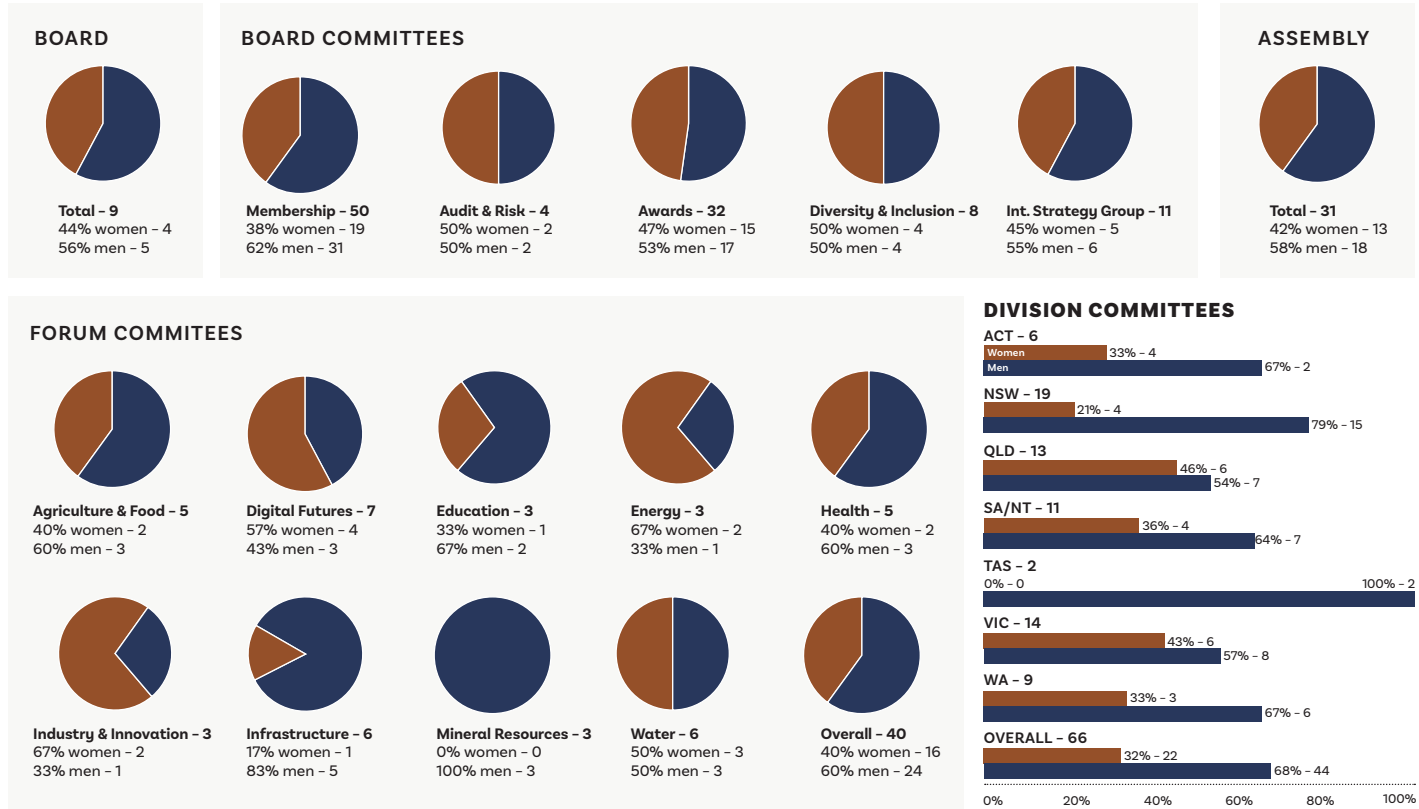