best practice and consultation with Australian SMEs. We will be demonstrating this framework and asking for your feedback on its implementation.

### Facilitators



**Dr Lachlan Blackhall**

Fellow, Australian Academy of Technology and  
Engineering



**Leanne Bond**

Fellow, Australian Academy of Technology and  
Engineering

# STEM Women Changemakers

STEM Women is an online directory of women in Australia working in science, technology, engineering and mathematics (STEM). STEM Women aims to promote gender equity in STEM by enabling a diverse range of women to be offered exciting opportunities to progress their careers and personal capabilities.

Thanks to the generous donation by Professor Michelle Coote of her Georgina Sweet Fellowship, STEM Women

has supported a range of exceptional and diverse changemakers in the STEM Women community to attend Catalysing Gender Equity 2020.

From start-up founders to organisational advocates, these women are using their knowledge, experience and networks to ensure we discover solutions for gender equity, and we welcome their contributions to the conference.



**Dr Emma Camp**  
University of  
Technology Sydney



**Ruwangi Fernando**  
STEM Sisters



**Dr Momeneh Foroutan**  
Monash University



**Associate Professor Muireann Irish**  
University of Sydney



**Dr Marit Kragt**  
University of Western  
Australia



**Jerusha Mather**  
Victoria University



**Dr Mary McMillan**  
University of New England



**Dr Kirsty Nash**  
University of Tasmania



**Jessie Panazzolo**  
Lonely Conservationists



**Professor Tanya Smith**  
Griffith University



**Catherine Royans**  
University of Adelaide



**Tishiko King**  
Community Support Office  
Indigenous Women in  
Mining & Resources  
Australia

These are just twelve of over 2000 amazing women in STEM united on STEM Women. Discover more at [stemwomen.org.au](http://stemwomen.org.au)

## Equity Action Gallery

The Women in STEM Decadal Plan highlighted the need to understand what effective initiatives to improve gender equity in STEM look like.

The Equity Action Gallery is a first step in bringing together the knowledge and experience gained from the abundance of equity projects in Australia.

Be sure to explore the gallery space and view posters that present the actions and impacts organisations from across Australia are undertaking to achieve gender equity in STEM.

An online gallery of all posters will be created after the conference.

# Partners

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CATALYSING GENDER EQUITY 2020 IS MADE POSSIBLE WITH THE  
GENEROUS SUPPORT OF OUR CONFERENCE PARTNERS

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**Australian Government**  
**Department of Defence**



CATALYSING GENDER EQUITY 2020 IS PRESENTED BY THE AUSTRALIAN ACADEMY OF  
SCIENCE IN COLLABORATION WITH SCIENCE IN AUSTRALIA GENDER EQUITY (SAGE).

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**S A G E**  
SCIENCE IN AUSTRALIA  
GENDER EQUITY

# Speakers and facilitators



**Anna-Maria Arabia**  
Chief Executive,  
Australian Academy of Science  
Prior to her appointment as  
Chief Executive of the Australian  
Academy of Science, Anna-Maria

was Principal Adviser to the Hon Bill Shorten.

Anna-Maria brings with her experience as General Manager of Questacon—the National Science and Technology Centre, and CEO of Science & Technology Australia.

Anna-Maria has worked in senior policy roles in both social and economic portfolios. She has worked extensively with parliamentarians, the business and community sectors, and the media.

Anna-Maria was recently a Director of the Board of Spinal Cord Injuries Australia, an organisation committed to creating independence, dignity and unlimited opportunity for people living with spinal cord injury.

She is a passionate advocate for science, social justice and gender equity.

Anna-Maria obtained her Bachelor of Science (Hons) from the University of Melbourne and has undertaken medical research in the field of neuroscience both in Australia and abroad.



**Jo Bartley**  
Principal, Culture and Change,  
ANSTO

Jo Bartley leads a diverse team at ANSTO who shape the culture of the organisation by monitoring, predicting and influencing workplace behaviours. Her work centres around themes of inclusion, psychosocial risk, change and decision making, and growth mindset. Her team develops practical strategies and interventions to align the employee experience of work with the organisation's cultural vision and goals.

Jo is an Implementation Leader for Australia's Male Champions of Change Program and was a leader in ANSTO's effort to achieving an Athena Swan Bronze Award.



**Dr Lachlan Blackhall**  
Fellow, Australian Academy of  
Technology and Engineering  
Dr Lachlan Blackhall is Fellow  
of the Australian Academy of  
Technology and Engineering

(ATSE) where he serves as a member of the Diversity and Inclusion (D&I) committee. In this role Lachlan has been supporting the development of a D&I framework for small and medium enterprises (SMEs). Lachlan is also Entrepreneurial Fellow and Head, Battery Storage and Grid Integration Program at the Australian National University. He holds a BE, BSc and a PhD in engineering and applied mathematics, and is a Senior Member of the Institute of Electrical and Electronics Engineers (IEEE) and a Fellow of the Institution of Engineers Australia (IEAust).



