



Australian Government science, technology, engineering and mathematics (STEM) initiatives for girls and women

LEAD DEPARTMENT/ PORTFOLIO	INITIATIVE	DESCRIPTION	COMMENCEMENT DATE
THE ROLE OF GOVERNMENT: LEADING THE WAY			
Department of Industry, Innovation and Science	Women in STEM and Entrepreneurship (WISE) grants program	The Women in STEM and Entrepreneurship (WISE) grants program provides competitive funding for projects that boost the participation of girls and women in STEM education and careers, including as entrepreneurs.	2016 (Ongoing)
	Inspiring Australia – Eureka Prize for STEM Inclusion	The Eureka Prize for STEM Inclusion rewards outstanding initiatives that have engaged and empowered Australians to participate in STEM, including groups that have previously been under represented in STEM such as women and girls and Indigenous Australians.	2019
	Government Grants Best Practice Guidelines	The Department of Industry, Innovation and Science is developing best practice guidelines for gender equity for its grants and prizes to support the active participation of women.	2019
	APEC Women in STEM Initiative	The APEC Women in STEM Initiative is a project led by the United States in partnership with Australia through the APEC Women in the Economy Sub-fund, with contributions by the Australian and US governments. This one off project included a series of events in Australia to support favourable framework conditions for women and other vulnerable groups to make full use of their STEM and entrepreneurship skills.	2018
	NZ Women in STEM Dialogue	The Australian and New Zealand Governments have announced an inaugural Women in STEM bilateral dialogue. This bilateral partnership with one of our closest allies demonstrates and recognises the importance of gender equity in building a strong international environment to enable economic success through STEM capability.	2019
Digital Transformation Agency	Women in IT Executive Mentoring (WITEM) EL1 & EL2 Coaching Program	The WITEM Coaching program is for talented EL1 and EL2 women in the Australian Public Service (APS). The 12 month program provides high quality executive coaching in small groups to help to develop and nurture their leadership skills. The goal is to attract and retain talented women with IT skills within the APS, and to increase the gender diversity of senior IT employees.	2007 (Ongoing)
Commonwealth Scientific and Industrial Research Organisation	Science in Australia Gender Equity Project (SAGE)	CSIRO is in the first cohort of SAGE and achieved Bronze Award accreditation in December 2018.	2016 (Ongoing)
Geoscience Australia	Science in Australia Gender Equity Project (SAGE)	Geoscience Australia is in the third cohort of SAGE and will submit its application for Bronze Award accreditation in mid-2019.	2017 (Ongoing)
Australian Nuclear Science and Technology Organisation	Science in Australia Gender Equity Project (SAGE)	ANSTO is in the first cohort of SAGE accreditation and achieved Bronze Award accreditation in December 2018.	2016 (Ongoing)
Department of Human Services	Women in Technology Community of Practice	An internal program to promote a connected community of women in the department's Adelaide ICT campus, that builds capability and support across levels and technologies and encourages women to enter into ICT careers.	2018 (Ongoing)
Australian Institute of Marine Science	Women @AIMS	The Women at AIMS Reference group aims to promote diversity and equity within the Institute. The group sources opportunities for creating a flexible and family friendly work environment, in particular identifying issues and barriers which are specific to women in the workplace and providing solutions to address these concerns.	2009
	Science in Australia Gender Equity Project (SAGE)	AIMS is in the third cohort of SAGE accreditation will submit its application for Bronze Award accreditation in mid-2019.	2017 (Ongoing)
Defence Science Technology Group (DSTG)	Science in Australia Gender Equity Project (SAGE)	DSTG is in the second cohort of SAGE accreditation and submitted its application for Bronze Accreditation in March 2019.	2016 (Ongoing)
Department of Home Affairs	Women in Information and Technology	An internal mentoring and leadership development program that seeks to increase the number of women in technology leadership roles within the Department of Home Affairs.	2018
Australian Federal Police	Women in Technology and Innovation	Women in Technology & Innovation (WTI) brings people together to support, mentor and retain women within technology and innovation, whilst providing a vehicle to raise awareness of relevant issues, influence workplace culture, facilitate change and champion women.	2016

