



Since her appointment, the Ambassador has undertaken 344 hours of outreach and engagement, communicating with 121,438 unique participants including students, teachers and educators, policymakers, STEM research organisations and industry representatives, as at 31 December 2021.

As part of her advisory and advocacy work in 2021, the Ambassador connected with and influenced a broad range of government agencies, education and industry leaders on systemic change measures that will pave the way for women's greater participation

A , L

The Women in STEM Ambassador is an Australian Government initiative to address gender equity in science, technology, engineering, and mathematics (STEM).

In October 2018, the Australian Government announced Professor Lisa Harvey-Smith as the Women in STEM Ambassador, a position outlined in the 2018-19 Budget as part of a \$4.5 million package to encourage more women into STEM education and careers.

In September 2020, The Hon Karen Andrews MP, then Minister for Industry, Science and Technology, announced the continuation of Professor Harvey-



z z	. Ac	٥, د ا	КРІ КРІ	P E c vol	3 //
55	S & SAGE a C a	DB4 a 4 SAGE a CCC 4 4 STEM.	13.1 S T a a a a a a A SAGE a CCC STEMT.	AC. B S a . E a B Pa A	. o . o . o
4		DP • • D a a Pa a a a a a a a a a a a a a a a	6, 6, 8, 8, 8, 8, 8, 8, 8, 8, 8, 8, 8, 8, 8,	DS A A B B B B B B B B B B B B B B B B B	П о в в в
5		DRa a a STEM a a STEM a sTEM a	15.1 T W STEMA a a a a a a a a a a a a a a a a a a a	A: DS B B B B B B B B B B B B B B B B B B	♂. _©
91	STEM B. STEM W. STEM STEM. STAN S B STEM.	STEM a STEM a STEM	16.1 Py T STEM W aaa a G STEM 16.2 Py S a STEM a a a a a a a a a a a a a a a a a a a	Ac A	Ф

	DA a STEM A a a V STEM a a a STEM a a a STEM								
σ ₋	A ad. a		62.679.86	5 ()25 ((e)	a¶ ,62.679.86 5()25(a ¶ ·)]TJO-1.2T [(W)65¶ · S)15.1(TEMS ₡)]TJ: -176/A aT FF	. S)15.1 (TEMS	:CT[(•	-176/A a
σ σ σ .	V -01 a 4 a 4-23 V V V - 1 A CM CO 200 V CM C	a → Go	· (BARBEYI).	0配C . E.I.T	0 50 50 50 50 50 50 50 50 50 50 50 50 50	105T 0 /GSR09EYNYTIA 250256274 54401012 BOBZONSPETA TS10 927BY204-252 /FSANAJ214-1-AFZE AB G5	70 7001-24 0 /EC	80 al 234-1	и П П

000/2011

In 2021, we addad =

R

search Associate, is leading
______ to study the e ects of
pplications for in-demand
with key national research
sults will provide a strong
orm government and the STEN

research organisations and aking part in the national trial: ntific and Industrial Research), Australia's Nuclear Science anisation (ANSTO), National structure (NCI), and Astronomy

e have worked closely with all facilitate and make significant their resource allocation organisations made changes systems, and application portal and commit to implementing

ig, with data collection ending earch team will conduct an a publication, with the aim emic journal by the end of key action in the Australian cing Women in STEM strategy



abelle Kingsley, Research Associate





G

G

We are currently conducting a study examining crends over time in the award of research grants in Australia by the Australian Research Council (ARC) and the National Health and Medical Research Council (NHMRC) according to awardee gender. The analysis will also account for other factors such as academic level, field of research, scheme, funding amount and prestige of administering organisation.

Throughout this process, we are consulting the ARC and the NHMRC to discuss how this research project will guide future recommendations and actions by the ARC, NHMRC and other funders to take action on more equitable processes.

The Portal (and the associated Guide) is designed to:

- Enable project-level evaluation and demonstrate what works to attract, retain and progress girls and women in STEM
- Support a culture of evidence-based practice by enabling activities to be improved based on evaluation data
- Create consistency and comparability of evaluation data
- Publish and collate evaluation data in a national repository to (1) improve awareness of existing programs and their e cacy, (2) identify and/or address any gaps, and (3) inform decision making about what works and what should be scaled up and/or funded across sectors
- Support and incentivise collaboration between providers of programs within and across sectors to create stronger cohesion and consolidate e orts and resource

In October 2021, we conducted broad stakeholder and public consultation via an online survey. Respondents indicated that the Portal and its features would be a helpful resource that would streamline evaluation, contribute to collective insights and allow comparisons between findings. Respondents highlighted the need to reduce reporting burden and encourage broad uptake through mandate. With this work, we are leading the delivery of a key recommendation of the <u>EM</u> D P. The Portal will be completed and launched in October 2022.

