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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.

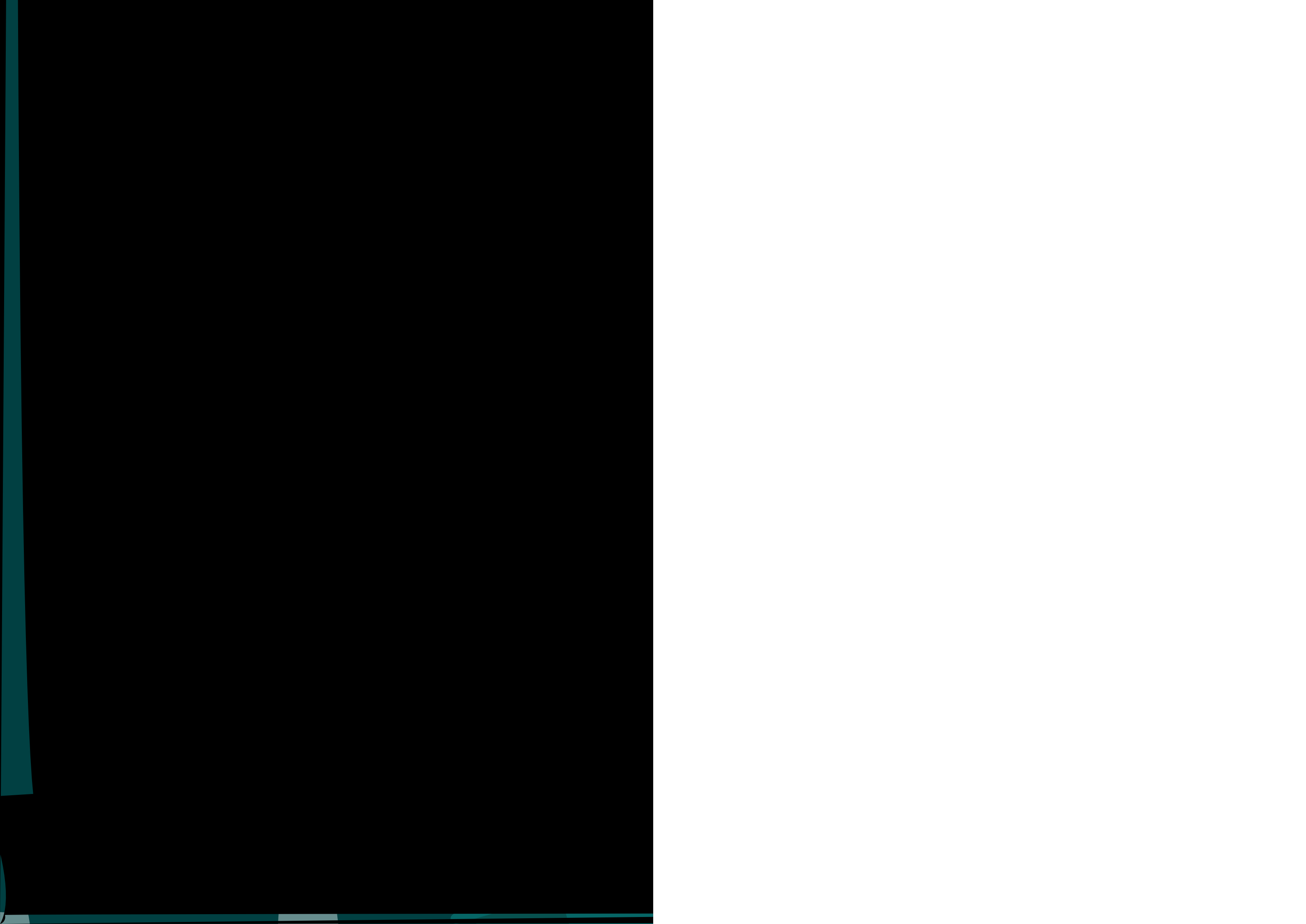
As part of her advisory and advocacy work in 2021, the Ambassador connected with and influenced a broad range of government agencies, education and industry leaders on systemic change measures that will pave the way for women's greater participation