Australian Research Council	National Competitive Grants Program	The Australian Laureate Fellowships scheme offers two named fellowships – Georgina Sweet and Kathleen Fitzpatrick – which are only available to highly ranked women and also incorporate an additional \$20 000 per annum over five years to promote women in research.	2010
National Health and Medical Research Council (NHMRC)	Funding for Project Grants led by female researchers	In line with NHMRC's Gender Equality Strategy 2018-2021, NHMRC funded 34 additional Project grants led by women through the 2017 funding round and 31 additional Project Grants through the 2018 funding round, to reduce the difference in the funding rates between male and female lead investigators, which to date has averaged around 4% for the Project Grant scheme.	2017
	Gender equity requirements for all NHMRC Administering Institutions	NHMRC requires its Administering Institutions to address seven gender equality requirements, which aim to support institutions to address the underrepresentation of women at senior levels in health and medical research in Australia.	2015 (Ongoing)
	The Elizabeth Blackburn Fellowship	The Elizabeth Blackburn Fellowship were established to foster and promote career development of female researchers. The award is given to the highest ranked female applicant in each of the biomedical, clinical science and medicine, public health and health services research pillars of the Research Fellowship scheme (NHMRC's most senior fellowship scheme).	2011 (Ongoing)
	Women in Health Science Working Committee	The NHMRC Women in Health Science Working Committee was established to gain a better understanding of the issues that female researchers face in health and medical research and barriers to their career progression. The Committee provides advice directly to NHMRC's CEO, Professor Anne Kelso AO on strategies that could be implemented to address these issues and overcome barriers and on the implementation of NHMRC's Gender Equality Strategy 2018-2021.	2017
Department of Defence	Women's Integrated Networking Groups (WINGs) – Engineering Network	WINGs is an Air Force wide initiative designed to enable women to create a network. The Engineering subset of that group meet to enable networking and mentoring.	Ongoing
	Australian Women Pilots' Association Memberships	Air Force sponsored membership for all Air Force female pilots to join the Australian Women's Pilot Association. This allows Defence female pilots to engage with other women pilots from industry for professional growth as well as be involved in their programs and events. The Private Pilot Licence (A) Navigation Component Scholarship is to assist with flight training costs associated with completing the navigation component of a Private or Commercial Pilot Licence flying a fixed wing powered aircraft. The Formation/Aerobatic Endorsement scholarship is to assist a female pilot with gaining either a Formation or Aerobatic Endorsement.	Ongoing
Australian Signals Directorate	Women's Leadership Council International Women's Day Events	ASD's Women's Leadership Council aims to increase the gender diversity of our STEM and leadership groups, to improve ASD outcomes through better decision-making and improved team performance. ASD hosted several events which focussed on women in cyber security, corporate and technical roles, around the theme of International Women's Day, celebrating diversity and leadership in the organisation and in the community. ASD intends to hold these events annually.	2018 (ongoing)
ENABLING STEM POTENTIAL THROUGH EDUCATION			
Department of Industry, Innovation and Science	European Girls Mathematical Olympiad	The Department is supporting Australian girls to participate and represent Australia in the European Girls Mathematical Olympiad, an annual international mathematical Olympiad for girls.	2017-18
	Girls in STEM Toolkit	Education Services Australia will develop and deliver a resource kit to support the mentoring and encouragement of school age female students into STEM studies and STEM based careers.	2018
	Engineering is Elementary	In 2017-18, Questacon delivered a successful pilot of Engineering is Elementary (EiE). EiE is a program that has proven successful in introducing students to the breadth of engineering careers using school aged protagonists who work alongside a mentor to solve a community problem. The majority of EiE units feature girls or women as main characters to demonstrate to girls, boys and educators that girls and women can be engineers.	2017
