

Gender Equity Policy

Section 1 - Purpose

(1) The University of Canberra is committed to promoting and encouraging gender equity and to addressing any gender imbalances that may exist within the University. This policy states our obligations and gender equity commitments.

Section 2 - Scope

(2) This policy applies to all staff.

Section 3 - Principles

Gender

(3) Gender refers to the social attributes and differences associated with being female, male or gender-diverse, and does not replace the term 'sex', which refers exclusively to biological differences. In most societies there are differences and inequalities between women and men.

(4) Gender equity is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman, man or gender-diverse.

(5) In a binary sense, the University of Canberra acknowledges and accepts the inherently different experiences of women and men. This does not ignore the disadvantages experienced by people who are gender-diverse. The aim of gender equity is to achieve broadly equal outcomes for all, not exactly the same outcome for all individuals.

Our commitment

(6) The University of Canberra is committed to promoting and applying equal opportunity between women, men and gender-diverse people by providing an inclusive working, learning and social environment in which the rights and dignity of all its staff are equal and respected.

(7) The University of Canberra is committed to fostering this through promoting and encouraging gender equity at all stages of the employment lifecycle including recruitment, retention, performance management, professional development, promotion, talent identification, succession planning, remuneration and resignations.

(8) To enable us to achieve this commitment, the University of Canberra will develop a gender equity strategy that will outline activities and programs designed to enhance and promote gender equity including monitoring and reporting on gender equity indicators in the employment life cycle.

(9) The following principles articulate our aspiration to apply and promote equity of opportunity at each stage of the employment lifecycle:

- a. Recruitment: Establish and maintain recruitment processes that take account of gender equity including, but

not limited to, the formulation of job descriptions and the composition of shortlists and selection panels.

- b. Retention and Remuneration: Include consideration of gender equity in the development of policies and procedures relating to the working conditions and benefits for staff such as remuneration and working arrangements. Introduce processes to enhance and maintain gender equity as required.
- c. Performance Management Processes: Establish performance management processes aimed to encourage and promote equal opportunity and promote awareness of gender equity in this process.
- d. Promotion: Ensure processes and considerations for promotion are fair, equitable and transparent and take account of the impact of caring responsibilities on working arrangements.
- e. Talent Identification and Identification Of High Potential Staff And Succession Planning: Establish processes for identifying high potential staff and succession planning that give due consideration to gender representation and gender equity.
- f. Professional Development: Include consideration of gender equity when offering professional development opportunities and special programs as required to encourage and support staff in their professional development.
- g. Consultation On Gender Equality In The Workplace: Conduct an anonymous staff survey once every two years for UC staff, including casual and sessional staff, to obtain feedback on the University's overall performance, and report to staff on the survey responses. Prepare an action plan to address the feedback from the staff survey in relation to any issues on gender equality, gender diversity and gender discrimination.
- h. Our Legal Obligations: Under the [Workplace Gender Equality Act 2012](#), the University of Canberra also has a positive duty to support and improve gender equity outcomes at the University.

Section 4 - Responsibilities

WHO	RESPONSIBILITIES
Chief People Officer (CPO)	Policy Custodian of this policy.
People & Culture (P&C)	Responsible for the provision of advice on gender equity matters, updating the University on legislative changes and assisting with the development, implementation, and monitoring of this Policy.

Section 5 - Definitions

TERM	DEFINITION
NIL	NIL

Status and Details

Status	Current
Effective Date	19th September 2024
Review Date	21st June 2026
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Expiry Date	To Be Advised
Custodian	Wendy Flint Chief People Officer
Responsible Manager	Ellen Swavley Deputy Director, Diversity and Talent
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