

Women
IN SCIENCE



THE FLOREY IS CREATING A DYNAMIC WORKPLACE SO WE ATTRACT AND RETAIN

great talent



We are providing an environment designed to deliver ground-breaking medical research and we are doing this in collaboration with our entire pool of talent.

We are committed to developing the careers of young scientists, increasing work flexibility and by encouraging cultural change.

Dr Yen Ying Lim, clinical neuropsychologist,
NHMRC-ARC dementia research development fellow

HOW WE ARE MAKING A DIFFERENCE

Mentoring program

An official mentoring program for emerging leaders and postdoctoral researchers offers new skills.

Professional development events

A series of Women in Science professional development events with affiliated institutions provides an opportunity for female researchers to compare experiences and network with other female scientists.

Increased flexibility at work

Increased flexibility at work is encouraged through family-friendly core working hours, flexible meeting times, videoconferencing options and part-time positions.

Family room and parental leave

A family room allows mothers to breastfeed or express, and lets parents care for babies or children during school holidays. Parental leave is generous and flexible.

Right across the international scientific community, bright young women are being left behind. The Florey is determined to end the brain drain.

Today, women make up three quarters of the Florey's Honours and PhD students, and around half of our post-doctoral scientists. However, until now, female representation has dropped sharply amongst senior scientists and the Executive. Family responsibilities and the need to 'publish or perish' have proven to be great disincentives.

Australia's notoriously tough funding system is changing but employment remains a fragile beast and a continuous track record is still the main measure of a researcher's worth.

The Florey is determined to ensure we do not lose creative and highly trained female research scientists in their prime. We want our senior female scientists to act as role models and mentors, providing a pathway to seniority.

Supporting the role of fathers as caregivers, through flexible and considerate leave and work arrangements, is also crucial across the professional spectrum. We offer generous parental leave and flexible employment to all our staff, regardless of gender.

"The loss of women from science represents a very substantial cost to Australia in training, talent and opportunities for scientific innovation."

Professor Andrew Holmes,
President, Australian Academy of Sciences

*making a
difference*

THE FLOREY WOMEN IN SCIENCE

endowment

To help women stay in science, we need to remove some of the barriers so we help them succeed in their chosen profession.

We are creating awards to help female scientists stay at the top of the game, especially when juggling parenting responsibilities. We are helping new mothers to continue to build their profile and collaborations. We also want to build new pathways to senior levels through career support.

OUR GOAL

The Florey is building an endowment of \$A5 million which will generate an annual income of \$250,000 to support our female researchers.

We are on the way to meeting this target, but need the support of every person who values women succeeding in science.

WHY DOES THIS MATTER?

“...because women ask different questions, and this diversity leads to innovative ideas and better decisions in every branch of science”

— Professor Julie Bernhardt

“Entrenched problems don’t right themselves without a concerted effort to make amends.”

