murdoch children's research institute

30 October 2026

Dr Janin Bredehoeft
SAGE Ltd
PO Box 7050
Greenway ACT 2900
Email: sage@sciencegenderequity.org.au

Dear Dr Bredehoeft,

On behalf of Murdoch Children's Research Institute (MCRI) I wish to apply for participation in the SAGE Athena Swan Program.

In committing to the principles of the SAGE Athena Swan Charter, we recognise that we join a global community with a shared goal of advancing gender equity, diversity and inclusion in higher education and research. Each Institution is at a different stage in its gender equity, diversity and inclusion journey, and has different challenges and priority areas for action.

In determining our institutional priorities, and designing and implementing interventions, we commit to:

1. ensuring that gender equity, diversity and inclusion work is appropriately resourced, distributed, recognised, and rewarded.
2. undertaking transparent and rigorous self-assessment processes, analysing institutional structures, systems, and cultures to identify the barriers to attraction, retention and progression for staff and students, and thus to gender equity, diversity and inclusion.
3. designing initiatives based on institutional data, and national and global evidence of best practice.
4. monitoring, evaluating, and publicly reporting on progress made, challenges experienced, and impact achieved, to inform continuous improvement.
5. actively incorporating Indigenous knowledges and perspectives to address the specific inequities and injustices experienced by Aboriginal and/or Torres Strait Islander staff and students.
6. consciously considering all genders, recognising that gender is not binary, and that trans and gender diverse people face specific inequities because of their gender

identities.

7. taking an intersectional approach to advancing gender equity, diversity and inclusion, recognising that people of any particular identity are not a homogeneous group.
8. engaging with those most impacted by inequitable practice to proactively redesign and reshape structures, systems and culture.
9. increasing the safety and wellbeing of staff and students by proactively and transparently preventing and responding to bullying, harassment, sexual harassment, gender-based violence and discrimination.
10. embedding change in institutional governance and accountability structures; actively and visibly championing and promoting gender equity, diversity and inclusion in our Institutions, the SAGE Athena Swan community, and across the sector; and holding ourselves and other senior leaders accountable for driving sustainable transformational change.

MCRI has nominated Nicole Kleppe as its designated SAGE Athena Swan contact. The contact will be the conduit for communication between SAGE and the organisation.

Yours sincerely,

Kathryn North

Approved by Professor Kathryn North AC
Director of Murdoch Children's Research Institute (MCRI)

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