	STARportal	STARportal is Australia's first centralised national portal for exciting and engaging STEM activities from around the country. This searchable database connects parents, students and teachers with their local and online STEM activities. The Government supported the addition of a filter that allows users to search for programs focused on supporting girls' participation in STEM.	2019
Commonwealth Scientific and Industrial Research Organisation (CSIRO)	Code Like A Girl	Code Like a Girl is a Melbourne-born enterprise that targets the gender gap in the technology industry. Data61 is an industry partner for Code Like a Girl's internship program, which provides early career and career-changing coding interns with paid, real-world experience in leading tech companies.	2015
Geoscience Australia	Women in Geoscience	This initiative provides opportunities for female senior secondary students (Year 11-12) to hear from and network with women who are currently working in a geoscience related role and gain insight into the breadth and diversity of jobs available to women.	2018
Australian Nuclear Science and Technology Organisation (ANSTO)	Girls in the Lab (part of ANSTO's NEXT Gen STEM program)	The Girls in the Lab program is aimed at encouraging female high school students to continue studying STEM subjects and pursue a STEM career. The program, held annually, supports leading female scientists from ANSTO to mentor female year 10 students from local schools. The students have the opportunity to conduct short experiments using ANSTO's world-class research facilities.	2015 (Ongoing)
	ANSTO WISE School	Australian Institute of Nuclear Science and Engineering (AINSE) and ANSTO host the annual WISE School, which targets first-year female students from 41 Australian and New Zealand universities. The program, originally supported through a WISE Grant, is designed to encourage students to continue studying STEM subjects at university, and promotes careers in nuclear science and engineering. The program includes a three-day intensive nuclear science and engineering residential workshop and ongoing mentoring.	2017 (Ongoing)
Department of Education and Training	Curious Minds (Summer Schools for STEM Students)	The Curious Minds program, delivered jointly by the Australian Mathematics Trust and Australian Science Innovations, is aimed at highly-capable female students in Years 9 and 10 who have an interest in STEM. This is a six-month program that combines two residential camps and a coaching program to help ignite girls' passion in STEM.	2015

	Supporting more women into STEM careers: Australian Mathematical Sciences Institute (AMSI) National Research Internships Program	The National Research Internships Program supports new internships for PhD students across Australia providing them the opportunity to gain industry experience and explore careers options. The program focuses on gender equity in particular providing internship opportunities for women in STEM fields.	2017
	digIT	digIT, delivered by the Australian Mathematics Trust (AMT), exposes students to role models and helps them understand the many possibilities a future in ICT may hold. The program aims to support Year 9 and 10 students that are underrepresented in STEM and ICT subjects to engage in digital technologies and related careers.	2016
	Digital Technologies in Focus	Digital Technologies in Focus, delivered by the Australian Curriculum, Assessment and Reporting Authority (ACARA), currently provides support for 159 disadvantaged schools to assist them in implementing the Australian Curriculum: Digital Technologies, including access to specialist digital technologies and ICT Curriculum Officers.	2016
Department of Defence	Defence University Sponsorship - Air Force Female Electrical/Electronics Engineer	Under the Defence University Sponsorship scheme, the Air Force specifically sponsors four women per year to undertake an Electrical/Electronics Engineering degree with the aim of increasing the number of women in technical roles in Defence.	2003 (Ongoing)
	Air Force Technical Trade Camps for Women	The Air Force runs four day residential camps for aspiring women aged 16 to 24. The camps give a comprehensive overview of technical and engineering careers to inspire more women to consider these roles in the Airforce and see the advantages of this career path.	2013 (Ongoing)
	Women in Navy Aviation Camps	The Women in Navy Aviation Camp is a five day residential camp that allows for young women to experience the roles of aviation, support roles and technical/engineering aviation.	2017 (Ongoing)
	Women in Navy Technical Trades Camps	The Navy runs a four-day residential program to provide young women aged 16 to 22 with an overview of life in the Navy. Participants are exposed to day-to-day activities of marine electronic and aviation technicians, and have the opportunity to experience the Navy lifestyle.	2017 (Ongoing)
