

SAGE is an accreditation process where organisations review their workforce data, practice and culture and identify actions to address barriers to improving gender equity in STEMM.

What is gender inequity?



Men are penalised for using flexible work arrangements, a **“flexibility stigma”**, which can affect career opportunities and earning potential. **Rudman, L. A., & Mescher, K. 2013.*



At the current rate, the time it will take to achieve gender parity across the world. **World Economic Forum*



The scientific **efforts and achievements** of women tend to not receive the same recognition as those of men **‘Matilda Effect’**.

**Lincoln, A. E., Pincus, S., Bandows Koster, J., & Leboy, P. S. 2012 *Rudman, L. A., & Mescher, K. 2013.*



Male faculty members tend to employ and train **fewer female** graduate students and postdoctoral researchers than their female colleagues.

**Sheltzer, J. M., & Smith, J. C. 2014.*



of male authors are more likely to **self-cite** than female authors.

**King, M. M., Bergstrom, C. T., Correll, S. J., Jacquet, J., & West, J. D. 2017.*



Males **under-estimate** academic performance of their female peers in undergraduate STEM classes.

**Grunspan, D. Z, Eddy, S., Brownell, S., Wiggins, B. L., Crowe, A.J., & Goodreau, S. M. 2016*



Both women and men are equally likely to make **biased judgements** that favour men in terms of competence, hirability and recommended salary.

**Moss-Racusin, C.A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J. 2012.*



Women who do not conform to stereotypical leadership traits are **adversely impacted** in promotion, salary negotiations and performance evaluations.

**Ellemers, N., Rink, F., Derks, B., & Ryan, M. K. 2012*