

SHORTLISTING @ COLLEGES OF SCIENCE



50/50

IF NOT WHY NOT?



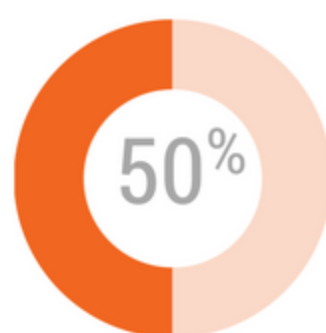
WHY A 50/50 SHORTLIST?

- Hiring and promoting qualified women academics is part of ANU's objectives, as well as our SAGE mandate
- A more diverse workplace is more productive and better for everyone.
- In the future eligibility for funding may depend on our progress in this area



STEP 0

Before you start talk to HR, your local equity committee, Director and/or Dean about 50/50.



STEP 1

Write your position advertisement carefully to appeal to all genders - ask for ideas!



STEP 2

Actively and widely promote your position. Be creative. Link into professional networks. This step requires hard work.



Women are less likely to apply unless they tick each and every box

STEP 3

Evaluate candidates for shortlisting on their potential to do the job



STEP 4



Interview

Is the panel mindful of gender bias in both the written application, reference letters, and at the interview stage?