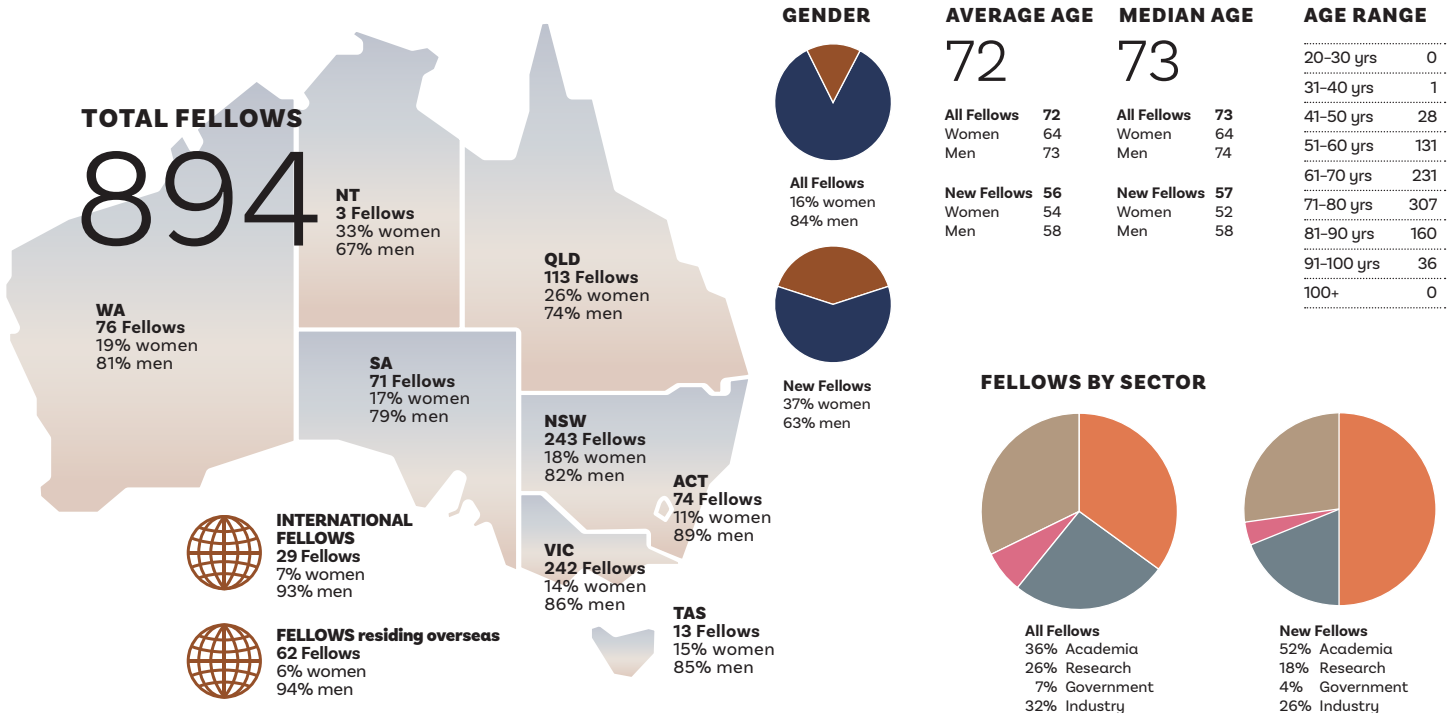**2021-2022**