	Women in Navy Leadership Camps	The Women in Navy Leadership Camp at HMAS Stirling aims to attract future female Navy leaders within engineering, technical and submariner careers.	2016 (Ongoing)
	Women in Navy Defence Work Experience Programs	The Women in Navy Defence Work Experience Program facilitates residential work experience programs targeted at increasing awareness of roles for women in STEM.	2016 (Ongoing)
	Female Graduate Pilot Scheme	Women who undertake a Bachelor of Aviation degree may have their university study costs reimbursed after they successfully complete RAAF flying training. Women can apply for the Air Force Graduate Pilot Scheme (GPS) at any stage including while still in Year 12 before they have enrolled in an Air Force recognised Bachelor of Aviation degree or after successfully graduating with a Bachelor of Aviation degree.	(Ongoing)
Australian Signals Directorate	Girls Programming Network (GPN)	The GPN is an extra-curricular program run by girls for girls in Years 4-12. Female mentors working in STEM across academia, government and industry teach girls how to code for free, and encourage them to continue to pursue STEM subjects. ASD has a partnership with University of Canberra to deliver four workshops in the ACT per year which includes leading the Canberra GPN and providing mentors.	2016 (Ongoing)
	National Women in Cyber Mentoring (WICME) Events	WICME is a series of annual, national two day events to expose female tertiary students to the variety of cyber security careers, in partnership with the private sector. Following a speed networking session, students are matched with a female cyber security specialist for a 12 month mentoring period.	2016 (Ongoing)
Defence Science and Technology Group (DSTG)	STEM Cadetship program	A STEM cadetship program targeting female and Indigenous participants, to build capabilities in high priority areas such as cyber, surveillance, space, naval architecture and autonomous systems.	(Ongoing)
	Female STEM scholarships	DSTG fund women's scholarships across six universities.	(Ongoing)
Department of Communication and the Arts	Australian Broadcasting Corporation Women in Broadcast Technology Scholarships	The program aims to increase both the participation and retention of women in technology in the broadcasting industry through four weeks paid on-the-job training and a \$1000 educational allowance.	1992 (Ongoing)
Department of Human Services	Girls in IT	Girls in IT is designed to encourage girls in years 10, 11 and 12 to consider a career in a STEM discipline and, in particular, to pursue a career in IT. The department has developed and is currently piloting the outreach program that visits and presents to various schools in the greater Brisbane and regional areas, and explains the benefits and career options available to them in a STEM discipline and how this can lead to a successful career in the IT industry. The program was successfully piloted with a school in Queensland and further roll-out in the Brisbane metropolitan area is planned for 2019.	2018 (Ongoing)
	HerTechPath	The departments Adelaide ICT campus participates in HerTechPath, a volunteer program that attends schools across the Adelaide metropolitan area to inspire female students to explore ICT career options.	2018
Department of the Prime Minister and Cabinet	Indigenous Girls STEM Academy	CSIRO is partnering with CareerTrackers to support Indigenous girls in STEM studies. The program supports Indigenous girls in middle/late high school through to university graduates and includes intensive workshop, work placement opportunities and high quality employment for graduates at the end of the program.	2018
	Stronger Smarter Institute	Under the banner of the Indigenous Girls' STEM Academy, the Stronger Smarter Institute will support Aboriginal and Torres Strait Islander women who are teachers in STEM. This initiative will deliver an evidence-based approach to improve the experiences of students, and increase workforce opportunities for Aboriginal and Torres Strait Islander educators.	2018

SUPPORTING WOMEN IN STEM CAREERS

Department of Industry, Innovation and Science	Male Champions of Change for STEM (MCC-STEM)	MCC is a home-grown initiative that challenges men in leadership positions to step up beside women to drive cultural change on gender equality issues in major Australian organisations and industry sectors. The department has supported the creation of MCC-STEM which comprises leaders from STEM-based industries and research sectors.	2016
