# Gender Equity Action Plan

## 2022- 2025

DEAKIN
UNIVERSITY

# Contents

## Acknowledgement

### Executive Endorsement

This plan represents Deakin's commitment to advancing gender equity. The first iteration of the plan was endorsed by University Executive on March 8, 2022, and revised with endorsement on June 2023.

## Gender Equity at Deakin

Deakin has demonstrated a sustained commitment, not only to improving employment outcomes for women, but also to considering intersectionality, and the impact this has on staff development, career progression and job satisfaction.

The introduction of the Victorian *Gender Equality Act 2020* provided Deakin with an opportunity to refresh the Gender Equity Action Plan and further consolidate, in line with recommendations from the Respect@Work[1] report, the sexual harm prevention and respect program of work within the broader context of gender equality. The plan is also linked to the seven gender equity indicators set out in the Act that relate to gender composition of the workforce, pay equity, recruitment, and promotion practices, leave and flexibility arrangements and sexual harassment in the workplace. In light of organisational change, and the impact of COVID-19, Deakin undertook a further review of its original Gender Equity Action Plan in 2023, incorporating broader programs of work underway across the University.

Deakin University has an established Diversity, Equity, and Inclusion (DEI) Division which enables strategic, enterprise-wide gender equity planning and program delivery. Universities are uniquely placed to challenge gender stereotypes and to educate, train and develop a future workforce that is free from the limitations of gender segregation - advancing society, culture, and the economy. Deakin is strongly committed to supporting women and gender diverse staff and students to participate and thrive in underrepresented courses and industries. The Division also provides for independent workforce data analysis in line with compliance reporting obligations and, through a specialist complaints team, can respond to complaints via an impartial process based on the principles of equity and natural justice.

## A Shared Responsibility

Consultation with employees and key stakeholders, including the University Council, University Executive and Deakin NETU Branch Committee members, helped to inform the development and ongoing evolution of Deakin's Gender Equity Action Plan 2022-2025. While the DEI Division will lead the implementation of this plan, success is dependent on strong relationships and collaboration with key partners including, People and Culture, People Services, CX Hub, Business Performance Insights, Faculty Diversity and Inclusion Taskforces and Employee Engagement Networks.

Advancing gender equality is a shared responsibility and our entire community is encouraged to engage with and support the strategies and initiatives outlined in this plan. With a focus on empowering managers and teams through knowledge sharing and capacity building, the University aims to demonstrate how gender equality benefits all staff and students at Deakin, as well as members of the broader Victorian community, regardless of gender.

The strategies and measures in this plan seek to promote gender equality and address the barriers that limit the full participation of women and gender diverse people in the workforce and broader community. The benefits of a balanced and diverse workforce have been established through peer-reviewed research. These include, but are not limited to, increased performance in decision-making, innovation, ability to attract the best candidates, and job satisfaction for all genders.

1    Australian Human Rights Commission 2020, *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces,* AHRC, viewed 30 August 2021, <**https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020**>

# Vision

Deakin aspires to be Australia's most progressive university, achieving equal representation, recognition, reward, and value of staff irrespective of gender. The principles of diversity, equity and inclusion underpin the University's overall approach to education, research, employability, digital delivery, innovation, and partnerships for impact.

Deakin's longstanding commitment to gender equity and inclusion is demonstrated through the following ongoing initiatives.

### Diversity, Equity, and Inclusion capability training suite
Diversity, Equity, and Inclusion delivers training relating to a wide range of issues that reflect Deakin's commitment to ensuring an inclusive work and learning environment including unconscious bias, bystander intervention, respectful behaviours, harassment and discrimination, responding to disclosures of interpersonal violence, LGBTIQ+ inclusion, and disability awareness training.

### Audit of policies and procedures
Undertaking regular and ongoing review of Deakin's policy suite through gender and intersectional lenses to create fairer outcomes helps ensure that all people have equal access to opportunities and resources by critically thinking about how policies, programs and services meet the different needs of a diverse community.

### Employee Engagement Networks
Whether staff have lived experience or are passionate allies, there are several different Deakin networks employees can join including the LGBTIQ+ Pride Network and Disability Advocates Network. These networks provide opportunities for engaged, passionate staff to connect as a community to foster a vibrant and inclusive culture at Deakin.

### Harassment and Discrimination Contact Officer Network
The Harassment and Discrimination Contact Officer (HDCO) Network provides an avenue through which staff and students can seek advice and support in relation to instances of discrimination, harassment, bullying and victimisation.