W

The Ambassador is a trusted advisor on the systemic changes required to address gender inequity in STEM. In addition to advising existing stakeholders, in 2021 the Ambassador focussed on building and strengthening relationships within and across government, peak before organisations, and industry groups. Prof Harve Smith dedicated 93 hours of presentations and neetings to her advocacy and advisory work over the course of the year.





In 2021, the Ambassador provided advice to the Commonwealth Government, meeting with then Ministers for Industry, Science and Technology, Ministers Andrews and Porter, and working closely with the O ce of the Chief Scientist to outline options for future Government investments for women in STEM.

The Ambassador provided expert advice for Australian Government programs supporting women in STEM, including the Boosting the Next Generation of Women in STEM program and the Women in STEM and Entrepreneurship (WISE) grants program. The Ambassador served as Chair of the WISE committee for grant round 3, providing expertise to the program delegate on the grant applications to receive funding. She also served as a member of the expert committee to recommend a delivery partner for the Australian Government's Boosting the Next Generation of Women in STEM program. The O ce also supported the design of evaluation guidelines for the 2021 WISE grant round 3 to ensure projects have embedded evaluation into their plans, and gave suggestions on the emphasis of future WISE grant guidelines, as well as promoting applications for the grants.



The Ambassador advised on diverse workforce development across industries which are key priority areas for Australia. This included building important relationships with members of the Defence STEM Council, which received the Ambassador's expertise on current and future initiatives to improve diversity in science and technology careers in defence. Moreover, Professor Harvey-Smith presented ideas on attraction strategies of underrepresented groups to areas of national and local skills shortages at the Queensland Government Stakeholder Roundtable on 'Harnessing underutilised cohorts' hosted by the Honourable Leeanne Enoch MP and the Honourable Di Farmer MP. The Ambassador's expertise was also sought in a roundtable

discussion on Education and Training Services to inform the development of the National Roadmap for Indigenous Skills, Jobs and Wealth Creation hosted by the National Indigenous Australians Agency. The outcomes of this discussion will inform the development of the National Roadmap. Professor Harvey-Smith also provided feedback to the National Skills Commission to inform the Skills Priority List.



A 🖒



В



The Ambassador continued to serve as a member of the Questacon Advisory Group and the Australian Space Agency Advisory Board, bringing to the table issues relevant to the creation of a vibrant and equitable STEM workforce and of inspiring the next generation of STEM talent. The Ambassador also remained an active member of the Engineering for Australia Taskforce, working with a consortium made up of Engineers Australia, Cicada Innovations, the Australian Academy of Technology and Engineering and universities to identify opportunities to 'put the E back in STEM'. The taskforce recommends actions based on the potential to influence the choices of young people to study engineering. Outcomes so far have included a research report called 'B, , .

activities include the development of resources for educators to inform them about the huge range of opportunities in engineering careers, and the importance of promoting these careers to young women.

We engaged in consultation with research organisations including the Australian Research

Council and the National Health and Medical Research Council, and others including those involved in our research projects. In addition to advice provided that is connected to that work, the Ambassador was invited to provide input regarding the NHMRC publications in track record assessment, with the aim to improve the processes by which grant funding is awarded resulting in more gender equitable outcomes.

Professor Harvey-Smith meets regularly with an influential group of gender equity leaders in Australia including the Australian Ambassador for Gender Equality, the e-Safety Commissioner, the Australian Sex Discrimination Commissioner, and leaders from the O ce for Women, ANROWS, and Our Watch. Outcomes include national policy recommendations for cultural and social change measures, which will improve women's safety and economic security. The Ambassador was involved in the Science in Australia Gender Equity (SAGE) K L H On the 25th of February, where she provided input to incorporate learning from the Respect@Work inquiry into the workplace sexual harassment SAGE initiative.

STRATEGIC ENGAGEMENTS AND PARTNERSHIPS



The Ambassador's advisory work with policy makers and leaders in education continued in 2021. We built relationships with the Department of Education, Skills and Employment (DESE) – this began with an invitation for the Ambassador to meet with the Improving Student Outcomes Division to present analyses of gaps and opportunities within the education system to remove barriers to the participation of girls in STEM. As a result, it was agreed that the O ce will provide ongoing support to policy initiatives to improve STEM education in 2022.