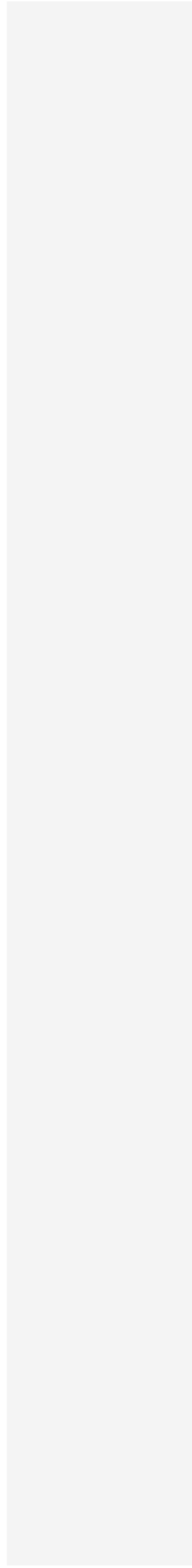
A r U

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-





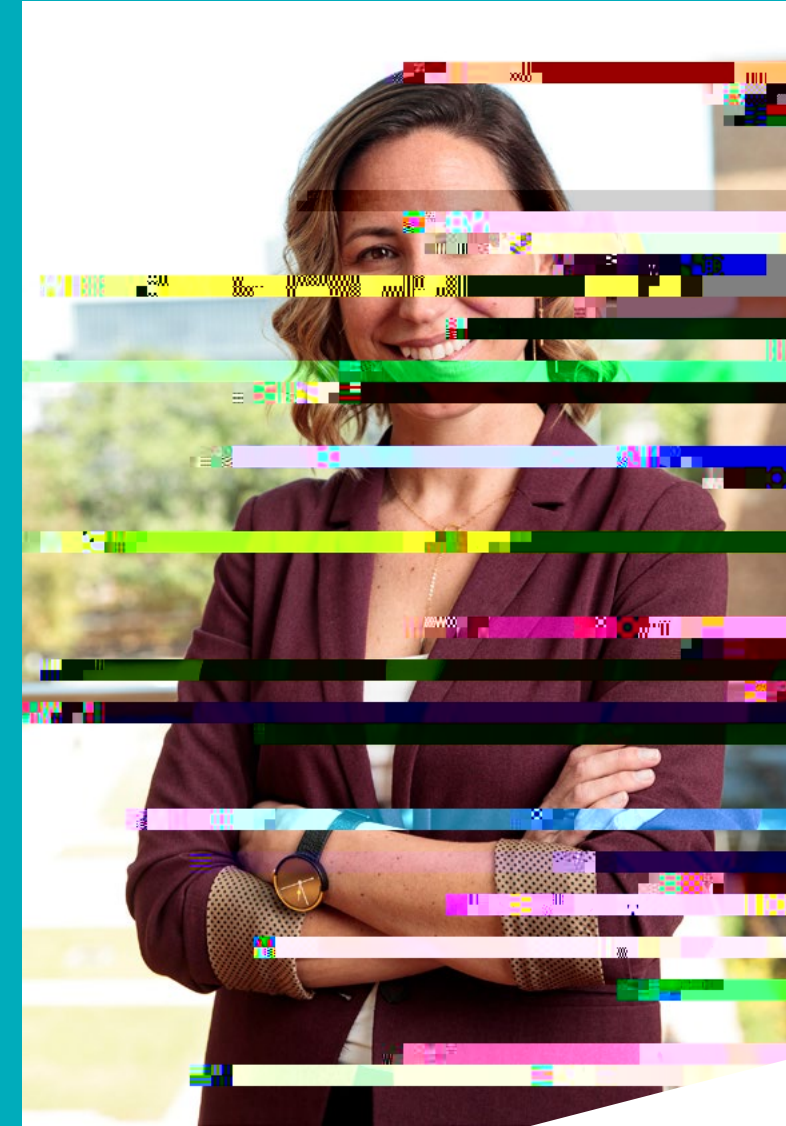
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Research Associate, is leading a national trial to study the effects of digital learning applications for in-demand STEM skills. Working with key national research organisations, the results will provide a strong evidence base to inform government and the STEM education processes.

As a research organisations and taking part in the national trial: Australian Research Council (ARC), Scientific and Industrial Research Organisation (SIRO), Australia's Nuclear Science and Technology Organisation (ANSTO), National Health and Medical Research Council (NH&MRC), National Infrastructure (NCI), and Astronomy Australia Limited (AAL).

We have worked closely with all research organisations to facilitate and make significant contributions to their resource allocation processes. The trial involves research organisations made changes to their recruitment systems, and application portals to improve the experience and commit to implementing best practices.

