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**WOMEN IN RESEARCH NETWORK (WIRN)**

WiRN was established 12 years ago and includes women working in research across UNSW and its affiliated centres. Membership of WiRN is open to female and female-identifying academics and researchers at all levels, HDR candidates, and professional and technical staff working in research management and development. WiRN works across three pillars to: **inform**, **support** and **advocate** for women researchers. WiRN has done this primarily through hosting regular networking lunches, holding events on topical issues for women in research, and advocacy through Faculty and University committees. A key strength of the network is our reputation as an established platform for staff members to raise ideas for change or issues that they feel are not currently being addressed, as evidenced by members regularly contacting WiRN by email and in person at events to discuss their concerns.

There have been significant changes in the gender space at UNSW, including new EDI initiatives and committees at the university and faculty level. In moving forward in 2020, WiRN will now work under the pillar of Equity Diversity and Inclusion and contribute to the strategic direction with a focus on staff equity.

**Strategic Plan 2020 and beyond**

WiRN’s priorities are:

1. Maintain engagement and support for WiRN’s core activities – networking lunches, tailored events and advocacy through Faculty and University committees
2. Increasing the number of UNSW female and female-identifying academics and researchers engaged with WiRN, with at least 10% growth in each Faculty
3. Review and finesse WiRN’s governance and approach in view of the changing landscape for gender equity at UNSW to ensure synergy with other programs while also maintaining a specific and unique role for WiRN within this landscape

Further information about the specific approaches we will be taking to achieve these goals and the measures by which we will evaluate our effectiveness are outlined below.

**Goal 1. Maintain engagement and support for WiRN’s core activities.**

WiRN will continue to:

* Hold Share and Connect lunches, featuring short speaker presentations (15 minutes) followed by informal networking (45 minutes)

Potential topics:

* Dealing with disappointment (eg [shadow CVs](https://www.theguardian.com/education/2016/apr/30/cv-of-failures-princeton-professor-publishes-resume-of-his-career-lows))
* Career planning for HDR students
* Workplace bullying- advocating for change
* Having a mentor vs. having an advocate
* Coming back from a career break
* Hold events on topical issues, including panel discussions with internal and external speakers as well as targeted training sessions (typically 90 minutes)

Potential topics:

* Strategic impact and engagement
* Profile building- external to the institution
* Work life balance/ working effectively part time/ combining work and family responsibilities/ adjusting to work after parental leave
* Leadership
* Share information about issues of interest to women in research at UNSW through emails to the network and by providing resources on the WiRN website
* Provide timely input into the development of new policies and strategies that may impact on WiRN members
* Seek feedback from event participants, including feedback on events and on WiRN’s approach and activities
* Share information about issues of interest to women in research at UNSW through the EDI newsletter, direct emails to the network and by providing resources on the WiRN website
* Provide timely input into the development of new policies and strategies that may impact on WiRN members

**Goal 2. Expand to at least 1000 members across UNSW, with at least 10% growth in every Faculty.**

To expand our membership, WiRN will:

* Review membership lists and email/ speak to the Gender lead of the Faculty EDI committee to raise awareness about WiRN, as appropriate
* Livestream events to other UNSW campuses
* Provide support for UNSW Canberra
* Focus efforts on improving members from Faculties with low membership numbers
* Audit and highlight relevant qualifications held by committee members (e.g. ALLY and first responder training) and advocate for more of our committee members to undertake relevant training to improve our ability to assist members and/or refer them to appropriate support services.

**Goal 3. Review and finesse WiRN’s governance and approach in view of the changing landscape for gender equity at UNSW**

To ensure the ongoing sustainability and focus for WiRN, we will:

* Review lessons from our activities in 2019
* Review terms of reference
* Revisit our three pillars
* Develop induction pack, including clear statement of the responsibilities of committee members, including different roles within the committee
* Work with Gender Champions, Athena Swann leads, EDI and faculty gender leads to clarify our respective roles and how we can work together most effectively
* Hold facilitated planning and strategy session