

WISPP PROGRAM OUTLINE 2022/23



GOAL

Advancing gender equity and diversity in science, forging a culture where more people can thrive.

STRATEGY

Working collaboratively with five of Australia's largest medical research institutes, we believe real cultural change requires a complementary bottom-up and top-down efforts. WiSPP's efforts are designed to complement and amplify the efforts of our partnering institutes and sector leaders.

OBJECTIVES

Four key areas considered most critical in delivering equity and inclusion outcomes by the [WiSPP 2018 Cross Institute Task Force](#)

Objective 1. Incentivising positive behaviours

Create a culture that fosters and rewards positive behaviours towards diversity and inclusion outcomes.

Objective 2. Redefining measures of success

Promote inclusive leadership through revised performance measures for success in medical research.

Objective 3. Supporting diverse career paths

Enable all staff working in medical research to thrive and achieve research excellence in diverse ways.

Objective 4. Normalising caring (Work-Life Balance)

Create a culture that encourages and supports employees of all genders to balance their work-life commitments whilst excelling in their careers.

THEMES

Advocating for System Change

- **Respect in Research:** A collaborative project with AAMRI to provide a sector specific response to the Respect@Work. Report (O1).
- Building upon our engagement with the Victorian Office for Health and Medical Research to continue **advocate** for Equity, Diversity, and Inclusion.
- **Redefining Measures of Success:** Utilise outcomes of **Reboot STEMM** to advocate for systems reform (O2.)

Supporting Organisational Change

- **Measuring Change:** In 2022 we will collect data again from our five institutes. This will be our third-round of collection building on data from 2016 and 2019. In 2022 will be a focus on working with our institutes towards sustainable delivery of the metrics project.
- **Flexible Working:** Supporting our organisations to build on changes to flexible working practices initiated by COVID-19 with a focus Diversity & Inclusion. (O1, O4)

Empowering Individuals

- **Grant Writing Support Program:** Federal grant of \$365,000 will enable us to deliver this program to support a total 144 early and mid-career women and non-binary researchers from our institutes over three years. (O3)
- **Individual Development Programs:** Programs to be developed in collaboration with the Institutes responding to needs as they emerge.(O3)

PROJECTS & FOCUS AREAS 2022/23

STATEMENT OF ALIGNMENT

WiSPP aims to complement the many national and institutional efforts to resolve gender inequities in STEM. Challenging deeply held beliefs about 'merit', destigmatising career breaks and dismantling traditional stereotypes of the roles of women and men inside and outside of the workplace has also been identified in the Australian Academy of Science's [Women in STEM Decadal Plan](#) (2019) as key to retaining women in STEM careers. WiSPP aims to support our medical research organisations to build their capacity and provide resources to successfully participate in [SAGE](#), both during the application for accreditation and in the delivery of Gender Action Plans.