

MCC STEM Charter

February 2017

Opportunity for Action

Women are severely under-represented in Science, Technology, Engineering and Maths (STEM) education and employment, particularly in senior leadership positions. Innovation and excellence in STEM is vital for harnessing new sources of growth in our economy. More than a quarter of Australia's economy exists due to scientific advances developed in the last 30 years. Looking ahead, STEM will play an even greater role in delivering the next stage of Australia's economic growth.

Unless we disrupt the status quo to significantly increase the representation of women in STEM, our nation will not fulfill its full innovation and growth potential. Advancing gender equality is vital for realizing women's human rights and creating a fair and prosperous Australia.

Objective

The Male Champions of Change STEM exists to achieve a significant and sustainable increase in the representation of women in leadership positions in STEM. We hold ourselves to account by tracking women's representation in our organisations and progress more broadly in STEM in Australia.

Our Commitment

We are committed to utilising the power and influence we hold to step up beside women to deliver change. We will work together to listen, learn and lead through action. This involves listening to women peers, gender experts, and our own employees – both women and men. It means learning about existing thinking, and what has and hasn't worked in STEM and beyond. This listening and learning must then translate into taking practical action, tracking the impact of our actions so that we can be effective in achieving our objective. We commit to inspiring other STEM leaders to step up to create change.

We commit to:

Step up beside women

- ◆ Listen and learn from women's experience and leadership in STEM
- ◆ Partner with women – a vision driven together is more likely to succeed
- ◆ Take responsibility with women for accelerating change in our organisations
- ◆ Advocate for increasing women's representation in STEM leadership in our sphere of influence

Prioritise achieving progress

- ◆ Attendance at MCC STEM meetings is essential
- ◆ Treat women's representation in STEM as a priority
- ◆ Set targets for women's representation that crystallise intent
- ◆ Invest capital, time, and people to achieve our aspiration

Stand behind our numbers, sharing lessons learned

- ◆ Assess and publicly report on our individual and collective progress and results
- ◆ Track progress made, failures and lessons learned

Shift the system, not "fix women"

- ◆ Understand and address systemic biases and impediments that get in the way of women's advancement in STEM
- ◆ Change workplace conditions, cultures and mindsets to ensure both women and men advance within our organisations and avoid solutions that put the onus on women to adapt
- ◆ Recognise that advances for women are advances for men and everyone has a role to play in achieving gender equality