ARC CENTRE OF EXCELLENCE IN FUTURE LOW-ENERGY ELECTRONICS TECHNOLOGIES

FELLOWSHIPS FOR WOMEN AT A MULTI-INSTITUTIONAL RESEARCH ENTITY

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With only 16% of STEM qualified people being female, innovative approaches to recruitment are needed to address this inequity. The Women in FLEET (WiF) Fellowship was an example of one that would allow multi-institutional research entities to begin 'shifting the dial' to locate talents and increase gender equity.

FLEET EQUITY GOALS

NEED FOR AN ALTERNATIVE APPROACH

JOBS

Achieve 30% female researchers by 2021

Develop next generation of science leaders RECRUITMENT311FMDIRECT
APPOINTMENT413

Highly defined skillsets in ads targeting an already small applicant pool – unconscious bias more difficult to avoid

Negative self-selection by women applicants who feel they are 'less than a perfect fit' to criteria in job advertisements

IMPLEMENTATION & NEGOTIATING RED TAPE

Foster equity,

diversity &

inclusiveness

in STEM

Two Women in FLEET Fellowships:

ECRs self-identified as female;

Interests aligned with any FLEET - located at any of seven nodes Compliance with equity and recruiting policies across the seven FLEET nodes

Meeting visa requirements for overseas applicants Centralised EOI via FLEET website followed by directed applications to specific nodes that allow "women-only" positions to be advertised

A single selection committee with representation across all FLEET nodes to comply with HR requirements

TWO shorter appointments offered due

1FS short

68 applicants, 11 shortlisted and

THREE positions offered at

OUTCOMES

interviewed

two nodes

to availability of shortterm funding

WiF Fellowship strategy reached applicants who were missed by our previous recruitment efforts

Increased visibility of a Centre-wide search Decrease in negative selfselection of applications from stringent selection criteria for a particular skillset

Increased positive selfselection of women to apply for a women-only position