

GENDER EQUALITY BENCHMARK REPORT (PILOT)



Snow Medical
Research Foundation

SNOW
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Equality is not a catch phrase. It's not a burden to be endured or simply dismissed as 'woke' or 'politically correct'; rather, it signals the growth and maturity of a society and it's people. A progressive nation like ours must strive to achieve equality across all aspects of our community, including business, industry, justice, health and education. Here at Snow Medical, my family and I are dedicated to do our part to ensure our educational institutions are working towards equality in all they do. This is not a 'nice to have', this is a future we all must achieve together. This pilot program is a key part of this work for us, as a family, and will be implicit in any future funding we provide."

Tom Snow
CEO

Snow Medical Research Foundation

THE SNOW MEDICAL RESEARCH FOUNDATION

The Snow Family has always had a commitment to excellence in the field of business and philanthropy. An entrepreneurial spirit and the ability to take sensible measured risks with a bold long-term vision.

Ginette, Terry, and the Snow family wanted to expand these values and entrepreneurial culture to support the next generation of biomedical medical research leaders. While the high quality of Australia's biomedical

research community is recognised globally, the family recognised that for even the best researchers and their teams, significant and long-term sustainable funding was needed to keep the country competitive globally.

Snow Medical invests in the next generation of exceptional, visionary, biomedical research leaders through the multi-million-dollar annual Snow Fellowship.

OUR VISION

We see brilliant researchers stuck in short term funding cycles, which limits their ability to have the bold vision required for extraordinary research. We want to break that cycle.

OUR MISSION

To support outstanding early to mid-career researchers to build exceptional, high impact multidisciplinary research programs and teams.

THE GENDER EQUALITY BENCHMARK REPORT (PILOT)

Equity, diversity and inclusion are central to creating innovation, economic growth and an advanced, globally competitive economy.

At the Snow Medical Research Foundation we are committed to an environment of excellence, where everyone is treated fairly, regardless of their gender, gender identity, disability, ethnic origin, religion or belief, sexual orientation, marital or transgender status, age, or nationality.

As a significant funder to the biomedical research sector, we only want to work with organisations that are strongly committed to achieving results in gender equality. This new Gender Equality Benchmark is a tool to determine which organisations are achieving results and which need to improve, specifically regarding the representation of women.

Aim and purpose of the Gender Equality Benchmark

Building on Snow Medical's existing gender equity application and assessment processes and policies, the Gender Equality Benchmark is intended to guide change and produce positive and lasting results in gender equity in the higher education biomedical research workforce. We want to recognise and reward excellence in gender equality, and through the Gender Equality Benchmark, we will work with organisations on an individual basis to identify

challenges and highlight areas where they are succeeding. The Gender Equality Benchmark can also be used to encourage organisations to share successful initiatives with their peers to achieve better outcomes in gender equality in the sector overall.

The Gender Equality Benchmark allows us to make informed decisions on where Snow Medical invests its funds and which organisations we partner with.

CRITERIA FOR THE BENCHMARK

The Gender Equality Benchmark consists of three criteria, set to show an organisation's commitment to visible leadership in gender equity and their investment in the career advancement of women.

These three eligibility criteria are:

1

LEADERSHIP

Governance,
Executive and
Senior Faculty

2

VISIBILITY AND RECOGNITION

Honorary
Doctorates

3

SCIENTIFIC STAFF

Promotion and
Recruitment

Eligibility Criteria

Leadership [1] and Visibility and Recognition [2] are focused on visibility and recognition of women at the most senior levels of an organisation, to inspire and empower all women in the biomedical research workforce to reach their full potential.

Scientific Staff [3] focuses on career pipelines and progression in the STEMM research workforce. Data on rates of appointment and promotion can help identify what needs to be done to increase diversity in an organisation as a whole. Reporting on this criterion will evidence the success of an organisation's policies, procedures and initiatives to ensure career advancement of women.

Minimum Requirements

The Gender Equality Benchmark requires organisations to meet an ongoing level of minimum requirements to be eligible to apply for funding through the Foundation. It is intended this will scale-up over time. Minimum requirements are set at 40 per cent women.

PILOT DATA

Sector Comparison

Ten organisations participated in the pilot data collection exercise. Provision of their data allowed Snow Medical to gain initial insights into the composition of their biomedical research workforce on both an individual level and, collectively, as a snapshot of the sector overall.