Diversity & Inclusion

The Australian Academy of Technological Sciences and Engineering commits to working proactively for a more diverse and inclusive Academy and STEM sector.

ATSE Australian Academy of Technological Sciences & Engineering

ACADEMY GOVERNANCE & LEADERSHIP

BOARD

Total – 9
44% women – 4
56% men – 5

BOARD COMMITTEES

Membership – 50
38% women – 19
62% men – 31

Audit & Risk – 4
50% women – 2
50% men – 2

Awards – 32
47% women – 15
53% men – 17

Diversity & Inclusion – 8
50% women – 4
50% men – 4

Int. Strategy Group – 11
45% women – 5
55% men – 6

ASSEMBLY

Total – 31
42% women – 13
58% men – 18

FORUM COMMITEES

Agriculture & Food – 5
40% women – 2
60% men – 3

Digital Futures – 7
57% women – 4
43% men – 3

Education – 3
33% women – 1
67% men – 2

Energy – 3
67% women – 2
33% men – 1

Health – 5
40% women – 2
60% men – 3

Industry & Innovation – 3
67% women – 2
33% men – 1

Infrastructure – 6
17% women – 1
83% men – 5

Mineral Resources – 3
0% women – 0
100% men – 3

Water – 6
50% women – 3
50% men – 3

Overall – 40
40% women – 16
60% men – 24

DIVISION COMMITTEES

ACT – 6
Women 33% – 4
Men 67% – 2

NSW – 19
21% – 4
79% – 15

QLD – 13
46% – 6
54% – 7

SA/NT – 11
36% – 4
64% – 7

TAS – 2
0% – 0
100% – 2

VIC – 14
43% – 6
57% – 8

WA – 9
33% – 3
67% – 6

OVERALL – 66
32% – 22
68% – 44

0% 20% 40% 60% 80% 100%

FELLOWSHIP

TOTAL FELLOWS

894

NT
3 Fellows
33% women
67% men

QLD
113 Fellows
26% women
74% men

WA
76 Fellows
19% women
81% men

SA
71 Fellows
17% women
79% men

NSW
243 Fellows
18% women
82% men

ACT
74 Fellows
11% women
89% men

VIC
242 Fellows
14% women
86% men

TAS
13 Fellows
15% women
85% men

INTERNATIONAL FELLOWS
29 Fellows
7% women
93% men

FELLOWS residing overseas
62 Fellows
6% women
94% men

GENDER

All Fellows
16% women
84% men

New Fellows
37% women
63% men

AVERAGE AGE
72

All Fellows	**72**	
Women	64	
Men	73	
New Fellows	**56**	
Women	54	
Men	58	

MEDIAN AGE
73

All Fellows	**73**	
Women	64	
Men	74	
New Fellows	**57**	
Women	52	
Men	58	

AGE RANGE

20–30 yrs	0
31–40 yrs	1
41–50 yrs	28
51–60 yrs	131
61–70 yrs	231
71–80 yrs	307
81–90 yrs	160
91–100 yrs	36
100+	0

FELLOWS BY SECTOR

All Fellows
36% Academia
26% Research
7% Government
32% Industry

New Fellows
52% Academia
18% Research
4% Government
26% Industry

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.

SECRETARIAT

GENDER

74% women	26% men

LANGUAGES SPOKEN

English	Italian
Bosnian/Croatian	Portuguese
French	Spanish

✓ Flexible working arrangements

✓ Non-gendered parental leave

✓ Gender parity on salaries

ACADEMY ENGAGEMENT

EVENTS

Speakers
51% women
49% men

LEADING DIVERSITY DOMESTICALLY

ATSE is a member of the Diversity Council of Australia and a co-founder and board member of Science in Australia Gender Equity (SAGE)

DIVERSITY & INCLUSION TOOLKIT

ASTE has created a D&I Toolkit for small-to-medium organisations in STEM, to support and encourage SMEs to employ, retain, train, and promote diverse STEM workforces.

AWARDEES

Winners
45% women
55% men

LEADING DIVERSITY INTERNATIONALLY

ATSE is a member of the International Council of Academies of Engineering and Technological Sciences (CAETS) and is a founding Co-Chair of its Diversity Committee.

INDIGENOUS ENGAGEMENT

Along with other Australian learned academies, ATSE has worked with the Australian Council of Learned Academies to support the Uluru Statement from the Heart. ATSE is working on a Reconciliation Action Plan in consultation with senior Aboriginal and Torres Strait Islander STEM leaders, and:

> Features Indigenous perspectives in education and policy materials.
> Is supporting Indigenous STEM education charity Deadly Science to improve access to high quality STEM education resources.
> Supports work to create the Australian Indigenous Science, Technology Engineering and Maths Network.
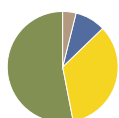> Indigitek is a partner of Elevate: Boosting Women in STEM

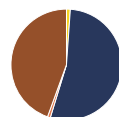## ACADEMY PROGRAMS & PROJECTS

IMNIS

MENTEES —— 415
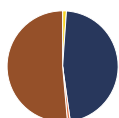
Gender
52% women
47% men
<1% non-binary
<1% prefer not to say

Career aspirations
4% academia
9% unsure
34% industry
53% mobile between industry & academia

MENTORS —— 337*

Gender
45% women
54% men
<1% non-binary
<1% prefer not to say

Sector
82% industry / private
12% academia / NFP
6% government

*Some Mentors took on two Mentees

| LEVEL	EXPERTISE
Director	Research & Devel
CEO	Strategy / Business Dev
Senior Manager	Executive Management
Manager	Project Management
C-Suite	IP & Legal
Managing Direcetor	Clinical
Principal	Regulatory
Head	HR / Admin / IT
Entrepreneur	Manufacturing
Consultant	Finance
Vice President	Policy
Partner	Media & Advertising

CS IN SCHOOLS

63 Schools Australia wide

81 Teachers supported

5900 Students taught (approx) More than half were girls

School type
61% Government
39% Non-government
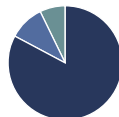
School location
83% Metro
10% Inner Regional
7% Outer Regional

SCHOOL ICSEA* VALUE
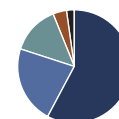
16 schools have a value of 1000 or less

***ICSEA** Index of Community Socio-educational Advantage is a scale of socioeducational advantage. 1,000 is the average score.

STELR

881 Schools Australia wide

School type
66% Government
18% Catholic
16% Non-government

School location
58% Major cities
22% Inner Regional
14% Outer Regional
4% Remote
2% Very remote

SUSBSIDISED KITS FOR SCHOOLS

OF SCHOOLS

3 STELR kits donated or subsidised

SCHOOL ICSEA* VALUE

408 schools have a value of 1000 or less

ATSE Australian Academy of Technological Sciences & Engineering