**Leeanne Bond**  
Managing Director,  
Breakthrough Energy Pty Ltd

Leeanne Bond is a professional engineer, independent company director and board advisor with a 30-year career in management, capital projects and professional services. Leeanne is currently the independent non-executive chairperson of ASX listed Synertec Corporation Limited (SOP), a director of Snowy Hydro Limited and of ASX listed Liquefied Natural Gas Limited (LNG), and a board member of Clean Energy Finance Corporation (CEFC), QADO Services and the University of Queensland's JKTech. Leeanne is a passionate advocate of gender diversity. She is a Fellow of ATSE and AICD and an Honorary Fellow of Engineers Australia.



**Professor Billie Bonevski**  
Women in Science Chair,  
University of Newcastle

Professor Billie Bonevski is a health behaviour scientist and Women in STEMM Chair at the University of Newcastle. She co-established and chaired the Faculty of Health and Medicine's first gender equity committee implementing policies that have significantly improved gender parity at senior levels in the faculty. In 2019 she commenced her role as the Women in STEMM Chair, leading the University of Newcastle's Athena SWAN Silver Award Working Group.

Passionate about all forms of equity and social justice, Billie's research focuses on population groups experiencing forms of disadvantage and stigma. She is recognised for her outstanding research and training with the 2016 Thoracic Society of Australia and New Zealand's President's Award for tobacco control and the 2018 Australasian Professional Society for Alcohol and other Drugs Outstanding Mentor Award.



**Elizabeth Broderick**  
United Nations Special Rapporteur and Independent Expert on the issue of discrimination against women in law and practice. Founder of Male Champions of Change

Elizabeth Broderick has brought together captains of industry, governments and Defence Force chiefs to address gender inequality in Australia and beyond. As Australia's longest serving Sex Discrimination Commissioner (2007–15), Elizabeth worked tirelessly to break down structural and social barriers faced by women and men, and to promote gender equality.

Her review into the treatment of women in the Australian Defence Force led to sweeping cultural reforms.

She established and convenes the globally recognised 'Male Champions of Change' strategy, enlisting a 'who's who' of powerful male leaders to tackle workplace gender inequality. She is a powerful and influential voice in the struggle for gender equality, enlisting both women and men as agents of change.

In 2017, Elizabeth was appointed by the United Nations Human Rights Council in Geneva as an Independent Expert and member of the Working Group on the Issue of Discrimination against Women in Law and Practice. She is also a member of the Council of the Order of Australia.

In 2016 Elizabeth was appointed an Officer of the Order of Australia and was named 2016 NSW Australian of the Year. She holds Honorary Doctorates of Law from the University of Sydney, University of New South Wales and University of Technology Sydney and Honorary Doctorates from Deakin and Edith Cowan universities.



**Kylie Emery**  
Branch Manager, Policy and Strategy, Australian Research Council

Kylie Emery is responsible for policy and strategy development at the Australian Research Council (ARC) in areas such as research integrity, open data and open access, promoting gender equality in research and international engagement. Kylie also has responsibility for the policy underpinnings of the National Competitive Grants Program. Other areas of responsibility include non-financial corporate governance, and data provision and analysis.

Kylie joined the ARC in August 2015, and has worked in a range of areas in the public service. From 2005 to 2007, Kylie was the program manager for the Cooperative Research Centres program. Kylie studied arts and law.



**Dr Bronwyn Evans**  
CEO, Engineers Australia  
Special Adviser,  
Male Champions of Change

Dr Bronwyn Evans is the CEO of Engineers Australia, the Chair-Elect for the Building 4.0 CRC, a Director of the Australia–Japan Foundation, and was recently the CEO of Standards Australia and a Vice-President (Finance) of the International Standards Organisation. Bronwyn has previously held positions in innovation initiatives, including as Chair of MTPConnect (the Industry Growth Centre for Medical Technologies and Pharmaceuticals) and was a member of the Industry 4.0 Advanced Manufacturing Forum Leadership group.

Bronwyn has over 35 years' experience in various engineering roles. She is an Honorary Fellow of the University of Wollongong, an Honorary Fellow of the Institution of Engineers Australia, a Fellow of the Australian Academy of Technology and Engineering, and a graduate of the Australian Institute of Company Directors. In 2014 and 2015 she was recognised as one of Australia's 100 most influential engineers, in 2019 was recognised in Australia's 10 Influential Women in Engineering, and in 2016 was recognised as an AFR/Westpac 100 Women of Influence.



**Dr Marguerite Evans-Galea**  
Industry Mentoring Network in STEM  
Executive Director, ATSE

Dr Marguerite Evans-Galea AM is Executive Director of the Industry Mentoring Network in STEM with the Australian Academy of Technology and Engineering, and co-founder and CEO of Women in STEMM Australia. Marguerite has led research in cell and gene therapy at world-leading organisations in the US and Australia. Her research and leadership have been internationally recognised with numerous awards.

Marguerite served on the SAGE Expert Advisory Group and serves with Victoria's Ministerial Council on Women's Equality. In the Queen's Birthday Honours 2019, Marguerite was appointed a Member of the Order of Australia (AM) for significant service to women in STEMM as an advocate and a role model.



**Zainab Farouk**  
Austrade

Zainab works across the public and private sectors as a STEM advocate. Her purpose is to champion the use of diversity and design, so that together we can solve the complex problems of our world, now and in the future.