We provided expert input on the National Curriculum Review, education policy documents for bodies such as the Australian Science Teachers' Association, and resources for small businesses for the Australian Academy of Technology and Engineering. In particular, the Ambassador's input helped to shape three ASTA policy position papers on resourcing, building teacher capacity, and

workplace health and safety. Our uniqueCurriculum Rgtmenty documentidDhTJ/ $T1\underline{19}$.405 0 0 9nce -.755 scOh.rEe(Se lear weO (yment S)15.educases.

We pryalian g s(ela)5 (tionships with tor smallla)5 ge() \fi JO -1.474 Td[w)25 (oe lmot22)-(orkplac)115 (educa)5 (tion s)15 ce: wsp(e health (olu)15 (Qu(ses)-2taontinuedaf)1010 (us)10 (tr)25 (alian Scienc)p(e healt) \fi JO -1.474 Td[As)10 (la)5 gen)-10 (on r10 (Futuesour)2 Yw (e barrily)2010o shape mah p10

on ro prn (or small ontinuellab(a)5)70 ()15 (e(es)-10) JJO-1.474 Td w)25 (e (tion s)15)25 0 9nc w t22. 0 1 235.276 1Tm23 reW nq235.27560226 646.Tm23102.91904.21189 1 0 09239 cm/lm1 DoQQq904.2131673.59 28 41.



Left to right: Christine McLoughlin AM (G20 Empower), Professor Lisa Harvey-Smith (Australian Government Women in STEM Ambassador)



Starting at top left, clockwise: the Australian Ambassador to the Republic of Korea, Catherine Raper; Professor Lisa Harvey-Smith; Adam Coin; the President of the Korea Center for Women in Science, Engineering and Technology (WISET) Dr. Ahn Hyy Yeon; Dr Lee Myung Sun, Director of the Ewha Institute for Leadership Development: and Jade Buieva



Starting at top left, clockwise: Isabelle Kingsley; Professor Lisa Harvey-Smith; His Excellency Abdulla Al Subousi, Ambassador Extraordinary and Plenipotentiary of the United Arab Emirates to Australia; and Majid Al Nekhailawi.



The Ambassador fostered relationships with key stakeholders who will be mobilised to enact systemic changes that are required to improve workplace culture. Chief Executive Women (CEW) is a membership organisation for women leaders of Australia's largest private and public organisations. Professor Harvey-Smith joined G20 EMPOWER representative Christine McLoughlin in a series of Roundtables with CEW members focussed on advancing women in private sector STEM leadership, learning from what works (and what challenges remain) in Australian STEM organisations and with a call to action for these leaders to influence change in their own space. The outcomes of the roundtables will be used to inform the Smoothing STEM Pathways project in 2022 and the participants will be engaged further next year in practical workplace equity programs.



The Ambassador's international reach expanded in 2021, showcasing the Australian Government's Women in STEM commitments and fostering international collaboration opportunities with the Ambassador of the United Arab Emirates to Australia, the United States embassy in Australia, and Australian embassies in Japan and South Korea. On the 29th of June the Ambassador attended the 'Executive Roundtable A







advice and inspiring Australians to act on equity measures. She communicated these messages through 45 hours of outreach and engagements across Australia, communicating with 73,244 people including students, teachers and educators, policymakers, STEM research organisations and industry representatives. The Ambassador's public engagements included close to 100 conference talks, panels, media appearances and articles that make the case for gender equity in STEM.

The Ambassador raised awareness of measures to improve women's inclusion in the field of cyber security in a recorded message for Safer Internet Day on the 9th of February, an initiative of the Australian Government's e-Safety Commissioner. She also encouraged nominations of women for the Prime Minister's Prizes for Science in