We acknowledge the data set is small and as such limited conclusions can be drawn. Each participating organisation was provided with a summary of its gender equality outcomes and the average for the pilot for each of the Gender Equality Benchmark criterion as shown below.

In future years, this will allow us to determine areas where an organisation is succeeding and areas requiring further development, enabling Snow Medical to recognise and acknowledge an organisation's positive outcomes in gender equality, their useful initiatives and areas where gaps needed to be addressed.

Criteria	Criteria Name Display	% of women	
		Sector Average	Sample Org
1.01	Peak Governing Body	50.6	50.0
1.02	Exec Leadership Team	49.4	55.0
1.03 (i)	Deans	39.7	45.0
1.03 (ii)	Deans last 3 years	35.2	42.0
1.04 (i)	Head of Schools	31.9	31.0
1.04 (ii)	HoS last 3 years	30.8	29.0
2.01	Honorary Doctorates	53.4	46.0
2.02	Prestigious Awards	56.1	53.0
3.01 (i) B	Academic Level B	54.6	51.0
3.01 (i) C	Academic Level C	53.5	48.0
3.01 (i) D	Academic Level D	43.2	39.0
3.01 (i) E	Academic Level E	24.7	20.0
3.01 (ii) B	Academic preceding 3 years	53.8	50.0
3.01 (ii) C	Academic preceding 3 years	48.6	47.0
3.01 (ii) D	Academic preceding 3 years	38.2	35.0
3.01 (ii) E	Academic preceding 3 years	23.3	19.0
3.03 (i) A»B	Academic Promotions A»B	47.7	55.0
3.03 (i) B»C	Academic Promotions B»C	56.0	52.0
3.03 (i) C»D	Academic Promotions C»D	46.5	43.0
3.03 (i) D»E	Academic Promotions D»E	45.1	45.0
3.03 (ii) A»B	Acad Promo preceding 3 years	50.2	47.0
3.03 (ii) B»C	Acad Promo preceding 3 years	50.7	50.0
3.03 (ii) C»D	Acad Promo preceding 3 years	41.0	40.0
3.03 (ii) D»E	Acad Promo preceding 3 years	37.6	37.0
3.04 (i)B	External Appt current	44.8	46.0
3.04 (i)C	External Appt current	47.4	45.0
3.04 (i)D	External Appt current	45.2	45.0
3.04 (i)E	External Appt current	32.1	32.0
3.04 (ii)B	Ext Appt preceding 3 years	50.3	58.0
3.04 (ii)C	Ext Appt preceding 3 years	55.1	55.0
3.04 (ii)D	Ext Appt preceding 3 years	43.7	43.0
3.04 (ii)E	Ext Appt preceding 3 years	41.4	41.0

Highlights

The proportion of women promoted from level D to E was 45% in 2022 which is a significant improvement on the average for the 3 preceding years (37%).

Improvement Areas

Scientific Staff at Level E

40% or higher

20% to 40%

Less than 20%

Sector Average shown is the average measured against all institutions participating in the pilot.

INSIGHTS

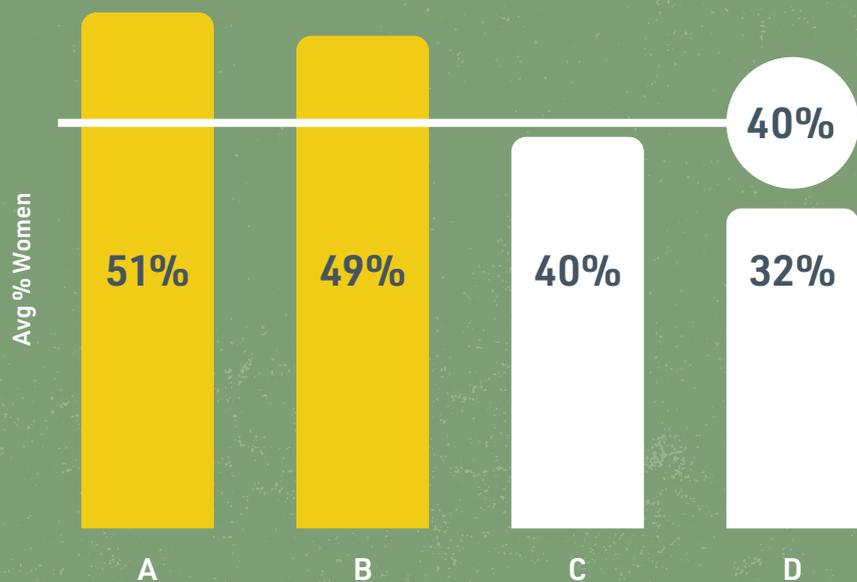
The primary aim of the pilot was to develop a benchmark to inform Snow Medical of gender equity considerations in relation to our funding.