**Dr Melina Georgousakis**  
Founder, Franklin Women

Dr Melina Georgousakis is a research scientist, a social entrepreneur and champion for an inclusive health and medical research sector. She is currently the Research and Policy Manager at the Bupa Health Foundation, one of Australia's largest corporate charities dedicated to health, and the founder of Franklin Women, a social enterprise which aims to create a science sector where women thrive.

Melina has been recognised through awards such as ProBono Australia's 25 People of Impact, Women's Agenda Leadership Award and Women in Technology Rising Star Award. She is a judge for the Australian Technology Competition and Australian Museum Eureka Awards. In 2019 she shared her story on the TEDx stage.



**Professor Jenny Graves**  
Distinguished Professor and Vice  
Chancellor's Fellow, La Trobe University

Professor Jenny Graves is a molecular biologist and evolutionary geneticist. She uses comparisons of Australian animal genomes to explore the origin, function and fate of human sex genes and chromosomes, (in)famously predicting the disappearance of the human Y chromosome.

Jenny has produced more than 400 research contributions, and many articles and columns—on sex, gender evolution—for the public. She is an AO, a Fellow of the Australian Academy of Science and the US National Academy of Science, and 2006 L'Oreal-UNESCO Laureate for Women in Science. She won the 2017 Prime Minister's Prize for Science, the first woman to win solo.



**Christine Gunson**  
Manager of Strategic HR,  
Edith Cowan University

Christine Gunson has over 30 years' experience in senior HR, primarily in mining and higher education sectors with experience across both HR operational and strategic roles. She has had line-management experience in mining and higher education with considerable experience advising at senior levels for large complex organisations.

Christine has led strategic planning and leadership development activities within a range of sectors including higher education and health. She was involved in the SAGE Athena SWAN Bronze accreditation first cohort through the membership of the ECU Athena SWAN Charter Committee and the Self Assessment Team (SAT) providing advice and coordinating the staffing data analysis and presentation.

Christine is also a health consumer representative with the Consumer Health Forum (CHF) and in that capacity is a member of the NHMRC Research Committee and the Consumer and Community Advisory Group (CCAG).



**Dr Margaret Hartley**  
Policy Advisor and Consultant

Dr Margaret Hartley was CEO of the Australian Academy of Technology and Engineering from 2009 to 2019, where she led the delivery of strategic policy and research activities to find solutions to technology challenges facing Australia. She has experience in policy research across a range of technology areas

including low carbon economy, STEM education, industry innovation, agriculture, water, health technology and digital futures. She oversaw the implementation of ATSE's Diversity and Inclusion Strategy and has been an advocate for gender equity in STEM for many years.

Up until recently, Margaret was a member of the SAGE Board of Management, a member of the ACOLA Audit Finance and Risk Committee, and a Board member of the Crawford Fund Ltd (2011–16).

Prior to this she worked for the Australian Government for 23 years in senior leadership and change management roles, including Director of NICNAS—Australia's chemical regulator, Director of the Office of Chemical Safety, and Principal Science Adviser, Department of Health. She has led international collaboration projects on chemical risk assessment for the OECD, WHO and APEC. Prior to this, Margaret held positions in biomedical research and epidemiology and public health.



**Sarah Howard**

**Branch Manager, Research Excellence Australian Research Council**

As Branch Manager, Sarah Howard is responsible for the Australian Research Council's

two national assessments of university research—the Excellence in Research for Australia (ERA) program, which evaluates research quality, and the Engagement and Impact Assessment, which assesses how well researchers are engaging with end-users of research, and shows how universities are translating their research into economic, social, environmental, cultural and other impacts.

Sarah also oversees the management of the longitudinal datasets for these evaluation programs and the provision of policy advice on research evaluation and the state of the Australian university research landscape more broadly.



**Alison Johns**

**Chief Executive, Advance HE**

Alison Johns was appointed Chief Executive of Advance HE in autumn 2017. Prior to that she was the Chief Executive of the Leadership Foundation. She has worked in higher education for 25 years. Before becoming chief executive, she was head of policy for leadership, governance and management at the HEFCE (now the Office for Students), where she established both the Leadership Foundation and the Equality Challenge Unit. She is a past President of the

Association of University Administrators (AUA) and represents the UK on the Association of Commonwealth Universities Human Resources Management Network and has recently joined the British Council's planning committee for Going Global, the major international higher education conference.

Alison has extensive international experience of higher education including leading the review of teaching and learning for the Australian Government. This led to the establishment of the Office for Learning and Teaching to enhance teaching quality across the Australian higher education sector. Alison regularly takes part in conferences and events, both nationally and internationally, speaking on all aspects of university leadership, governance and management.



**Dr James Johnson**

**CEO, Geoscience Australia  
Male Champion of Change**

Dr James Johnson has been CEO of Geoscience Australia since April 2017. James is a

geologist with over 30 years' experience, including private sector mining and mineral exploration. He has led teams of geoscientists for over 20 years with a range of diverse achievements. These range from discovery of over 2 million ounces of gold reserves in industry, to national scale pre-competitive geoscience programs that have attracted exploration investment to Australia.

James joined Geoscience Australia in 2006 has since been head of various divisions with diverse duties including carriage of energy and mineral programs. He has also been a member of the Board of the CO2CRC (CRC for Greenhouse Gas Technologies) since 2014 and the National Computational Infrastructure (NCI) at the Australian National University since 2017.