	Science in Australia Gender Equity Project (SAGE)	The department is supporting the expansion of the Science in Australia Gender Equity (SAGE) project to make it available to all Australian higher education and research institutions. SAGE will assess and accredit the gender equity policies and practices in Australian science organisations. It requires the organisations involved to publicly report on the gender profiles and publicly commit to improving their diversity and inclusiveness	2016
	Boosting Female Founders initiative	The government is supporting female-founded start-ups, including in STEM, and helping them overcome barriers to the capital needed to get their ideas off the ground through targeted funding and support.	2019
Department of Agriculture and Water Resources	Australian Women in Agriculture (AWiA) Conference	Department of Agriculture and Water Resources supports Australian Women in Agriculture (AWiA), Australia's first ever industry group recognising the vital role women have within agriculture. AWiA hosts a national conference for women from rural, regional and remote Australia with a strong focus on the contributions of women to agriculture and entrepreneurship across various sectors.	2017
Department of Jobs and Small Business	Network of Employment Women in IT (NEWinIT)	Department of Jobs and Small Business developed The Network of Employment Women in IT (NEWinIT) with the aim of providing inspiration and support to women working in IT in the public service, and to help them achieve their career aspirations in an inclusive space. The network also aims to help women overcome the subtle biases that often challenge their success.	Ongoing
Department of Communication and the Arts	Ignite – Women in Technology Program	Ignite program aims to accelerate the growth of women in STEM at Australia Post by creating an environment that attracts, supports and develops women across technology, digital and innovation. Additionally, the program is establishing a network of male and female champions to accelerate the representation of females and provide greater transparency of female representation comparative to industry leaders.	2018
MAKING WOMEN IN STEM VISIBLE			
Department of Industry, Innovation and Science	Women in STEM Ambassador	The Australian Government's Women in STEM Ambassador, Professor Lisa Harvey Smith, works on a national scale to advocate for gender equity in STEM, raise awareness of gender imbalance issues, prosecute the case for change and build visibility for women in STEM.	2018
	Decadal Plan for Women in STEM	The Australian Academy of Science was engaged by the department to develop the Decadal Plan. The Plan assesses the current state of knowledge, identify and set priorities, and outline strategies to achieve priorities and goals. The Academy sought input from across government, industry, academia and the education sector to identify future needs to advance women in STEM and outline priorities for investment.	2018
	National Digital Awareness Raising Initiative	The Government will work with the Women in STEM Ambassador on a digital awareness raising initiative to reach young Australian women on the importance of STEM to their future.	2019
	Superstars of STEM	Science & Technology Australia's 'Superstars of STEM' program, initially funded under the Women in STEM and Entrepreneurship grants program, is helping to raise the profile of the nation's female scientists and entrepreneurs. The program provides media training, mentoring and networking for cohorts of STEM professionals from around the country. The Department of Industry, Innovation and Science is supporting the second phase of the project which will double the number of women participating in each cohort and extend the program for another four years.	2017
Department of Defence	Women in Aviation International – Girls in Aviation Day (annual event)	Our broad demographic of pilots, engineers, mechanics, Air Traffic Controllers, academics, astronauts, managers, students, business owners, aviation enthusiasts and more, collaborate with a diversity of individuals and companies to inspire, connect and empower the next generation of aviation and aerospace professionals.	(Ongoing)
Commonwealth Scientific and Industrial Research Organisation	Women on Board Documentary series	The Women on Board project is developing a series of documentaries telling the story of the women critical to delivering and facilitating outcomes on Australia's only dedicated blue water research vessel. This project demonstrates the opportunities available to pursuing a career at the MNF and in STEM disciplines more broadly.	2018
Department of Communication and the Arts	Women in Science Symposium	A symposium for high-school girls that hosts talks from prominent female scientists about careers and opportunities in the field.	2015