1 ORGANISATION LEADERSHIP

Noting the limited size of the data set, the following initial insights (to be further developed in future years) are evident:

On the Census Date, top-tier leadership at a Board and Council level was generally balanced, with a minimum of 40% women achieved at 80% of the organisations who participated. At Executive Leadership team level, all pilot organisations achieved a minimum proportion of 40% women.



Data collected from 10 organisations in Australia. Five Universities, five Medical Research Institutes.

- A. Council/Senate/ Board of Directors
- B. Executive Leadership Team [1]

- C. Research Leadership - Deans [2]
- D. Research Leadership - Head of School [3]

[1] For universities includes Vice-Chancellor, Provost, Deputy Vice-Chancellors, Pro Vice-Chancellors, Chief Operating Officer, Executive Deans/ Deans of Faculty, and Heads of the university's professional services units. Examples for MRIs include the (Executive) Director, Deputy Director, Chief Operating Officer, Chief Financial Officer and Chief People Officer and other relevant positions.

[2] Deans of health, science & technology, and engineering faculties/colleges at universities and research program leaders at MRIs

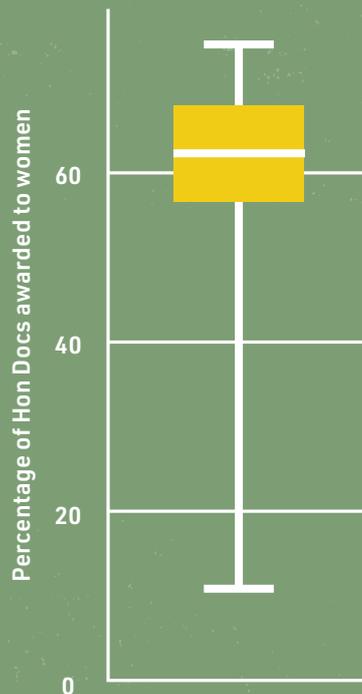
[3] Health, science & technology, and engineering heads of schools / departments /research centres at universities and equivalents at MRIs.

INSIGHTS

2 VISIBILITY AND RECOGNITION

For Honorary Doctorates, the sector median was 64% awarded to women for the 2020 – 2022 period.

Median, highest and lowest shown.



3 SCIENTIFIC STAFF SENIOR RESEARCH WORKFORCE

There is much room for improvement within the senior scientific research workforce. For example, for Deans, Heads of School, Heads of Department, Research Centre Directors and level E professorships (and equivalent positions at Medical Research Institutes), the proportion of women was 29%.

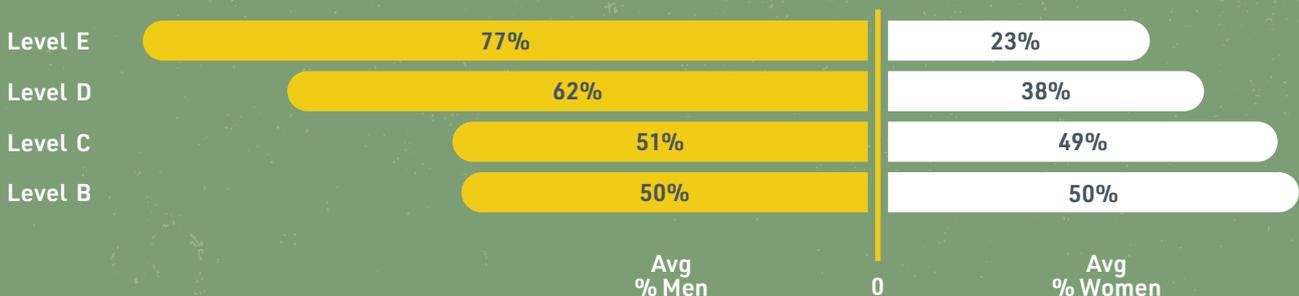


*Senior Research Leadership

3 SCIENTIFIC STAFF

Noting that the gender equality gap is most pronounced at senior levels, it is clear the issue becomes prevalent at a mid-career stage for women.

