

ACCESSING EQUITY IN ACADEMIC PROMOTIONS

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WSU is an exemplar in academic promotions equity.

WSU's academic promotions process has been actively designed to unlock equity opportunities and mitigate unconscious bias.

Process Design Features for Unlocking Equity in Academic Promotions

Supporting Applicant Disclosure

- ✓ **Equity Consideration statement** (including Achievement Relative to Opportunity) (250 words)
- ✓ **Guidance** on 'Equity Considerations' in Academic Promotions Guidelines
- ✓ **Confidential disclosure**

Building Applicant Capacity

- ✓ **Dedicated Academic Promotions webpage**, providing all relevant information and inclusive of diverse applicants and applicants with non-traditional / non-linear pathways
- ✓ **University-wide workshops**, including focus on equity considerations and open Q&A
- ✓ **School-based 'Spring Forward' workshops**, led by Equity and Diversity Working Parties and including open Q&A (piloted in 2022, with intent to expand in 2023)

Transparency

- ✓ Documented guidance regarding Equity Considerations and Achievement Relative to Opportunity
- ✓ **APC Membership list published** each round
- ✓ **External Assessors** and APC member
- ✓ **Outcomes tracked and reported** to Board of Trustees
- ✓ **Vice-Chancellor's all-staff email** announcements of outcomes

Committee Leadership and Capacity

- ✓ **Consistent Academic Promotions Committee Chair**
- ✓ **Committee Chair actively models** principles and practices of determining relative opportunity and reasonable equity considerations
- ✓ Committee membership is selected to **represent a diverse set of experience and perspectives**
- ✓ **Regular APC training** on relative opportunity, equity considerations, inclusive practice and decision-making

Process Design Features for Unlocking Equity in Academic Promotions

Checks & Balances

- ✓ Capacity for all Committee members to respond to issues of fairness or equity
- ✓ Equity Observer
- ✓ DVC Indigenous Leadership
- ✓ Capacity for Equity Observer and DVC Indigenous Leadership to be heard as part of Committee proceedings

Ongoing Improvements

- ✓ After each Round of academic promotions the Chair seeks from all APC members suggestions for their reflections on the process, thoughts on improvements to the process and general feedback on experience and outcomes.
- ✓ The process and outcomes are tracked by the Vice-Chancellor's Gender Equity and Respectful Relationships Advisory Committee for observations about gender trends and outcomes for applicants requesting equity considerations to report on and gain advice on improvements.

In your view, what are the **THREE** most important principles or aspects of your role as a member of the Academic Promotions Committee?



Equity Considerations include:

Examples of factors applicants may wish to highlight include, but are not limited to:

- family or caring responsibilities (for example, primary carer for children, elder-care, illness of a partner or dependant);
- career breaks related to extended parental or carer leave;
- a temporary or permanent disability, or chronic medical condition (for example, a visual impairment or mental illness);
- relevant cultural expectations or circumstances (for example, the extent to which cultural norms and expectations support education and employment opportunities for women);
- periods of part-time work (for example, returning to work after the birth of a child); and/or
- absences due to ill health or injury (for example, recovering from a major operation);
- other relevant life events as relevant including but not limited to incidents of domestic and family violence, significant relationship breakdowns, end of life care or the death of a family member.

Your Equity Considerations Statement

- ✓ Remember that this process is designed to embed equity.
- ✓ Equal opportunity in the academic promotions process does not require detailed disclosure of personal information.
- ✓ The APC team are already prepared to hear and be open to a diversity of applicants, careers and sets of experiences and to take into account reasonable and fair equity considerations.
- ✓ To access this opportunity, applicants should provide a high-level indication of the type of equity consideration requested to be considered with only a broad general description of circumstances.
- ✓ More specific detail should be provided on the impacts this circumstance has had on your academic performance, outcomes and career trajectory. It is the impact that the APC is most focused on assessing, not personal circumstances.

Confidential Disclosure

- ✓ **All personal information provided as part of academic promotions process is treated privately and confidentially. Feedback to Schools on outcomes do not refer to personal information shared as part of the process.**
- ✓ **An applicant may disclose additional personal information to only the Chair or the Equity Observer on a strictly confidential basis. In these instances, only the Chair and/or Equity Observer receives the equity information for consideration and advises the panel on the level of equity consideration that should be given in the circumstances.**
- ✓ **Previously applicants have taken this approach to specific details of disclose disability, mental health issues, sensitive family matters and/or domestic and family violence circumstances.**

In summary....

- 1. Get familiar with the many equity features within the Academic Promotions process.**
- 2. If making an equity consideration statement, provide more information about the impact of these circumstances and only summary details of your personal circumstances.**
- 3. You may make a confidential disclosure of your equity considerations, where you do not wish to share specific information broadly with the APC.**