

9 November 2017

Randwick Campus Redevelopment  
Email: [randwickcampusredevelopment@health.nsw.gov.au](mailto:randwickcampusredevelopment@health.nsw.gov.au)



**Re: RANDWICK CAMPUS REDEVELOPMENT**

We write in response to the call for feedback on the Randwick Campus Redevelopment.

One of the aims of the Medicine Equity Diversity and Inclusion Committee (MEDIC) is to identify actions and initiatives to help achieve the Faculty's equity, diversity and inclusion targets and provide a supportive and equitable work place for all staff and students.

We encourage the Committee to incorporate an early childhood care facility in the new development, and believe UNSW and the Randwick Hospitals could provide outstanding leadership in this area.

Access to high quality childcare is a key component of enabling our staff with young children to return to the workforce. UNSW has long recognised this and owns and operates four centres close to the Kensington campus. However, these centres are oversubscribed and there is high demand for increased places in the 0-2 age group, and casual or flexible care. Co-location of childcare has benefits of convenience for all staff, but is crucial for mothers who wish to return to work and continue breastfeeding their babies.

Progression of female academics through the mid-career years which coincide with starting a family has been identified as a major bottleneck, and access to childcare is one way to begin to address issues of gender inequity in medicine.

The Walter and Eliza Hall Institute (WEHI) in Melbourne has lead the way in this area by building a new childcare centre directly adjacent to their research building, to open in 2018. Links to an article and video about this project are provided below. This government and philanthropic supported initiative has received incredibly positive media coverage. It would be wonderful to see something similar here in NSW.

<https://www.wehi.edu.au/news/victorian-government-support-new-childcare-facility-heart-medical-research-precinct>  
[https://youtu.be/-WBt\\_822ej4](https://youtu.be/-WBt_822ej4)

Yours sincerely,

Louisa Jorm  
Chair, MEDIC

Professor, Faculty of Medicine  
Director, Centre for Big Data Research in Health