



# Diversity & Inclusion at ATSE

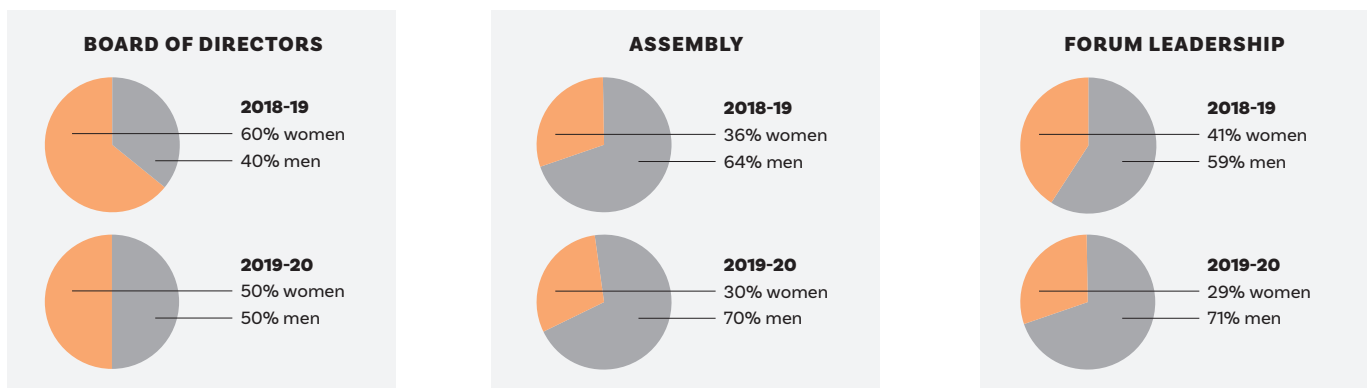
The Academy of Technology and Engineering commits to working proactively for a more diverse and inclusive Academy and the sector.

## KEY FOCUS AREAS

Our approach to diversity and inclusion

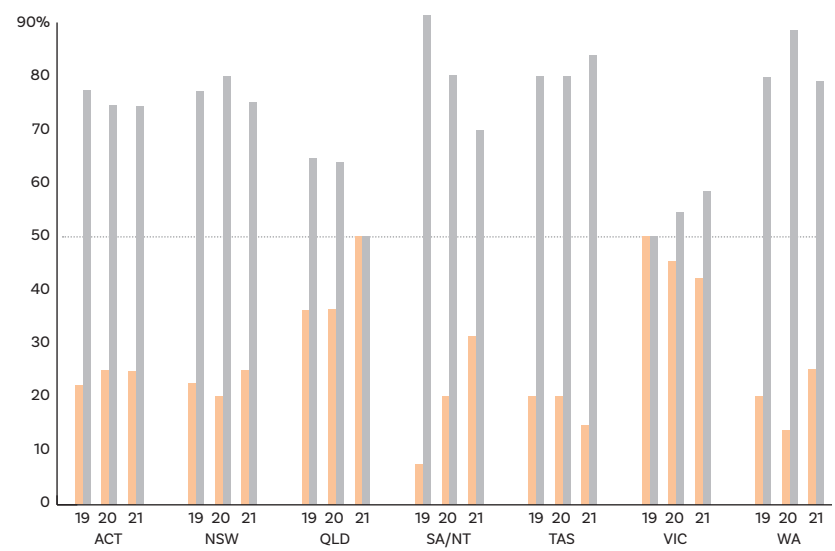
- Governance and leadership
- Membership
- Communications, outreach and engagement
- Employment
- Prizes, awards and events
- Policy and advocacy
- Education, training and accreditation

## GOVERNANCE AND LEADERSHIP



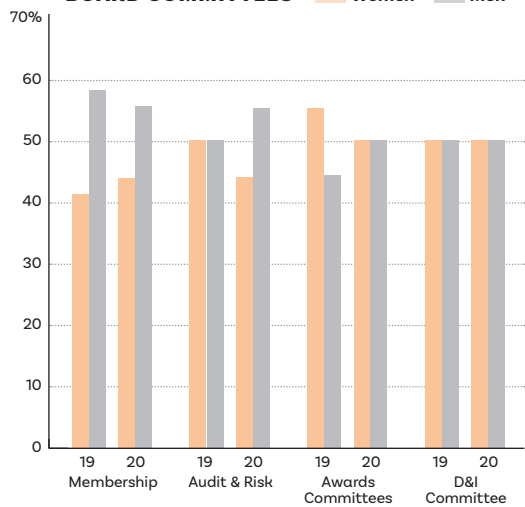
### DIVISION COMMITTEES

Legend: Women (orange), Men (grey). TARGET – 50% by 2025



### BOARD COMMITTEES

Legend: Women (orange), Men (grey)



## SECRETARIAT

- GENDER**: 19% Men, 81% Women
- FLEXIBLE WORKING ARRANGEMENTS**: 100%
- NON-GENDERED PARENTAL LEAVE**: 100%
- GENDER PARITY ON SALARIES**: 100%