James has a Bachelor of Science majoring in Geology from the University of Sydney and a PhD from the Australian National University.

His vision for Geoscience Australia is one of unity in deploying geoscience for the economic, social and environmental benefit of Australians. He is driving a strong agenda of inclusiveness, particularly new programs to engage with Indigenous Australia.



**Antra Kalnins**  
 Communications Specialist,  
 Macquarie University

Antra Kalnins is a media and communications specialist, with 20 years' experience in crafting stories across print, digital, TV and radio for organisations including Pearson Educational Publishing and SBS Television.

For the last nine years, Antra has focused on amplifying the work of academics and researchers at Macquarie University, across both external media and internal channels. Antra is currently leading a project within Macquarie's Gender Equity Strategy to improve the gender balance of stories published by the university's communications team, with a particular focus on STEM.



**Professor Lisa Kewley**  
 Director, ARC Centre of Excellence for  
 All Sky Astrophysics in 3D (ASTRO 3D)

Professor Lisa Kewley is the Centre Director of the ARC Centre of Excellence for All-sky Astrophysics in 3D. Lisa became interested in astronomy after her parents in South Australia encouraged engagement with the sciences and she was influenced by a high school physics teachers and participation in school stargazing camp.

While in the US, Lisa received the 2006 Annie Jump Cannon Award and the 2008 Newton Lacy Pierce Prize for outstanding achievement in observational astronomical research, and a National Science Foundation CAREER Award for her work.

Lisa returned to ANU and Mt Stromlo in 2011 as a Professor and ARC Future Fellow for the Research School of Astronomy and Astrophysics. She was elected a Fellow of the Australian Academy of Science in 2014 and gained an ARC Australian Laureate Fellowship in 2015.

Lisa is particularly aware of the under-representation of women in STEM and enjoys encouraging young girls to pursue exciting careers in science. At ASTRO 3D, Lisa and her team set ambitious goals to have 50% of women at all levels.



**Professor Jane Latimer**  
 Professor, the University of Sydney

Dr Jane Latimer is a Professor in Musculoskeletal Health at the University of Sydney. She also works as Director of Strategy and Engagement for Elizabeth Broderick & Co, an organisation working with the Federal Government and The Academies of Science to develop strategies to increase the representation of female research leaders in STEM. She is committed to changing the university and research systems that exclude women. In 2018 she joined her colleagues in implementing the Panel Pledge at the University of Sydney.



**Claire Mackay**  
 News Editor South Australia, ABC

Claire Mackay is the ABC News Editor, South Australia, leading a team reporting the news across digital, TV and radio. Prior to taking up the role in 2015 Claire was the News Editor in the Northern Territory. Claire has been with the ABC since 1998 when she joined as a cadet journalist in Sydney. Before taking up leadership roles at the ABC Claire worked in a number of positions from journalist and producer to 7 pm presenter. Claire and her colleagues leading the ABC's state news teams around Australia have played a crucial role in the ABC's 50:50 diversity project.



**Dr Colleen MacMillan**  
 A&F Executive Lead - Inclusion &  
 Diversity Initiative for Science &  
 Impact, CSIRO

Dr Colleen MacMillan is CSIRO Agriculture and Food Inclusion and Diversity (I&D) Lead. The I&D initiative was launched in 2016, with a specific focus of inclusion of diversity for science, impact, and people. She has led the creation and implementation of an I&D strategy, and underpinning actions, together with an I&D leadership team. She is also an inaugural and a long-standing member of CSIRO's SAGE Self-Assessment Team, and the SAGE ACT Regional Network. Colleen completed a PhD in crop molecular biology and physiology through the University of Melbourne (2004). Since then she has researched agricultural crop secondary cell walls and their uses for biodegradable renewable plant-based industries and commodities. She is a Senior Research Scientist in the CSIRO Cotton Biotechnology Group, based in Canberra.





**Dr Larry Marshall**  
 Chief Executive, CSIRO  
 Male Champion of Change

Dr Larry Marshall is Chief Executive of CSIRO, Australia's national science agency and

innovation catalyst.

Larry is a scientist, technology innovator and business leader with a wealth of experience in creating new value and impact with science. He has a PhD in physics and became a global leader in laser research, for which he was honoured as a Federation Fellow and later as an ATSE Fellow.

He invented the 'eye-safe' laser which enabled lasers to be used safely in public. He was inspired at Stanford to found his first company, Light Solutions, which invented the world's first solid-state green laser for the treatment of blindness in diabetics. Light Solutions merged with infra-red laser company Iris Medical in 1995, and the green-laser sales propelled the new company Iridex to IPO (initial public offering) on Nasdaq.

He was CEO/MD and founder of another five companies, frequently based on Stanford's science, in biotechnology, telecommunications, semiconductors, and venture capital, including Arasor which he took public in 2006. In 2007, he became MD of Southern Cross Ventures, specialising in Australian innovation, where he delivered the first Nasdaq IPO of an Australian-venture backed startup commercialising science.

Larry has 100 publications and conference papers, holds 20 patents, and has served on 20 boards of high tech companies operating in the US, Australia and China. Larry is a Male Champion of Change committed to tackling gender equality. He is a passionate supporter of Australian innovation, returning to Australia to lead CSIRO, which he believes is the essential catalyst to improve Australia's innovation performance.



