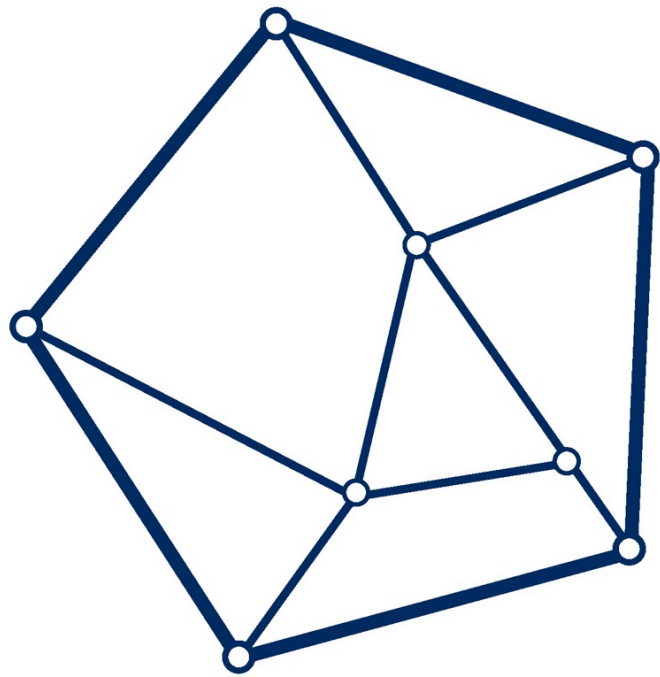


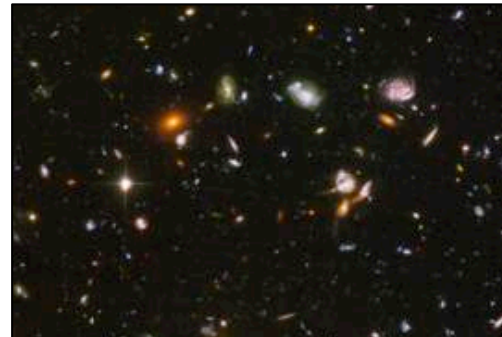
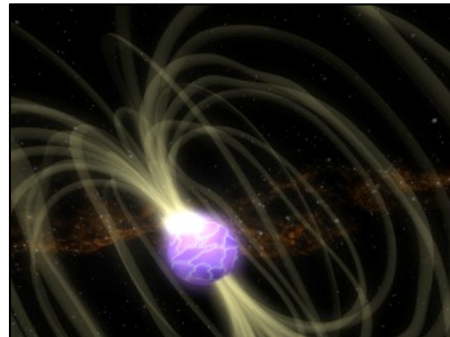


**CAASTRO**  
ALL-SKY ASTROPHYSICS



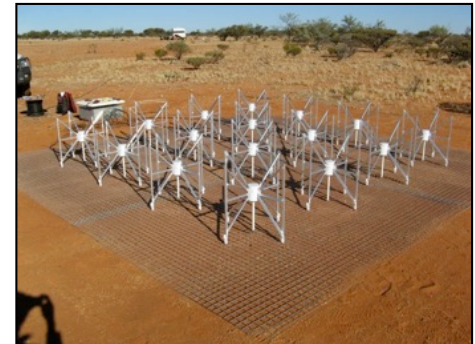
# CAASTRO: A Female Friendly Research Centre

**Bryan Gaensler**  
*CAASTRO Director*  
[www.caaastro.org](http://www.caaastro.org)



*The CAASTRO Vision: To be the international leader in wide-field astronomy, positioning Australia to address fundamental unsolved questions about the Universe with the dramatic capabilities of next-generation telescopes and advanced instrumentation.*

- **DISCOVER:** Ground-breaking advances in understanding the Universe
- **INNOVATE:** New ways of processing & visualising complex data sets
- **PERFORM:** High-impact discoveries using SKA pathfinders
- **UNITE:** A new network of talented researchers
- **EDUCATE:** Exciting opportunities for students and young scientists