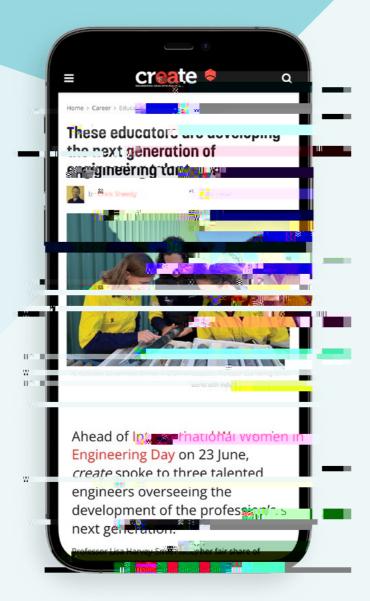
The Ambassador raised awareness of the multiple identity characteristics that create additional barriers for underrepresented groups to large audiences in Australia and internationally. She advised on measures that consider intersectionality in keynote presentations in online events on celebratory days such as Wear it Purple Day [O (us)10 (tr)25 (alia and int967 cmd)]T((anc)15 (es and articles



detailing Australian initiatives advancing equity in STEM with a view to inform future collaborations with Korea.
As the keynote speaker at educator conferences, such as the Queensland DepO -2.36Ldent of Eert-9.'or (TEM with Corm fu (er)25 (enc)15.1 (epeak(26th())TJ 0 -1.474 Td [(S)15 of F (epeabruaros),A)10 (10 (s)15 (ad15 madeA)10 case (orm fut())TJ 0 -1.474 Td [(S)15 g(ea.)]TJ)15 (or s,)-1r (orm fucus otia)clus (es adv (TEM with cl (s)15 ((ea.))goms. She())TJ 0 -1.474 Td [(S)15 with cl (s)15 g(ea.)]TJ)15 (or s,)-1r (orm fucus otia)clus (es adv (TEM with cl (s)15 ((ea.))goms. She())TJ 0 -1.474 Td [(S)15 with cl (s)15 g(ea.)]TJ)15 (or s,)-1r (orm fucus otia)clus (es adv (TEM with cl (s)15 g(ea.))TJ 0 -1.474 Td [(S)15 with cl (s)15 g(ea.))TJ 0 -1.474 Td [(S)15 g(ea.)]TJ 0 -1.474 Td [(S)

May) hosted by the Australian embassy in Korea,

MEDIA



548 MEDIA APPEARANCES

18.1 M REACH

92% FAVOURABILITY

11,4 3. 1 2%,

N, D

Any, S

O

O

EM

EM

H

M

F

A

H

M

G20 C



39,853

WHO WE WORK WITH

We have developed relationships with stakeholders across education, industry, research and government to:



Below are a few of the key stakeholders we collaborated and communicated with in 2021.





2022 OUTLOOK

Vision

Same of the second of the seco

Mission

Common Asians Michigan

Purpose

Ax year year EM.

Goals

At the control of the

Two Pillars

Attract

EM EM

Retain & Progress

EM.



Professor Lisa Harvey-Smith at the National Press Club.

WA W D

The work of the O ce is underpinned by our vision, mission, and purpose, and we work towards the achievement of our strategic goals through our projects, communications and engagement, advocacy and advisory work.

Seven projects aligned with our two pillars have been identified as our focus for 2022:

To ATTRACT women and girls to STEM

 $\frac{1. F_{V V}}{2.1} = \frac{1}{V} E_{V} C \qquad S C$

To RETAIN & PROGRESS women working in the STEM sector

3. TAA R T S_V
4. T N E V G_V P
5. G G
6. S STEMP
7. TAWGEAR

A 1 Women in STEM Ambassador Work Plan 2022

ш	August 2022	August 2022	August 2022	August 2022	March 2022	August 2022	August 2022	April 2022	TBD estw22
ν	January 2022	January 2022	January 2022	January 2022	January 2022	January 2022	January 2022	January 2022	April 2022][J922r outlin
KPI		Pa - STEM a a Maaaaaaaaaaaaaaaaaaaaaaaaaaaaaaa			а в в в в в в в в в в в в в в в в в в в		Ongoing evaluation of impact including recommendations for the development and delivery of an initiative with sustained outcomes.	Participate in the co-design of the program (including connecting the delivery partner with relevant stakeholders).	Participate in governing body (TBC). April 2022 TBD rB&3ffota08_20ffot 38018291 Tm(2p(•)Tj/Sp95)20 ().)[J/922r outlinestw22]
Ж Г	Ξ:	7.7	1.3	 4	1.5	1.6	1.7	2.1	2.2
ا ی ۸۰	Ta a a a a a a a a a a a a a a a a a a		STEM a	·					
, s	H DDISER DC a 8 12 DE a 8 12	DE a S CTEM						DDISER a a bound of the bound o	
Ф	HOH							HOH	
л . <i>Ac</i> :	a STEM a a a a a a a a a a a a a a a a a a a	7 0 3 . 						S S S S S S S S S S S S S S S S S S S	

