



Women in Astronomy
Chapter of the
Astronomical Society of Australia



The Pleiades Awards

Lisa Harvey-Smith
Chair, Steering Committee

The Pleiades Awards

The Pleiades Awards recognise organisations in Australian astronomy that take **active steps** to advance the careers of women through focused programs and strive for **sustained improvement** in providing opportunities for women to achieve positions of seniority, influence and recognition.

Unified – not uniform



Alan Duffy (Swinburne)



Virginia Kilborn (Swinburne)



Sarah Brough (AAO)



Andrew Hopkins (AAO)



Lisa Harvey-Smith (CSIRO)



Jane Kaczmarek (U. Sydney)



Sarah Pearce (CSIRO)



Stuart Ryder (AAO)



Andrew Walsh (Curtin)

- Kate Chow
- Bryan Gaensler
- Tanya Hill
- Louise Howes
- Sarah Maddison
- Raquel Salmeron
- Flornes Yuen

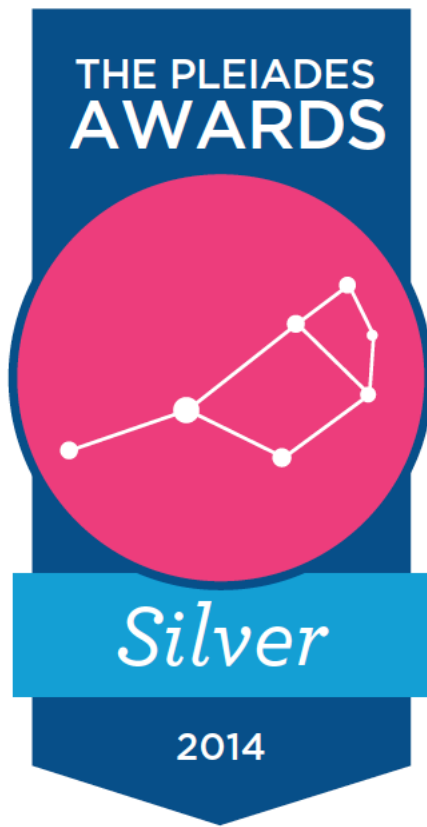




Eligible Organisations

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- Astronomy Australia Limited
- Australian Astronomical Observatory
- ANU (Mount Stromolo and Siding Spring Observatory)
- CAASTRO
- CSIRO Astronomy & Space Science
- Curtin University (Curtin Institute for Radio Astronomy)
- ICRAR
- Macquarie University (Dept. of Physics and Astronomy)
- Monash University (Monash Centre for Astrophysics)
- Sydney Observatory
- Swinburne University (Centre for Astrophysics and Supercomputing)
- University of Adelaide (School of Chemistry & Physics)
- University of Melbourne (School of Physics, Astrophysics)
- University of New South Wales (Department of Astrophysics, Optics)
- University of Queensland (School of Mathematics and Physics)
- University of Southern Queensland (Astrophysics Group)
- University of Sydney (SIfA)
- University of Tasmania (School of Maths and Physics)
- University of Western Australia (Astronomy and Astrophysics)
- University of Western Sydney (School of Computing, Engineering and Mathematics)



Pleiades Awards are
deliberately open-ended

Best Practices

- Early-Mid-Career Researcher Forum of the Australian Academy of Science:
<http://www.science.org.au/policy/documents/GenderEquityEMCRForum.pdf>
- Women in Science in Australia report on gender equity in the Australian workforce (Sharon Bell):
<http://www.fast.org/images/news2009/fast%20women%20in%20science%5B1%5D.pdf>
- Inspiration from initiatives employed at other institutions:
<http://asawomeninastronomy.org/action/>
- Past WiA workshop proceedings

Ideas

Diversity 'health check' e.g.

- Anonymous staff survey
- Review demographics and satisfaction
- Compulsory diversity training
- Review attitudes before and afterwards
- Recognise and challenge 'ideal worker' model
- Train all staff in unconscious bias
- Strategy and targets for promoting women to senior roles
- Nominate women for awards/promotion

Get creative!

Bronze Pleiades

The eligible organisation has:

- Examined conduct in relation to the aims of the Chapter, **identified several specific areas** in which there are opportunities to improve.
- Demonstrated a **credible commitment** to implement initiatives during next 2 years that will promote the aims of the Chapter and demonstrate best practice.
- Established a team to identify, implement and monitor
- Circulate specific plans to all staff
- Provided safe avenues for staff to report issues or make suggestions without risk of repercussions.
- Demonstrated a commitment from the head of the organisation

Silver Pleiades

- Monitored, implemented successful new initiatives >2 years
- Regular communication of goals and progress to staff.
- **Public commitment** - sharing ideas, achievements with others
- Made detailed plans for improvement over the coming 2 years

Gold Pleiades

Demonstrated **sustained** best practice across broad range of measures for >2 yrs.

- Implementation of **novel and/or high-profile initiatives** that have a broad reach and make a significant contribution to the aims of the WiA chapter.
- Demonstrated the tangible positive impact of initiatives within the organisation.
- Demonstrated widespread '**buy-in**' throughout the organisation, including **universal uptake of appropriate training** and **vocal leadership** by senior managers.

Key Dates

- November 14th 2014: Application deadline
- December 5th 2014: Results announced
- Awards valid Jan 1st 2015 for two years

Challenges

- Identifying lead person

A senior champion would be ideal

- Supporting less proactive institutes

Rallying Cry

- **Act NOW**
- **Identify lead** staff member/group
- Set a meeting to read recommended material
- Identify areas for improvement
- How you will monitor progress?
- Who is responsible?
- Over to you