# FELLOWSHIP

**TARGET** — Women should constitute 50% of all new Fellows by 2025

## NEW FELLOWS: % OF WOMEN

44%

2018

46%

2019

40%

2020

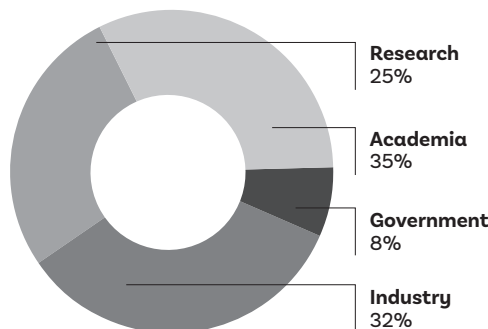
## ENTIRE FELLOWSHIP: BY GENDER

Men	85%
Women	15%

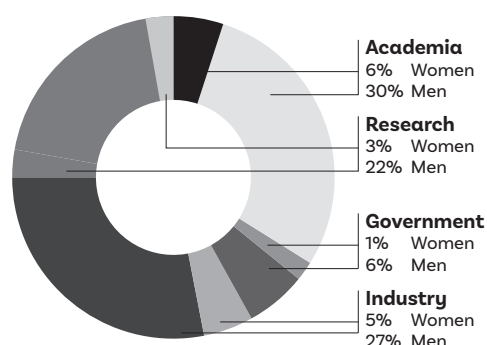
## 2020 FELLOWS BY SECTOR

Academia	64%
Government	8%
Industry	24%
Research	4%

## ENTIRE FELLOWSHIP FELLOWS: % BY SECTOR



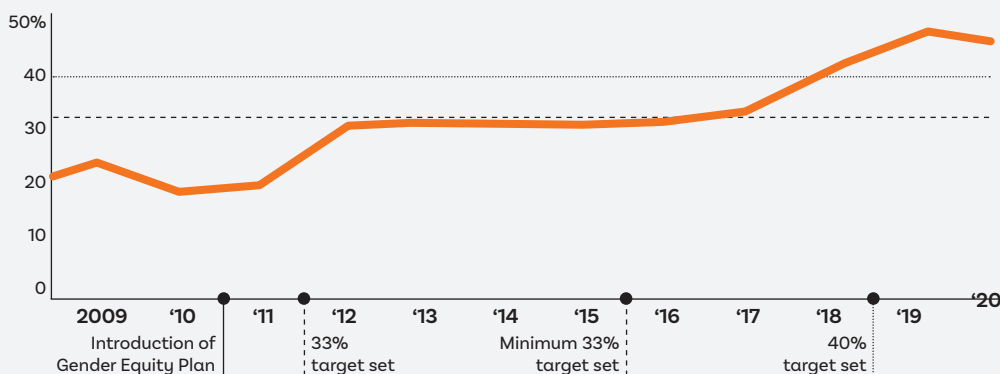
## ENTIRE FELLOWSHIP GENDER: % BY SECTOR



## AVERAGE AGE



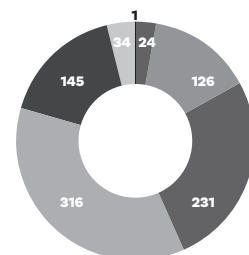
## NEW FELLOWS ELECTED: % OF WOMEN



## ALL FELLOWS AGE RANGE

902 Fellows

20-30 yrs	0
31-40 yrs	1
41-50 yrs	31
51-60 yrs	141
61-70 yrs	234
71-80 yrs	316
81-90 yrs	145
91-100 yrs	34



## COMMITMENT TO MEANINGFUL REPRESENTATION

ATSE will not support nor participate in any national or international activities where the organising body has no gender equity policy or where women are not reasonably and meaningfully represented among speakers and panellists.

## HIGHLIGHTS



### DIVISION LECTURES

2018-19: 30% women / 70% men  
2019-20: 81% women / 19% men



### AWARD PRESENTERS

2018-19: 43% women / 57% men  
2019-20: 80% women / 20% men



### AWARDS WON

2018-19: 43% women / 57% men  
2019-20: 63% women / 37% men



### COMMUNICATIONS

Magazine features  
2018-19: 60% women / 40% men  
2019-20: 50% women / 50% men  
Movers & Shakers  
2018-19: 52% women / 48% men  
2019-20: 50% women / 50% men

## INDIGENOUS ENGAGEMENT

- > The Academy is working to support the establishment of a national Aboriginal and Torres Strait Islander science and technology network.
- > ATSE is supporting Indigenous STEM education charity Deadly Science to improve access to high quality STEM education providing STELR resources and kits to remote, regional, and disadvantaged schools.

## LEADING DIVERSITY INTERNATIONALLY

- > ATSE is a member of the International Council of Academies of Engineering and Technological Sciences (CAETS), and with the Royal Academy of Engineering, is a Founding Co-Chair of the CAETS Diversity Committee.