- › Traditionally very few advertised part-time positions in astronomy
  - an experiment: how much human capital are we losing?
  - CAASTRO policy: all positions must be offered with part-time option

“The appointment will be for four years. CAASTRO supports a flexible working environment; for Australian citizens or permanent residents, this opportunity is available as either a full-time or part-time position. Due to visa restrictions, international applicants can be considered only on a full-time basis.”
  - first 12 postdoc/research positions: two taken up part-time
  - needs flexible plan & budget, since need to rescope after part-time hire
- › Consider gender equity & pay gaps when offering / deciding on salary level
- › Demand that core meetings take place 10am-2pm as much as possible
- › School programmes targeting girls in science
- › Formal mentoring programme for early-career researchers
- › Nomination of students/ECRs for prizes & awards (“imposter syndrome” ...)

# Personal Initiatives

- › Stay informed - mailing lists, policies, studies & papers, workshops
  - AASWOMEN, WiSeNet, sciencewomen & scienceprofessor blogs
- › Check adjectives used in my reference letters before sending
  - Madera (2009): “women described as more communal & less agentic than men ... [This has] a negative relationship w hiring decisions in academia”
  - Communal: kind, warm, tactful, nurturing, agreeable, caring, helpful
  - Agentic: assertive, confident, ambitious, independent, outspoken, daring
- › Downweight reference letters that provide extraneous info
  - Stewart (2011): “it’s amazing how much she’s accomplished”; “it appears her health is stable”; “she is close to my wife”
- › Try not to cut other people off when they are speaking
- › Use first or last names in consistent way for both women & men
- › Scrutinise gender balance at all conferences / committees / events
- › Welcome kids in the workplace if feasible, espec. in school holidays

“What Can Men Do To Help Women Succeed in Astronomy?”

(<http://www.aas.org/cswa/Jan11/townhall.html>)

- › If a woman makes a good point during a discussion, acknowledge it!  
If a woman is not being allowed to speak, tell others to shut up & listen
- › Accept & insist that diversity on scientific staff and in speaker lists is a key contribution to scientific excellence, not social engineering
- › Train to be repulsed by male/female ratio  $>2$  in departments/meetings
- › Ensure all search committees are following good-hiring procedures
- › Make sure family friendly policies are in place in your institution, even if you are single and have no children
- › Become aware of your own biases. Attend training sessions on diversity & bias even if you think you, your group, and your department has no problem(s)

“What Can Men Do To Help Women Succeed in Astronomy?”

(<http://www.aas.org/cswa/Jan11/townhall.html>)

- › Never comment on a woman's appearance in a professional context
- › Never refer to women as 'girls'; don't use first names only for women
- › Don't refer to a woman scientist/student as 'the woman'? Would you refer to a foreign national as 'the foreigner'?
- › Don't tell jokes about women (is it still funny w an ethnic punchline?)
- › If going out for a drink, ensure your female colleagues are invited
- › At conferences, introduce your female postdoc/student to your colleagues by telling them what project she is working on
- › Do not single out the one woman in your group to organise telecons, take minutes or make the calendar for meetings. Woman ≠ secretary!

# ARC Centres of Excellence

- › Prestigious hubs of expertise
- › Conduits for high levels of collaboration
- › Undertake highly innovative and potentially transformational research
- › Link existing Australian research strengths and build critical mass
- › Develop relationships and build new networks
- › Build Australia's human capital
- › Provide high-quality training
- › Opportunities to work on large-scale problems over long periods of time
  
- › Seven years of funding, ~\$3M-\$4M/year (major review after four years)
- › Administering organisation, collaborating organisation, partner organisations
- › Director, Advisory Board, annual reports, key performance indicators (KPIs)



**Australian Government**

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**Australian Research Council**