



*Call for Papers/Presentations/Participation
And Save the Dates!
50/50 by 2030 Foundation Inaugural Annual Symposium
Wednesday 16th and Thursday 17th June 2021
University of Canberra*

#SharetheLoad #SharetheBenefits #SharethePower

What will it take to achieve women's equal representation in leadership positions in Australian government and public institutions by 2030? How can improvements to date be built on and reinforced against the vagaries of political power and influence?

This *inaugural* 50/50 Foundation symposium will bring together 'active citizens' in all sectors in order to **activate research** to drive cultural and structural change to deliver *enduring gender equity in public leadership* in Australia. This includes academics from all disciplinary frames, politicians, non-governmental actors, policy makers in the public service and in the public sector broadly, journalists and commentators, indeed all people keen to present, discuss and engage with current research and thinking.

The symposium will be held **on Wednesday 16th and Thursday 17th June 2021** at the University of Canberra (with options for online involvement) and will be structured around the Foundation's commitment to "**Share the Load, Share the Benefits, Share the Power**" as a means of driving that change.

The themes acknowledge the links between the societal, economic, legal and political frameworks underpinning the lack of embedded equality broadly, and their related impacts and connection to women not having equal access to leadership positions in the public arena. Is it because women are not equally in positions of public leadership and power, that we have not been able to sufficiently budge those frameworks?

Paper presentations and expressions of interest to participate are sought from individuals interested in contributing in the following (related) themes of the conference:

Enquiries about the symposium should be sent to Professor Kim Rubenstein, Co-Director, 50/50 Foundation

Kim.Rubenstein@canberra.edu.au

Share the Load

What gender norms need budging in the home and in the traditionally identified 'private' spheres that impact on women's public leadership. What can be done in the home to shift and challenge those norms? What is the government's role in assisting in the sharing of the load of unpaid care work that COVID has so clearly amplified is disproportionately carried by women? Where does child-care fit in this paradigm? Paid parental leave? What initiatives are in place already and what more needs to be done to enable more people from diverse backgrounds to stay active in the public sphere when there are other spheres of importance in all people's lives?

Share the Benefits

The links between the economic structures in society and equality are stark. When it comes to gender this has been evident in the context of the gender pay gap, the gender segregated workforce, the tax system, and public policy generally not being attentive enough to the differential impact of public policy, including fiscal policy, on different groups in society. This theme of the symposium will engage with work being undertaken in these areas, to consider what reforms are needed to embed equality in our economic structures to enable people's lives to be lived to the full and to enable women to equally share the power?

Share the Power

What legal, and political and governance structures need changing to assist in the project of embedding equality in all public leadership in Australia? What changes to Australia's Constitution might assist? What changes to the Electoral System will be important? What changes to existing legislation should be part of the solution? What lessons can be learnt from other countries and the international context? Achievement of enduring equity in public leadership in Australia is central to the Foundation's mission is the

Expressions of Interest are due by Monday 19 April 2021

Expressions of interest, with a title and short description (up to 250 words) are invited for a range of presentations (indicating which theme you think your contribution best fits within) including but not limited to

- Fifteen-minute oral papers
- Short < 6-minute videos submitted in advance
- Panel discussions – a group of participants can put together a 45-minute panel
- Any other creative suggestions - feel free to pitch an idea

Expressions of interest should be sent to 5050symposium@canberra.edu.au