**Professor Jennifer Martin**  
 Deputy Vice-Chancellor (Research and Innovation), University of Wollongong

Professor Jennifer Martin was appointed the University of Wollongong's Deputy Vice-Chancellor (Research and Innovation) in March

2019. Prior to that, Jennifer held the position of

Director of the Griffith Institute for Drug Discovery at Griffith University. As DVC(R&I) at UOW, her primary role is to lead the university's strategy for research and innovation and continue to drive the performance of research across the university and to support a culture of innovation.

Jennifer is an internationally renowned protein crystallographer and structural biologist. She has made seminal discoveries in bacterial redox biochemistry, including revealing how the DsbA enzyme assembles bacterial 'weapons', and has validated DsbA as a target for novel antibacterials that are now being developed.

Jennifer's work is widely recognised. She is current President of the Asian Crystallography Association and a member of the Executive for the International Union of Crystallography. She was elected a Fellow of the Australian Academy of Science in 2017 and made a Companion of the Order of Australia (AC) in 2018 for eminent service to scientific research, particularly in the field of biochemistry and protein crystallography applied to drug-resistant bacteria, as a role model, and as an advocate for gender equality in science. She was a founding member of the Science in Australia Gender Equity (SAGE) Steering Committee that established the Athena SWAN pilot to address gender equity in science, technology, engineering, maths and medicine.



**Dr Kierny McKay**  
 Sage Project Coordinator,  
 Western Sydney University

Dr Kierny McKay is SAGE Project Coordinator for Western Sydney University. Kierny

is an equity specialist who for a decade has developed initiatives to widen participation for low-socioeconomic, first-generation, Aboriginal and Torres Strait Islander, refugee, and EAL/D students in higher education and to implement inclusive teaching pedagogy across multiple universities.

Kierny is founder/convenor of the Gender UNLIMITED\* Series at WSU and co-founder of Philament: A Journal of Literature, Arts, and Culture. Recent publications include The Minimal Link of a Thing in Common: A Framework for Academic Outreach in Widening Participation in Australia in International Perspectives on Equity and Inclusion (Emerald, 2019).



**Dr Merryn McKinnon**  
Senior Lecturer, Centre for the Public  
Awareness of Science,  
Australian National University

Dr Merryn McKinnon started out as a marine scientist, but she soon realised that talking to people about her science created more opportunities to achieve change than her project could. She moved to science communication and has stayed there ever since. Merryn's research explores perceptions of science, and of those communicating their science, with a focus on the relationships between STEM professionals, publics and the media. Diversity of disciplines and ideas is important in a society, but only if they are given equal visibility and voice. Her work aims to contribute tangible mechanisms to allow that diversity to flourish.



**Professor Tanya Monro**  
Chief Defence Scientist  
Special Adviser,  
Male Champions of Change

Professor Tanya Monro commenced as Chief Defence Scientist in March 2019. She was previously Deputy Vice-Chancellor Research and Innovation and an ARC Georgina Sweet Laureate Fellow at the University of South Australia.

Tanya was the inaugural Director of the Institute for Photonics and Advanced Sensing (IPAS) from 2008 to 2014 and was also the inaugural Director for the ARC Centre of Excellence for Nanoscale Bio Photonics (CNBP) at the University of Adelaide. Her research is in the field of photonics, with a focus on sensing, lasers and new classes of optical fibres.

Tanya obtained her PhD in physics in 1998 from the University of Sydney, for which she was awarded the Bragg Gold Medal for the best physics PhD in Australia. In 2000, she received a Royal Society University Research Fellowship at the Optoelectronics Research Centre at the University of Southampton in the UK, and is also an inaugural Bragg Fellow of the Royal Institution of Australia (RiAus).

Tanya is a Fellow of the Australian Academy of Science, the Australian Academy of Technological Sciences and Engineering, the Optical Society of America and the Australian Institute of Physics. She is member of the Board of CSIRO and the South Australian Economic Advisory Council.

Her awards include: the Prime Minister's Malcolm McIntosh Prize for Physical Scientist of the Year (2008), South Australian Scientist of the Year (2010), South Australia's Australian of the Year (2011), and the Eureka Prize for Excellence in Interdisciplinary Scientific Research (2015) and she is the 2019 SA winner of the Australian Award for Excellence in Women's Leadership.



**Dr Alexie Papanicolaou**  
Deputy Chair, EMCR Forum

Dr Alexie Papanicolaou is a data scientist, a (now mid-career) genome bioinformatician and a nomad of five countries (and counting). He is a member of the Western Sydney University SAGE data analytics team and a Deputy Chair of the EMCR Forum Executive of the Australian Academy of Science. He is passionate about social justice and enjoys the career limiting consequences of rocking the boat. On the weekends—when the family and cat allow, he writes about fictional worlds and designs computer games (which is not that different from his day job).



**Dr Adi Paterson**  
CEO, ANSTO

Male Champion of Change

Dr Adi Paterson has a strong public science and senior management background, operational and strategic management expertise in nuclear programs and in the commercialisation of scientific research.