### Inclusion Officers Network
Inclusion Officers provide support for students and staff who are affirming, seeking to affirm, or have affirmed, their gender. The network also acts as a collaborative team who provide advice and share learnings to other members.

### Continuous improvement of grievance processes
Grievance processes, in particular those related to sexual harm, continue to be improved. This includes reinforcing messages which outline reporting and support options available to staff and students through campaigns and other activities, and ongoing monitoring of sexual harm disclosures to identify reporting trends.

### Breastfeeding Friendly Workplace Accreditation
Deakin currently provides breastfeeding facilities at all campuses. Annual re-accreditation with the Australian Breastfeeding Association ensures an ongoing commitment to the equal and full participation in the workforce of pregnant, potentially pregnant and breastfeeding employees.

## Over the next four years Deakin aims to:

- reduce the organisational pay gap to 9%,
- increase the diversity and representation of women and gender diverse people in senior roles,
- create a respectful community and raise awareness and understanding of the link between gender inequality and violence against women,
- strengthen a culture of belonging, safety, respect, and inclusion.

# Priority Areas

**1  Workforce Composition and the Gender Pay Gap**

Deakin's gender pay gap of 9.7% (mean, total renumeration March 2022) sits below Australia's national gender pay gap of 14.1%[3] (May 2022) and the Victorian gender pay gap of 15.6%[4] (2021). By continuing to address specific drivers of the pay gap across both academic and professional cohorts, actions in this section directly support the reduction of Deakin's organisational gender pay gap.

**2  Enhancing the Academic Career Pipeline**

The University is focussed on strengthening the academic pipeline of mid-career female and gender diverse academics through career advancement, promotion and leadership initiatives. In addition to tailored career coaching/mentoring programs, initiatives also include supports such as career continuity research funding and Achievement Relative to Opportunity (ARtO) workshops, designed to address identified barriers to progression.

**3  Creating a Respectful Community**

Actions in this section help to deliver Deakin's Respect and Sexual Harm Plan (2021 to 2024) and reflect the importance of strong messaging from organisational leaders regarding respectful behaviour. Education and training to promote an understanding of the link between gender inequality and violence against women are also emphasised. Regular reporting of data relating to harassment in the workplace will ensure a coordinated approach to sexual harm prevention and response across the University.

**4  Fostering an Inclusive Culture**

Inclusion is one of Deakin's core values and the University seeks to create an environment in which diversity is valued, differences are embraced, and staff and students feel part of a connected, safe, and respectful community. In responding to the COVID-19 pandemic and the dramatic change to the way we work, Deakin continues to refine a blended working model. The model seeks to foster a contemporary, flexible and adaptive working environment that is inclusive and supportive of individual circumstances and promotes a sustainable work-life balance.

[3] Workplace Gender Equality Agency, Australia's Gender Pay Gap Statistics, WGEA, viewed 12 December 2022, <https://www.wgea.gov.au/publications/australias-gender-pay-gap-statistics>
[4] Commission for Gender Equality in the Public Service, Baseline report - 2021 workplace gender audit data analysis, CGEPS, viewed 12 December 2022, <https://www.genderequalitycommission.vic.gov.au/baseline-audit-report-2021>

