

## **University of Sydney Equal Opportunity for Women Initiatives**

The University of Sydney offers several initiatives to advance the place of women in the workplace including the following described below.

***The Women in Leadership Program*** is held several times a year at the University of Sydney. The program is designed for women who aspire to, or are in, leadership and management. It aims to introduce and explore key skills and qualities needed to be an effective leader, and address the unique issues faced by women in leadership. The Program is supported by the University's Management and organised by the Staff and Student Equal Opportunity Unit. The Program has garnered the interest of senior University management and serves as a vehicle for units who seek to enhance the attraction and retention of female staff. A popular part of the Program involves senior women at the University, who are invited to talk about their successful careers and how they have negotiated barriers to female achievement.

The success of the Women in Leadership Programs has led to increased demand, such that several additional sessions for General Staff were held in 2008. Planning has also commenced for a more specialized suite of programs to be offered this year.

***The Women in Science Project***, instigated by Professor David Day, Dean of Science, commenced in September 2007 with the establishment of a Steering Committee and the definition of the project goals:

- To identify some of the obstacles which prevent women achieving senior roles in the sciences.

- To encourage more women into senior roles within the Faculties of Science.

- To support more women to achieve satisfying and productive careers in science.

The project was formally launched by the Vice-Chancellor, Dr Michael Spence, in August 2008. It stemmed from an awareness that although women are well represented among undergraduate and postgraduate students, and even among postdoctoral fellows, they are under-represented among staff in senior roles. Women are also over-represented in the lower levels of the hierarchy and tend not to apply for promotion in the same numbers as men.

The project includes consultation with staff at the Faculties of Science, Veterinary Science, Agriculture, Food and Natural Resources and the School of Medical Science. The information-gathering methodology will consist of online surveys with focus groups held to follow up on issues identified in the survey results.

The University is hoping the Project will serve as an example for other faculties where an increase in the numbers of women, particularly at senior levels, is sought.

<http://www.science.usyd.edu.au/wisci/family.shtml>

***The University of Sydney Parents Network*** was established in December 2006 by the Staff and Student Equal Opportunity Unit and the Childcare Information Office. The network provides a friendly, informal environment in which members can meet to share information and undertake supportive networking with other parents at the University.

**For further information about the University and these programs please contact:**

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