Prior to joining ANSTO, Adi was General Manager, Business Development and Operations at the Pebble Bed Modular Reactor Company in South Africa. Since March 2009 he has had the strategic oversight and responsibility for ANSTO's multi-faceted portfolio of activities.

Adi has driven a program of positive change and growth. Putting people first, with a focus on diversity and inclusion, underpins the transformation process. This has leveraged outcomes based on the nexus of public science investment and practical innovation with positive impacts on health, industry and the environment.

His focus on the importance of diversity and equity, particularly in STEM, led to his appointment in 2016 as a Male Champion of Change for STEM.

Adi has experience in key policy areas including science and innovation, energy, and the nuclear fuel cycle. He is a Fellow of the Australian Academy of Technology and Engineering, Engineers

Australia, and the Royal Society of New South Wales. The Sydney Division of Engineers Australia recognised him as the 2012 Professional Engineer of the Year.

Adi holds a BSc (Chemistry) and a PhD (Engineering), both from the University of Cape Town. He was awarded an Honorary Doctorate by the University of Wollongong in 2017.



**Kristin Perry**

Manager Talent, James Cook University

In 2018, mid-way through the Athena SWAN self-assessment process, Kristin Perry reached out to fellow equity and HR

practitioners in the Innovative Research Network (IRU) to discuss challenges associated with a Bronze application. This network provides invaluable support, collaboration, empathy, knowledge and resources in pursuit of shared goals for gender equity, diversity and inclusion.

IRU is a coalition of universities committed to inclusive excellence in teaching, learning and research in Australia. IRU seeks to be at the constructive centre of Australian university policy making, influencing political developments beyond individual university capacities to do so. Six of the seven IRU institutions are Athena SWAN members.



**Leanne Robertson**

Program Director, Education Services Australia, Girls in STEM Toolkit

Leanne Robertson is a Program Director at Education Services Australia. She has

led educational resource development and research projects for over 20 years in Australia and New Zealand. She has been responsible for the development of many educational resources including those for The Learning Federation, ABC Splash, The Digital Technologies Hub and Early Learning Languages Australia. Leanne's interest in digital technologies was sparked when she was primary school teaching in the 90s and she saw opportunities that computers and the internet could provide beyond the fences of their rural school.



**Professor Veena Sahajwalla**

Director, SMaRT Centre, UNSW Sydney

Australian Research Council (ARC) Laureate Professor Veena Sahajwalla is an internationally recognised materials scientist,

engineer and inventor revolutionising recycling science. She is renowned for pioneering the

high temperature transformation of waste in the production of a new generation of 'green materials.' In 2018 Veena launched the world's first e-waste microfactory and in 2019 she launched her plastics microfactory, a recycling technology breakthrough.

She is a Fellow of the Australian Academy of Science and the Australian Academy of Technology and Engineering.



**Associate Professor Darren Saunders**

Principal investigator, UNSW Sydney

Darren Saunders is a research scientist and Associate Professor in Medicine at UNSW.

He undertook post-doctoral training at the Garvan Institute and University of British Columbia and has held fellowships from the US Department of Defense and Cancer Institute NSW. Darren is secretary of the Executive Committee of Science & Technology Australia and Senior Research Advisor to Elizabeth Broderick and Co. He is a regular commentator on television and radio, resident scientist on ABC TV's The Drum and Channel 7's Daily Edition, and 2019 Eureka Prize winner. His written work covers everything from cancer to science policy, masculinity and gender equity.

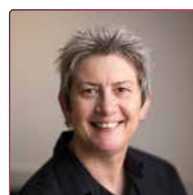


**Dr Justine Shaw**

Executive, EMCR Forum

Dr Justine Shaw is a Senior Research Fellow, Centre for Biodiversity and Conservation Science,

University of Queensland. A research leader in Antarctic conservation, she leads projects on Australian species and island conservation. She is investigating how islands respond to pest eradications to inform management. Justine has a large global research network, having worked in Australia, South Africa, sub-Antarctic/ Antarctic and the Arctic. She is an executive member of the Australian Academy of Science EMCR Forum. Justine is an advocate for gender equity and inclusivity in STEM. She is co-founder of Homeward Bound and Women in Polar Science Network.



**Associate Professor Cate Thomas**

Associate Dean (Academic), Charles Sturt University

Associate Professor Cate

Thomas has a diverse working and academic career in health, human services, leadership and management, holding key positions

such as Manager Research to Practice in the NSW Government. She has worked as a private social policy consultant, delivered keynote addresses, and is now the Associate Dean Academic in the Faculty of Science at Charles Sturt University.

Cate is passionate about social justice, education, lifelong learning and quality curricula, and with industry and academic experience delivers authentic and evidenced-informed curricula and education to students. She is passionate about evidence-informed practice in the human services field and received a NSW Premier's Silver Award in 2008 for her work in the research to practice area. She also received a Social Media Presence Award in 2016 from Australian and New Zealand Social Work and Welfare Education and Research for raising awareness and debates around inclusion, advocacy and social justice issues and in 2017 she received the Social Work Educator Award from Australian and New Zealand Social Work and Welfare Education and Research.



