

# Evaluation Planning Tool

Use this worksheet to help you define, plan and design your program evaluation.

1. DEFINE

## PROBLEM What issues does the program address?

*Poor representation of women in senior roles in STEMM HER institutions, due to structural and organisational barriers (e.g. lack of flexible work arrangements, sexual harassment, stereotypes, flawed recruitment and promotion practices, etc.)*

## AUDIENCE

### Program participants

Who is the program for?

*STEMM HER institutions applying to gain accreditation*

### Evaluation audience

Who is interested in the eval.?

*SAGE governing bodies and its management, STEMM sectors, government, academics, researchers, students*

## GOALS SMART / Specific - Measurable - Achievable - Relevant - Time specific

### Outcomes - Short-term (immediate to 1 year)

*Pilot the UK Athena SWAN Charter in Australia with participating institutions (2015-2016)*

*Raise awareness of gender equity and diversity issues in STEMM HER (2015-2016)*

### Outcomes - Medium-term (2-4 years)

*Implement learnings and recommendations from pilot (2017)*

*Expand the pilot to make it available to all publicly-funded STEMM HERs in Australia (2017-2020)*

### Impacts - Long-term (5+ year)

*Reach the entire STEMM HER sector (2020+)*

*Improve the participation, retention and success of women and other gender minorities and support gender diversity in STEMM HER in Australia (2020+)*

2. PLAN

## ACTIVITIES

### Activities

What will participants do?

*STEMM HERs adopt the 10 key principles of the Athena SWAN Charter and devise action plans that embed them within their policies, culture and practices*

*Establish an internal SAT to analyse root causes of inequities within their institute*

*Submit information for peer review (and accreditation by SAGE)*

### Inputs

What is needed?

*Guidance materials, resources, workshops, training programs, etc.*

*SAGE team and management board*

*Expert advisory group and SAGE peer review panels*

### Outputs

What is delivered?

*SAGE subscribers*

*Subscriber Accreditation Reports*

*Athena SWAN Bronze Awards to institutes who successfully complete the process*

## Eval. PRIORITIES

1-3 priorities for evaluation

*Evaluate the effectiveness of the pilot*

*Evaluate the Athena SWAN framework and accreditation processes to the Australian context*

*Evaluate the impact and benefits from the implementation of the framework in Australia*

## KEY QUESTIONS

What questions will eval. answer?

*What went well? What didn't go well? What can be improved and how?*

*Is the framework appropriate for Australian HERs?*

*What are the impacts and benefits of SAGE for Australian HERs?*

## INDICATORS

What demonstrates the outcomes?

*Notes, comments and feedback from organisations*

*The extent of HER buy-in and willingness to participate in the program*

*Increases in: career satisfaction, working practices, visibility of women and proportion of women in STEMM*

3. DESIGN

## DESIGN APPROACH

Pretest, posttest, time series?

*Posttest (by ACER)*

## METHOD

Qualitative, quantitative, mixed?

*Qualitative*

## DATA COLLECTION TOOL

Survey, interview, observation?

*Interviews, workshops and focus groups with senior leaders from SAGE member institutions, peak bodies, etc.*