

To: All staff and HDR candidates

From: Professor Sandra Harding, Vice Chancellor and President

Date: 14 April 2021

Dear Colleagues

At the end of 2020 JCU was awarded a SAGE Athena Swan Bronze Award.

This recognition was awarded to JCU because we had undertaken a significant self-assessment project investigating our processes and procedures, and their impacts on the achievement of gender equity. In identifying a number of areas for improvement, we developed an Action Plan with 39 different Actions scheduled to be implemented between now and 2025 to shift the dial.

So the SAGE award was in recognition of our commitment to action - to making change. The hard work, of course, begins now.

You can contact any [member](#) of the GEAR team if you wish to bring something to the attention of JCU. The GEAR team, through the coordinators, are also hosting [GEAR Forums](#) for JCU women. These forums, like the GEAR meetings, will also happen four times a year, and the first one, attended by over 80 women, was also held last week.

The purpose of the forums is for the GEAR team to provide an update to women in the JCU community on JCU's actions, and to provide a space where women are welcome to raise and discuss equity issues that are important to them. Discussion at the forums is treated confidentially, with only de-identified and general matters raised in the forums reported back GEAR and to Action Owners as a m1.5 (e)p8.7 (as)9 811.04 -0 0 7 (R)13.9 (9bc (s)9 (oe)21.5