**Dr Rebecca Vivian**  
Researcher and Educational Designer,  
University of Adelaide

Dr Rebecca Vivian is a Researcher and Educational Designer for the Computer Science Education Research Group (CSER), University of Adelaide. She has led the development of scalable online K–12 teacher training programs in Digital Technologies, engaging over 34,000 teachers across Australia.

For over seven years Rebecca has researched how to improve learning and teaching of computer science and how to effectively up-skill Australian teachers. She also undertakes research into STEM engagement more broadly, with one notable research project involving an investigation into international best practices for engaging young people, particularly girls and women, in STEM.



**Professor Jo Ward**  
Athena SWAN Academic Lead,  
Curtin University











Professor Jo Ward has extensive experience in academic governance and management as Dean and Head of School (Science) at Curtin University for 15 years, extended periods as Executive Dean/PVC at Curtin, and as a member of the executives of the Australian Mathematical Society, Murdoch's Academic Council and the Australian Council of Deans of Science. She was Chair of Curtin's Academic Board and a member of Curtin Council from 2007 to 2010.

Jo's research is in harmonic and Fourier analysis and their applications. She has a strong record of contribution to learning and teaching in STEM, and has been awarded national funding for learning and teaching initiatives, particularly for work integrated learning. She is a member of the WA STEM Workforce Strategy Implementation Committee.

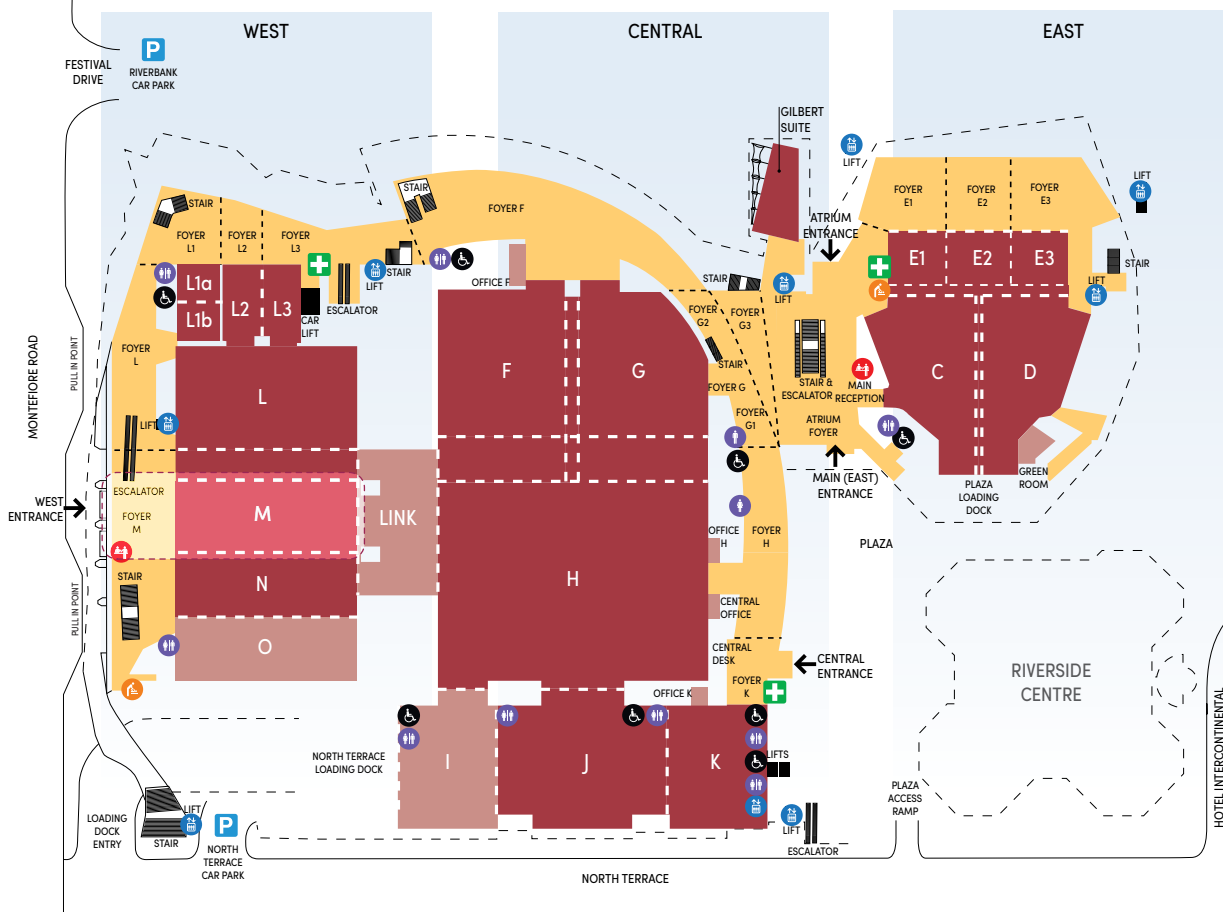
Jo co-led Curtin's successful Bronze accreditation application in Cohort 1 of the SAGE Athena SWAN pilot.