Average Distribution of Scientific Staff

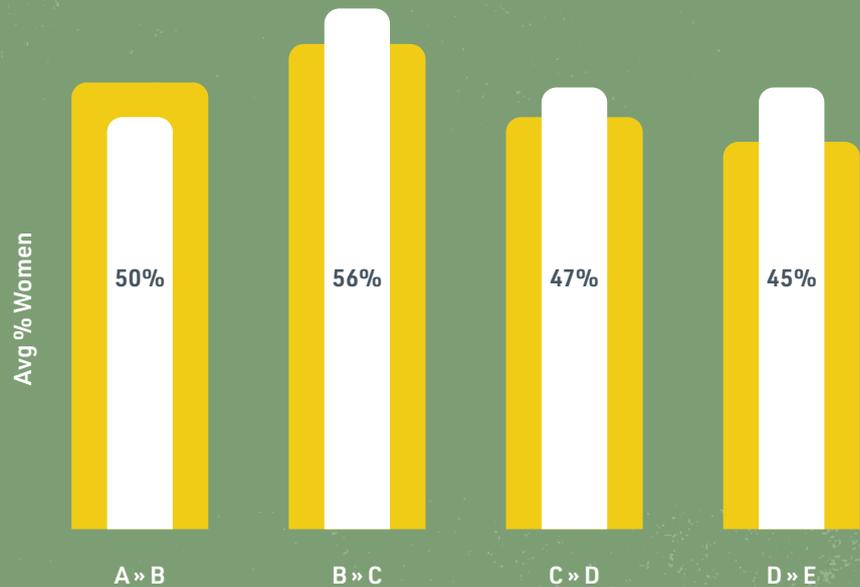


* Includes: Research Leadership - Deans [2], Research Leadership - Heads of Schools [3] and Scientific Staff at Level E and equivalents at Medical Research Institutes (MRIs).

3 SCIENTIFIC STAFF ACADEMIC PROMOTIONS

For Scientific Staff, there is a pipeline disparity evident at mid-career level. However, the proportion of women being promoted from mid-career to senior level appears to be increasing, indicating this issue has been recognised and is being addressed by the pilot organisations.

Women promoted within each organisation



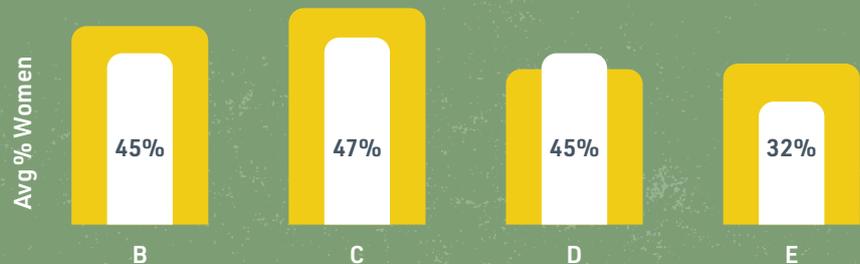
Women

- 2021 (Percentage label shows 2021 figures)
- Average (Preceding 3 Years)

3 SCIENTIFIC STAFF EXTERNAL APPOINTMENTS

At a number of organisations, the proportion of appointments of women to professorship (level E and equivalent at Medical Research Institutes), recruited from outside of the organisation, is lower than that for men, and appears to be decreasing when compared to the average for 2018 – 2020.

Women recruited from outside organisation



Women

- 2021 (Percentage label shows 2021 figures)
- Average (Preceding 3 Years)

DICTIONARY

Census Date	1 April 2022
Honorary Doctorate	Honorary Doctorate degrees awarded by universities to recognise outstanding achievement in a particular field, or service to the broader community.
Scientific Staff	Full-time, part-time and casual personnel employed by: <ol style="list-style-type: none"> (i) A medical research institute; or (ii) a university in its health, science & technology, and engineering faculties (or equivalent organisational unit) and STEM Research centres/institutes, whose workload consists of a minimum of 40% research.
STEMM	Science, Technology, Engineering, Mathematics, Medicine.

ACKNOWLEDGEMENT

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10 medical research institutes and universities

Gender Matters

ATSE

SAGE

Franklin Women

Science and Technology Australia

ACvA

Women in STEMM Australia

Australian Government Women in STEM Ambassador

Heart Research Foundation

Individuals and organisations who participated in Snow Medical's Gender Equity Forum



Snow Medical

Hub Hyde Park
223 Liverpool St
Darlinghurst NSW 2010

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