The trial is ongoing, with data collection ending in 2022. The research team will conduct an analysis and publish a publication, with the aim of publishing in a peer-reviewed academic journal by the end of 2022. This is a key action in the Australian Government's *Advancing Women in STEM strategy* 2020-2024.



Isabelle Kingsley, Research Associate

A A A G G

We are currently conducting a study examining trends 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 efficacy, (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 efforts 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 [EMD Pilot](#). The Portal will be completed and launched in October 2022.

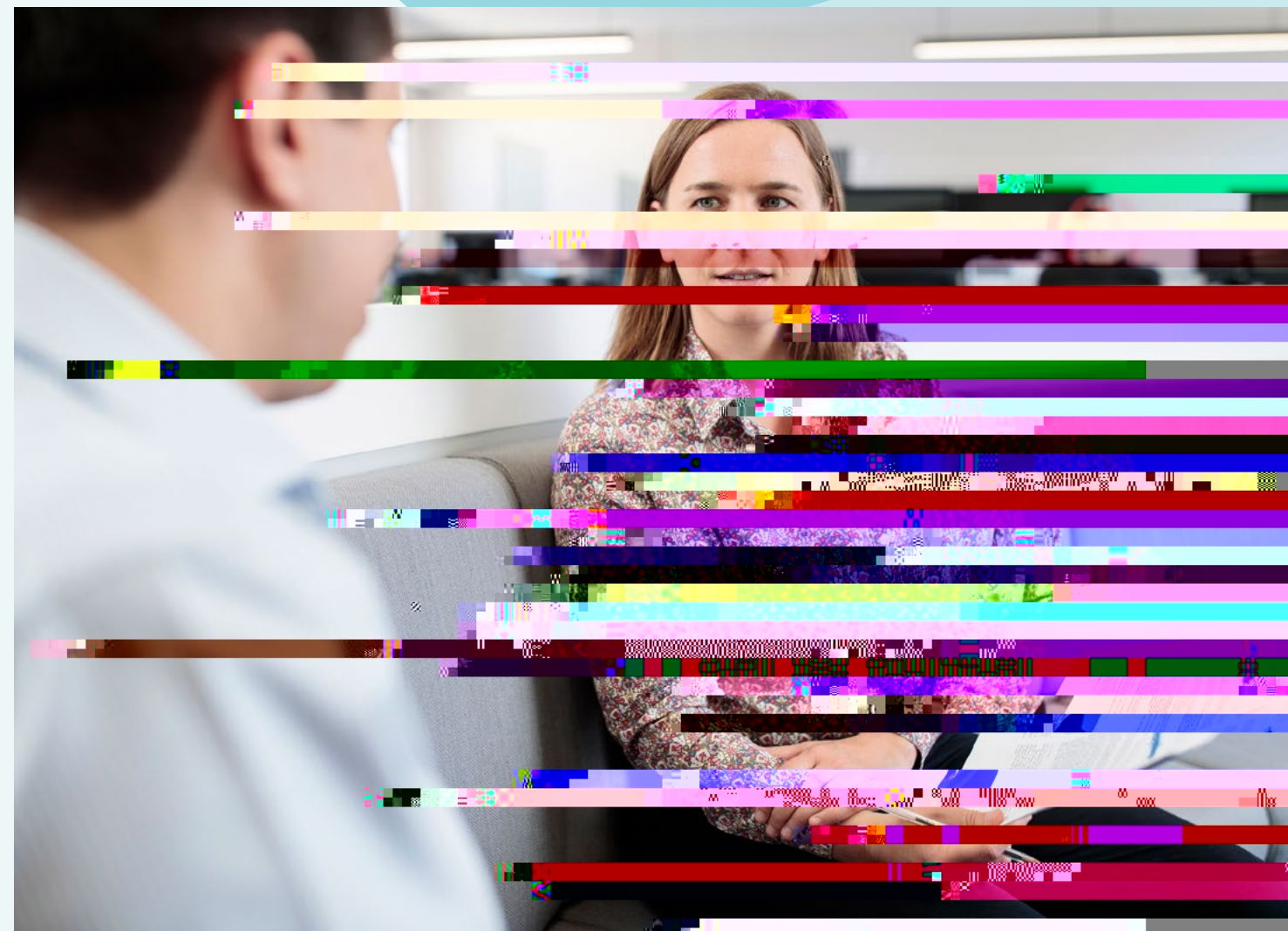
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The Ambassador is a trusted advisor on the systemic changes required to address gender inequity in STEM. In addition to advising existing stakeholders, in 2021 the Ambassador focussed on building and strengthening relationships within and across government,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

A G

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 Office 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 Office 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.