# Map

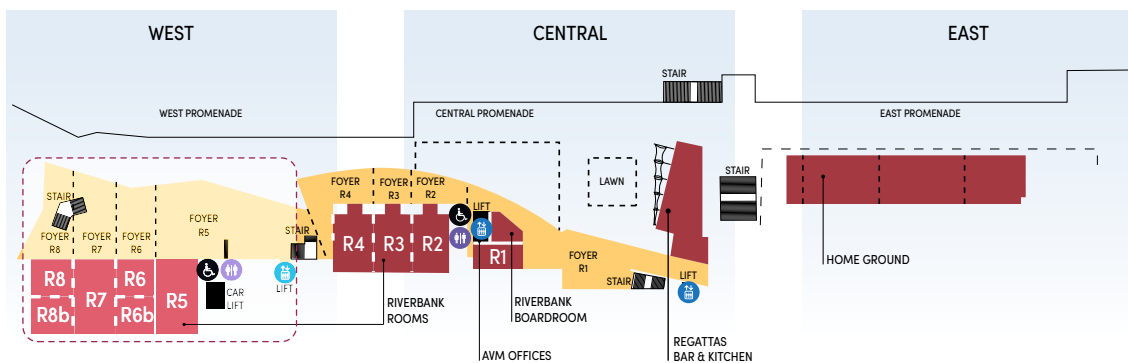
Catalysing Gender Equity 2020 will take place between Hall M on the ground level and Riverbank Rooms 5-8 on the lower level of the Adelaide Convention Centre.

-  RECEPTION
-  LIFT
-  TOILET
-  ACCESS TOILET
-  PARKING
-  FIRST AID ROOM
-  PARENT ROOM
-  STAIRS & ESCALATORS
-  FOYER
-  FUNCTION AREA

## GROUND LEVEL



## LOWER LEVEL



# Event information

## Accessibility

All car parks and buildings are wheelchair accessible.

Digital and braille signage is located throughout the venue, and hearing loop is available on request.

Two parent rooms are available for feeding, changing and general baby care needs.

Unisex accessible toilets are clearly signed and located throughout the centre.

## Code of conduct

As part of registration, all delegates attending Catalysing Gender Equity 2020 agreed to the Academy's Participants Conduct Policy. The policy is at [science.org.au/code-conduct](https://science.org.au/code-conduct)

## Colour coding

Colour coding of lanyards is used to distinguish conference attendees.

- Maroon** Delegates
- Orange** Speakers and facilitators
- Purple** Staff
- Blue** STEM Women Changemakers
- Yellow** Event partners
- Green** Media

## Luggage

Luggage can be left with staff at the registration desk to be stored as required.

## Taxi

The taxi rank is located on North Terrace.

## First aid

If first aid is required please see an Academy staff member, identifiable by their purple lanyard.

## Photography and media

Photographs and footage will be taken throughout Catalysing Gender Equity 2020. These photographs and footage may be used by the Academy for marketing and publicity on social media and in other online and print publications. Representatives of the media will be in attendance.

## Public transport

The nearest tram stop is a two-minute walk from the venue, in front of the Adelaide Railway Station.

Adelaide Metro runs a free tram service. Adelaide Convention Centre and Town Hall are two stops apart on the Glenelg line, approximately 3 minutes apart.

## Social Media

The Academy will be Tweeting through out the event. Feel free to engage online through #CGE2020 and tag @Science\_Academy.

## Venue

Adelaide Convention Centre is a fully cashless venue, payment for parking food and beverages is via card only.

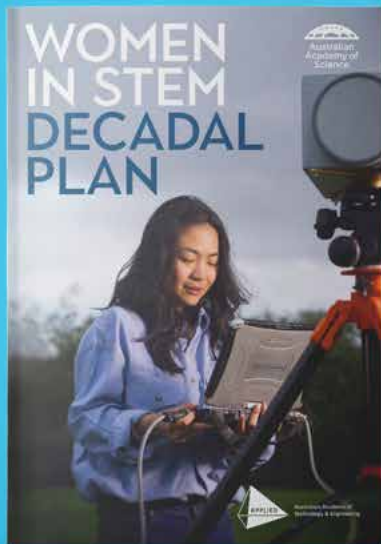
Smoking is prohibited in all areas of the Adelaide Convention Centre, and within 15 metres of venue entry points.

## Wi-Fi

Wi-Fi is available in the venue.

Network: ACC\_Free

Agree to terms and conditions to connect.



## CONGRATULATIONS TO OUR WOMEN IN STEM DECADAL PLAN CHAMPIONS WHO HAVE PUBLICLY ALIGNED THEIR GENDER EQUITY JOURNEY WITH THE WOMEN IN STEM DECADAL PLAN.


ANSTO · ASTRO 3D · Australian Mathematical Sciences Institute  
CoRE Learning Foundation · Department of Defence  
Edith Cowan University · Franklin Women · gemaker  
Griffith University · Macquarie University  
Monash University · Power of Engineering · QinetiQ  
Raytheon Australia · Science and Technology Australia  
South Australian Health and Medical Research Institute  
St Vincent's Institute · Tech Girls Movement Foundation  
The Australian Academy of Science · The Bureau of Meteorology  
The Royal Australian Chemistry Institute  
The University of Newcastle · The University of Sydney  
University of Technology Sydney · WISE Network  
Women in Technology Western Australia


Visit [stemwomen.org.au/champions](https://stemwomen.org.au/champions)  
to discover their actions and become a champion.




**Engage online**

**#CGE2020**

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