*Table 1: Workforce Composition and the Gender Pay Gap*

| Strategy/Action | Description | Outcome(s)/Measure(s) | Responsibility | Timeline for Completion | Gender Equity Indicator(s) |
|---|---|---|---|---|---|
| 1.1. Commission a comprehensive review of intersectional data fields within DeakinPeople | Current equity cohort data records are incomplete or not up to date - a number of data fields have no response recorded and many records were completed before the current fields and options (e.g. non-binary gender options) were available. The review will include a feasibility study to assess gaps in the system and the downstream impact of changes. Consideration will also be given to external reporting requirements to ensure consistency of mapping across systems. | A comprehensive plan for streamlining and updating intersectional data records to support analysis and reporting. | - CX Hub<br>- Business Performance Insights (BPI)<br>- DEI | December 2023 | - Gender Composition (Workforce)<br>- Intersectionality |
| 1.2. Support workforce planning with gender and intersectional metrics | Diversity, Equity, and Inclusion to provide annual gender metrics to support workforce planning and recruitment conversations with hiring managers. | Annual reports delivered to Faculty and CX Hub with metrics communicated to hiring managers. | - DEI<br>- BPI<br>- Faculty | Ongoing | - Gender Composition (Workforce)<br>- Intersectionality<br>- Recruitment and Promotion<br>- Gender Segregation |
| 1.3. Review Recruitment of Staff Procedure | Review the Recruitment of Staff Procedure to ensure alignment with best practice and inclusive recruitment practices. | Review complete and updates communicated. | - CX Hub<br>- DEI | December 2023 | - Recruitment and Promotion<br>- Intersectionality |
| 1.4. Maintain representation of women on University Council | Representation of women on University Council is currently 40% (June 2021). All Council Member appointment submissions must provide details on how the appointment will affect the gender composition of the Council. The Council maintains a skills matrix and has an objective of 50-50 gender balance. | Achieve gender balance of 50-50 recognising that representation may fluctuate from year to year depending on elected members. | - Chancellor's Advisory Committee<br>- Council Secretary | Ongoing | - Gender Composition (Governing Body) |
| 1.5. Establish the Vice-Chancellor as a WGEA Pay-Equity Ambassador | Capture the VCs ongoing commitment to pay equity at Deakin through recognition as a WGEA Pay Equity Ambassador. Requirements for registration include reporting pay equity metrics to the executive and board as well as acting on results of pay gap analysis. | VC acknowledged as a WGEA Pay Equity Ambassador.<br><br>Annual pay gap reporting to Executive. | - DEI<br>- Office of the VC | December 2023, renew commitment to pay equity every two years | - Gender Pay Equity |
| 1.6. Continued refinement of remuneration review practices, enabling equity in outcomes | Continuing to build on the results of the Pay Driver Analysis conducted by Mercer Australia by applying a neutral approach to senior remuneration recommendations. Achieve through the assessment of work value points and remuneration bands, external benchmarking and internal relativity considerations. | Reduce the pay gap by ≥ 1% for above HEW 10 roles. | - People and Culture (P&C) | Ongoing | - Gender Pay Equity |
| 1.7. Promote and provide capability development for staff | At Deakin, we work towards creating an environment of inclusion where we value our diversity, embrace difference, and nurture a connected, safe, and respectful community. This is achieved through capacity building via the availability of training to all staff (including Recruitment and other People Services teams) and student leaders. Topics include Respect at Deakin, inclusive recruitment practices, inclusive language, unconscious bias, understanding and responding to interpersonal violence, gender diversity awareness. | Annual training sessions delivered.<br><br>> 80% participants agree they were equipped with new knowledge and skills.<br><br>> 80% participants agree training was relevant for the role.<br><br>> 80% participants were satisfied with training provided.<br><br>> 80% participants recommend training to their colleagues.<br><br>Development of a new gender equity training workshop available to all staff. | - DEI<br>- People and Culture | Ongoing | - Intersectionality<br>- Recruitment and Promotion<br>- Gender Segregation<br>- Workplace sexual harassment |