STRATEGIC ENGAGEMENTS AND PARTNERSHIPS

I E

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 Office 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 unique Curriculum Rgtnmenty documentidDhTJ/T119.405 O O 9nce -.755 scOh.rEe(Se learn weO (ymnt S)15.educases.

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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... P... E... D...'. Current 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

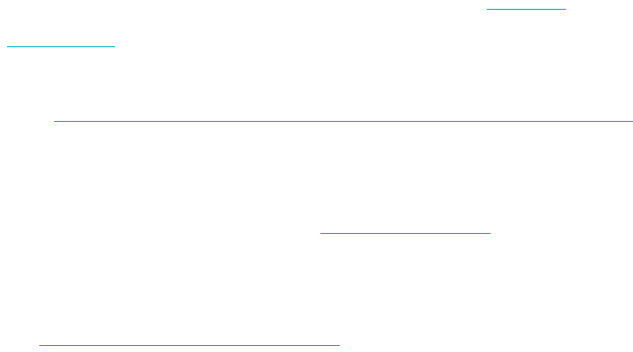
Council and the National Health and Medical Research Council, and others including those involved in our research projects. In addition to advice provided that is connected to that work, the Ambassador was invited to provide input regarding the NHMRC publications in track record assessment, with the 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 Office 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.

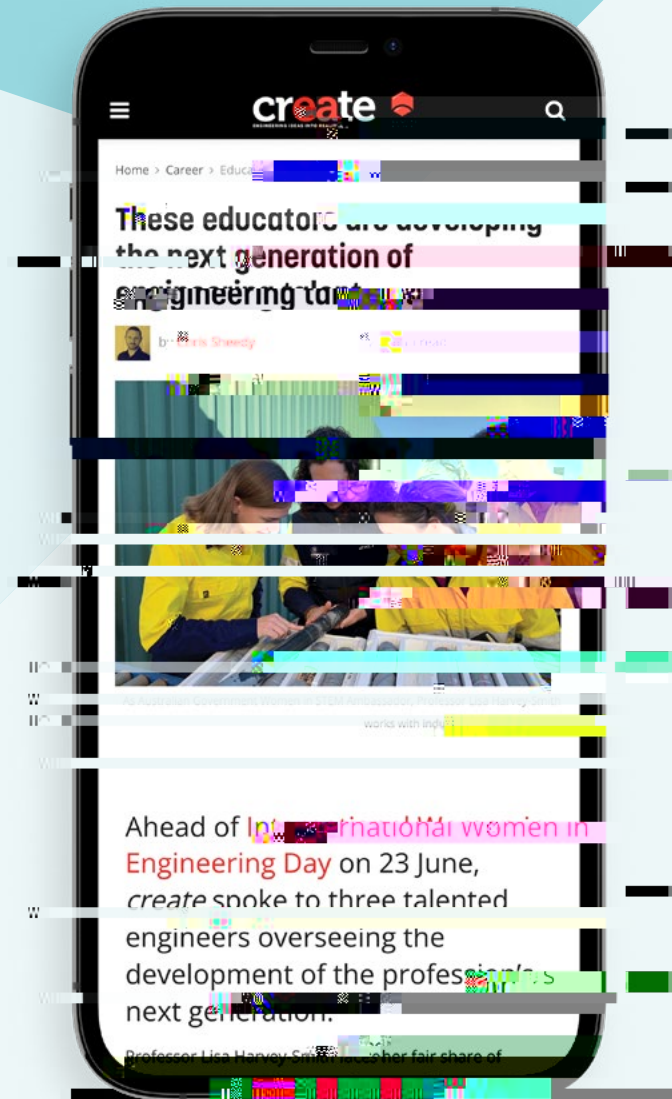
May) hosted by the Australian embassy in Korea, detailing Australian initiatives advancing equity in STEM with a view to inform future collaborations with Korea.

