## Proxies

Members of the committee can send proxies to meetings. Proxy members have full authority on matters of decision required by the committee for meetings they are in attendance for. Committee members are requested to inform the Chair as soon as possible if they intend to send a proxy to a meeting.

# Appendix A: SAGE Athena Swan Commitment

When an institution becomes a SAGE subscriber, its senior leaders must make a commitment to:

1. Ensure that gender equity, diversity and inclusion work is **appropriately resourced, distributed, recognised, and rewarded.**

2. Undertake **transparent and rigorous self-assessment** processes, analysing institutional structures, systems, and cultures to identify the barriers to attraction, retention and progression for staff and students, and thus to gender equity, diversity and inclusion.

3. **Design initiatives based on institutional data**, and national and global evidence of best practice.

4. **Monitor, evaluate, and publicly report** on progress made, challenges experienced, and impact achieved, to inform continuous improvement.

5. **Actively incorporate Indigenous knowledges and perspectives** to address the specific inequities and injustices experienced by Aboriginal and/or Torres Strait Islander staff and students.

6. **Consciously consider all genders**, recognising that gender is not binary, and that trans and gender diverse people face specific inequities because of their gender identities.

7. **Take an intersectional approach** to advancing gender equity, diversity and inclusion, recognising that people of any particular identity are not a homogeneous group.

8. **Engage with those most impacted** by inequitable practice to proactively redesign and reshape structures, systems and culture.

9. **Increase the safety and wellbeing of staff and students** by proactively and transparently preventing and responding to bullying, harassment, sexual harassment, gender-based violence and discrimination.

10. **Embed change in institutional governance and accountability structures**; actively and visibly champion and promote gender equity, diversity and inclusion in our Institutions, the Athena Swan community, and across the sector; and hold ourselves and other senior leaders accountable for driving sustainable transformational change.

SAGE pathway to Athena Swan | SAGE (dET4/F1 GE a 282sobnder er alty.ledgrg