



THE UNIVERSITY
of ADELAIDE



Faculty of Health and Medical Sciences

2017 - 2018 Dornwell Framework Action Plan

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Introduction

In 2015, the University of Adelaide launched the Dornwell Framework, the University's first gender equity strategy for staff. That strategy has now been updated to align with the [Beacon of Enlightenment Operational Plan 2016-2018](#).

Building on the University's [Dornwell Framework 2016-2018](#), the Faculty of Health and Medical Sciences' Gender, Equity & Diversity (GED) Committee has developed this Faculty Dornwell Framework Action Plan 2017-2018, to facilitate and guide work in the faculty to strengthen our diversity and inclusion.

Progress against these action items is monitored within the Faculty's GED Committee and reported to Faculty Board. More broadly, updates are provided to staff on the Faculty GED website and via Faculty newsletters.

1. Strengthening leadership accountability

Effective leadership underpins cultural change. The University will educate, support, and guide our leaders to take personal responsibility for gender equity, to display appropriate workplace behaviour, and to lead and shape organisational culture by their example.

ACTION	BY WHEN	ACCOUNTABILITY
1.1 SETTING EXPECTATIONS		
> Prepare a vision statement for fair treatment defining behavioural attributes for inclusivity	Q4 2017	ED / FET / GED
> Benchmarking and promotion of expectations around fair treatment and staff behaviour	Q3 2017	ED / GED / HR Manager
1.2 TRAINING AND DEVELOPMENT		
> Senior leadership to undertake unconscious bias training	Q4 2018	HR Manager / ED / FET
> School managers and Heads of Schools to participate in Flexible Work Arrangements Masterclass	Q4 2018	HR Manager / HoS
> Heads of Schools to have completed the Gender Sensitive Recruitment Masterclass	Q4 2018	HR Manager / HoS
1.3 MEASURING THE FHMS PERFORMANCE		
> Continue GED representation on and reporting to Faculty Board & Learning Quality & Innovation committees	Ongoing	GED
> GED access to HR Workforce Analytics Dashboard systems, in order to monitor FHMS GED targets quarterly	Q3 2017	GED / HR Manager

2. Building an empowered workforce

The University of Adelaide's success is built on the talent and performance of its staff. The University will continue to involve our staff in determining issues that affect them, and we will support them, enabling flexible ways of working for both women and men. We expect our staff to adhere to the University's code of conduct and to participate actively in building a culture of inclusion.

ACTION	BY WHEN	ACCOUNTABILITY
2.1 ENGAGING OUR STAFF		
> FHMS GED representation at Faculty Roadshow / Forum	Q4 2017	ED / GED
	Q4 2018	
2.2 SUPPORT FOR STAFF		
> Promote the Fair Treatment Contact Officers within the FHMS to provide confidential contacts for staff around bullying, discrimination and harassment	Q1 2017	GED / HR Manager / Marketing Engagement
	Q1 2018	
> Increase FHMS membership in University's Ally Network, working to provide an inclusive environment for LGBTIQ staff and students	Q2 2018	GED
> Continue FHMS membership in the 'Pride in Diversity' network	Annual	GED / ED
> Open GED website and provide portal for staff contact	Q2 2017	GED / Marketing Engagement

3. Growing the talent pipeline

The University of Adelaide's success depends on attracting the right people. The University will actively source and encourage women candidates into our recruitment processes, develop our existing staff, and encourage and enable applications for academic promotion.

ACTION	BY WHEN	ACCOUNTABILITY
3.1 RECRUITMENT		
> Develop a plan for the increased recruitment of indigenous staff – target population parity	Q4 2017	ED / FET / HR Manager
> Consider specific strategies for the development and/or recruitment of women appointed to Level E in Medicine and Dentistry	Q1 2018	HR Manager / ED / GED / Deans (Medicine, Dentistry)
3.2 DEVELOPMENT AND PROMOTION		
> Actively identify and invite women to apply for academic promotion at all levels	Q1 2018	HoS / ED
> Establish mentors to support women with academic promotion applications	Q1 2018	GED / HoS
> Develop a teaching, research and professional staff mentorship framework	Q4 2018	Assoc Dean (LQI) / Research Dev Manager / ED / GED
> Establish a panel of mentors to support women applying for or considering applying for Category 1 grants	Q4 2017	GED / Assoc Dean (Research) / Research Dev Manager
> Continue to provide and promote Dependant Travel Awards to support staff with caring responsibilities to attend conferences	Ongoing	GED / ED
> Encourage appropriate staff to apply for the Barbara Kidman Fellowship (to support researchers with career disruptions due to caring responsibilities)	Ongoing	GED / HoS
> Encourage appropriate staff to apply for the Women in Research awards to support ECR and MCR women	Ongoing	GED / HoS

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