Dr Alan Finkel,
Australia’s Chief Scientist

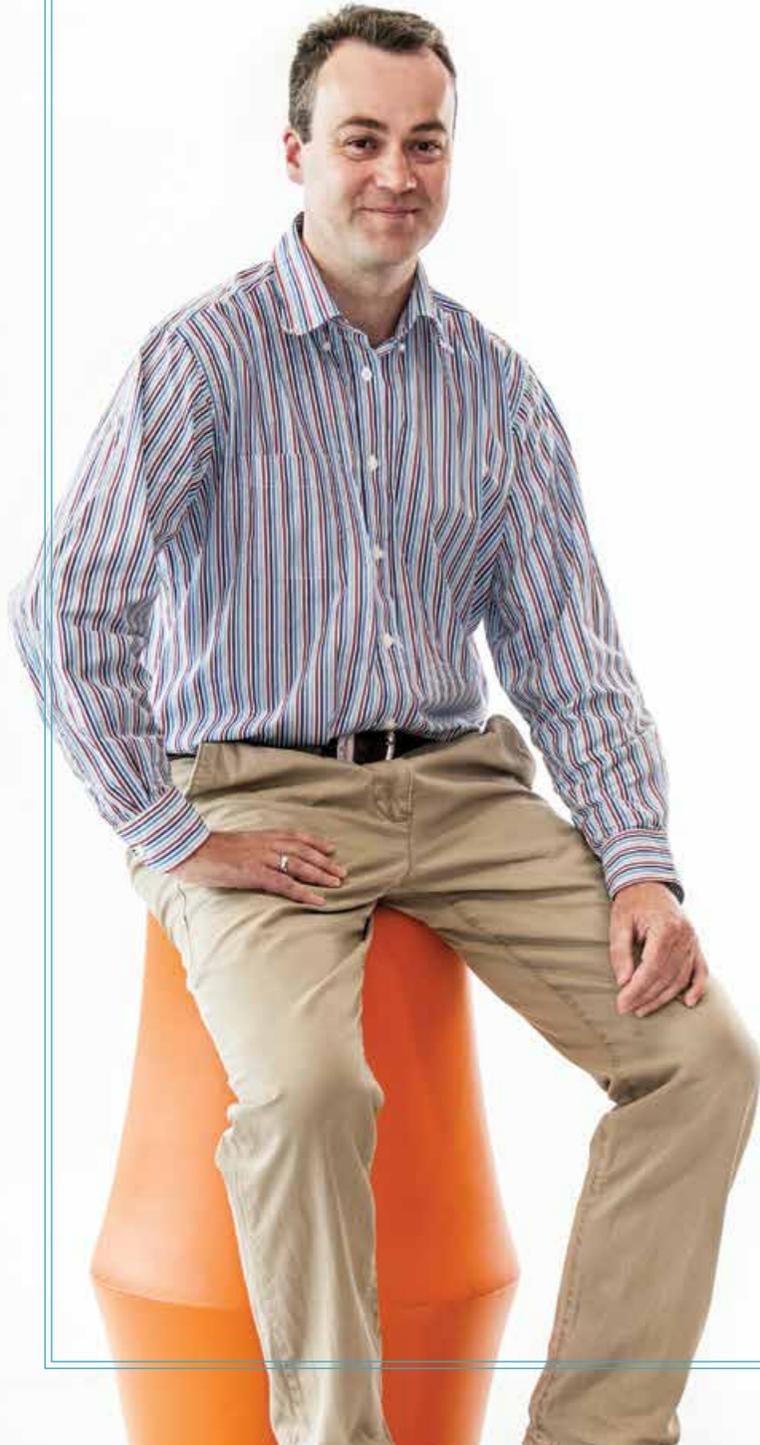


Dr Jess Nithianantharajah

Dr Jess Nithianantharajah was working in the UK for six years, producing high impact publications in major journals such as Nature Neuroscience before she was recruited back to the Florey. Relocating with her partner Adrian, the decision to return was also influenced by the desire to start a family ‘back home’. “When deciding where I wanted to continue my career, the Florey was a clear choice, both for its stimulating intellectual environment and its flexible parental policies.” Jess had

20 weeks of leave after Charlotte’s birth and during this time, Jess received a prestigious award. She was able to attend the interstate award ceremony, present a lecture and network with colleagues thanks to the support of the Florey’s Women in Science endowment which provided babysitting support. The Florey’s core work hours also mean Jess won’t miss out on important meetings when she has to drop-off and collect Charlotte from childcare.

“When deciding where I wanted to continue my career, the Florey was a clear choice, both for its stimulating intellectual environment and its flexible parental policies.”



Dr Dan Scott

Dr Dan Scott and his partner, Michelle, knew they wanted a third child to complete their family. Historically, paid parental leave at the Florey was only available to new mothers, but Michelle's corporate responsibilities meant she couldn't take prolonged maternity leave to care for a new baby. The Florey has recognised this increasingly common scenario, and now offers paid parental leave to the primary caregiver regardless of gender. Dan is now looking after his three gorgeous children, Hamish (5), Charlotte (3), Genevieve (12 weeks), and says: "I really appreciate the Florey's flexibility in acknowledging the changing employment landscape. This break has given me a clearer overview of the larger context of my research field, and I'm really excited about the direction my work will take when I return."

I really appreciate the Florey's flexibility in acknowledging the changing employment landscape.

"I am trying to understand the neurobiology underlying anxiety which peaks during adolescence. I want to take our findings from the lab to the clinic so kids grow up, free of the anxiety. The Florey provides a dynamic and supportive environment to continue this work. There is great professional support from my lab head, to leading women scientists and through to senior management."

Dr Despina Ganella
Baker Foundation Women in Science Fellow



I want to support the Florey's Women in Science

Please complete the form below with your donation and return it to Amanda Place, the Florey Institute of Neuroscience & Mental Health, Reply Paid 83037, 30 Royal Parade, Parkville, VIC 3052

First name:

Surname:

Address:

State: Postcode:

Email:

I would like to donate \$

OR pledge an annual donation, for three years of:

\$5,000 p.a \$2,500 p.a \$1,000 p.a \$500 p.a

Enclosed is my cheque money order

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Card number:

Name on card:

Expiry date:

Signature:

Thank you for your valuable support.





The Florey Institute of Neuroscience and Mental Health is one of the world's leading brain research centres. We work on the brain's basic biology, and a range of serious brain diseases including stroke, epilepsy, dementia and mental health.

COVER: L-R PROFESSOR JULIE BERNHARDT, DR EMMA BURROWS MS NAOMI MILGROM AO.

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