As the keynote speaker at educator conferences, such as the Queensland DepO -2.36Ldent of Eert-9.'or

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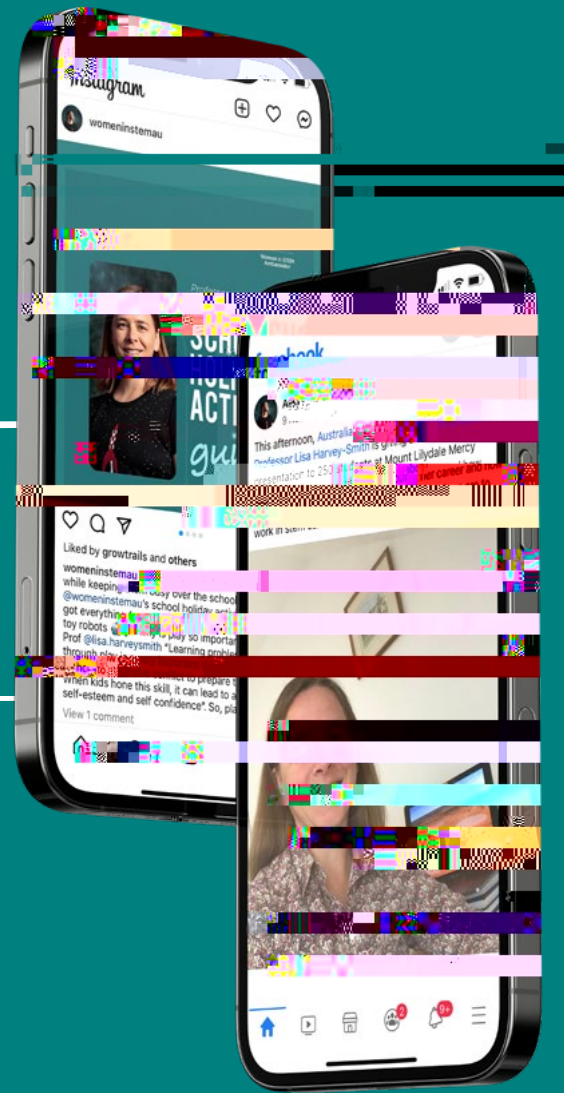
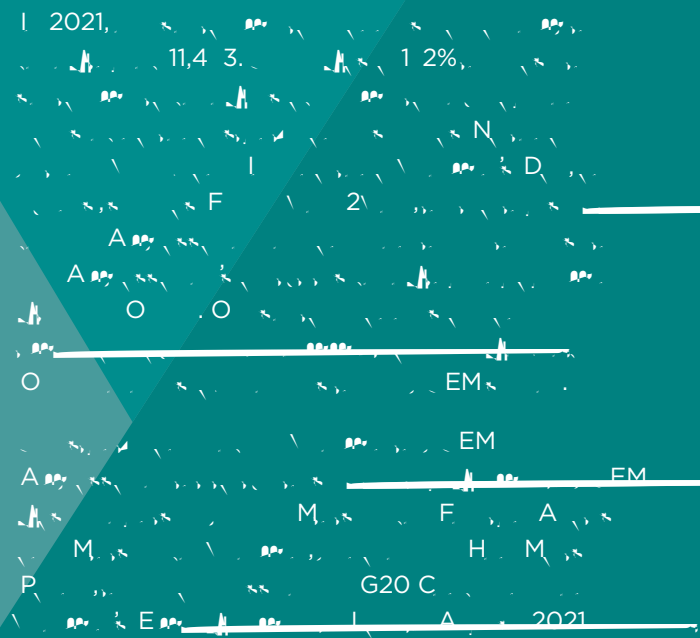
MEDIA



548 MEDIA APPEARANCES

18.1M REACH

92% FAVOURABILITY



39,853

WHO WE WORK WITH

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

- 1. Increase the visibility of our research and impact
- 2. Develop new research and innovation opportunities
- 3. Enhance our research and innovation capabilities

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

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DFA, AN, O, C, I, O, DE, E, QLDD, B
N, I, A, A, A, A, N, D
E, G, O, A, A
G, E, A, C, A, B



2022 OUTLOOK

Vision

EM A

Mission

EM

Purpose

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Goals

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Two Pillars

Attract

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Retain & Progress

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Professor Lisa Harvey-Smith at the National Press Club.

W W D

The work of the Office 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

1. F
2. I

To RETAIN & PROGRESS women working in the STEM sector

3. T A R T S
4. T N E G P
5. G G
6. S STEM P
7. T WGEA R