*Table 2: Enhancing the Academic Career Pipeline*

| Strategy/Action | Description | Outcome(s)/Measure(s) | Responsibility | Timeline for Completion | Gender Equity Indicator(s) |
|---|---|---|---|---|---|
| **2.1. Strengthen the status and conditions of Deakin's academic sessional workforce** | Women comprise 65% of Deakin's academic casual workforce and Deakin wants to ensure they are well supported, recognised and connected. Develop and implement approaches to support sessional academic staff to operate safely and productively in a blended working environment. Results from Pulse Survey 2021 (Casual Academics n ≥ 173):<br><br>- I feel like I belong at Deakin - 60%<br>- I have access to the learning and development I need to do my job well - 58%<br>- I receive appropriate recognition for good work at Deakin - 47% | More than 60% of sessional academic respondents return a favourable response to appropriate manager related statements (Pulse Survey).<br><br>Gain a greater understanding of experiences and opportunities for enhancement through the introduction of a Pro Vice-Chancellor, Sessional Academic Experience who will focus on reviewing and improving the employee life cycle experience over the 18-month span of the project. | - Deputy Vice Chancellor Academic (DVCA)<br>- P&C | Ongoing | - Recruitment and Promotion<br>- Intersectionality<br>- Workforce composition |
| **2.2. Develop resources to support and expand the practical implementation of achievement relative to opportunity (ARtO) principles for academic promotions** | To bring the principles of ARtO into practice, additional resources are required to further upskill both academic staff and promotion panellists in preparing and assessing ARtO applications. 72% of female and 45% of male academic promotion applications contained ARtO statements in 2021. Promotion success rates were higher for cohorts with ARtO statements (70% successful compared with 58% non-ARtO applications). | Maintain academic promotion success rates on par for cohorts both with and without ARtO statements. | - DVCA<br>- CX Hub<br>- Faculties | Ongoing | - Recruitment and Promotion<br>- Intersectionality |
| **2.3. Increase success rate of academic promotion for women in Science, Engineering and Built Environment (SEBE)** | Work to address low promotion applications rates for Level B-C women in SEBE (3.3% Level C application rate - SAGE 2015-2017 benchmark), focussing on the efficacy of existing and planned interventions, including:<br><br>- Targeted career planning and mentoring opportunities.<br>- Improved knowledge and understanding of how to document and evidence 'achievement relative to opportunity' applications.<br>- Establish a vibrant and active cross disciplinary network for female academics. | Increase cumulative promotion applications rates for Level B-C women in SEBE to above 6%. | - SEBE Taskforce<br>- DEI | December 2023 | - Recruitment and Promotion<br>- Workforce composition |
| **2.4. Implement Career Progression Coaching Program (CPCP) in the School of Exercise and Nutrition Sciences (SENS)** | Recognising the significant challenges facing female academic staff including part time work, caring responsibilities, loss of research momentum during career breaks and significant administrative and service roles, the CPCP aims to increase the representation of women at senior academic levels by providing career coaching for female staff at Level C (40% representation of women at SENS Levels D and E - SAGE 2017 benchmark). The program includes mentoring, career progression workshops and promotion application writing workshops. | Comparative representation of women vs. men at all academic levels (out of total staff and by discipline).<br><br>Metrics related to the length of time spent at level C for women vs. men pre-program (2016-2020) to post program (2021-2025) at time of promotion.<br><br>At least 80% of participants feel confident in their ability to secure a promotion from Level C to Level D (post evaluation survey, cumulative total 2021-2024). | - SENS<br>- DEI<br>- P&C | June 2024 | - Recruitment and Promotion<br>- Workforce composition |
| **2.5. Evaluate the Gender Equity in Research Policy** | Established in 2017, the Gender Equity in Research Policy seeks to address the known barriers experienced by researchers who are also primary carers. The Policy outlines a range of measures targeted at these staff to assist them in progressing their careers and growing their research at Deakin. The Policy includes both the Career Continuity and the Vice-Chancellors Conference Care Support (VCCCSF) Funds. Evaluation will focus on increasing fund awareness and uptake as well as measuring impact. | Promote policy and streamline process to increase applications. | - Deputy Vice Chancellor Research (DVCR)<br>- DEI | December 2023 | - Recruitment and Promotion<br>- Leave and Flexibility<br>- Intersectionality |

*Table 3: Promoting Respectful Behaviours*

| Strategy/Action | Description | Outcome(s)/Measure(s) | Responsibility | Timeline for Completion | Gender Equity Indicator(s) |
|---|---|---|---|---|---|
| **3.1. Review Deakin's Domestic and Family Violence Policy** | Review the Domestic and Family Violence Policy and Procedure to ensure alignment with best practice. | Review completed and updates communicated. | - DEI | December 2023 | - Leave and Flexibility<br>- Intersectionality |
| **3.2. Continue Deakin's coordinated approach to sexual harm prevention and response** | The Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group oversees Deakin's sexual harm prevention and response programs of work. This group takes direct responsibility for shaping Deakin's prevention and response initiatives and for monitoring and evaluating actions taken. An Annual Respect and Sexual Harm Prevention Report will be prepared for Executive, Audit and Risk and Council including prevention programs of work and sexual harm data. | Minutes provided to Vice-Chancellor and Executive. Annual Report generated and shared with Executive, Risk and Audit, and Council. | - DEI | Ongoing | - Workforce Sexual Harassment<br>- Intersectionality |
| **3.3. Build staff capacity around sexual harm prevention and response** | The 'Respectful Behaviours in the Workplace' and 'Responding to Disclosures of Sexual Harm' modules are compulsory for staff and help to ensure that staff are equipped to become active bystanders and to respond appropriately should they receive a disclosure of sexual harm. Completion rates in 2021 and 2022 were as follows:<br>- "Respectful behaviours in the workplace": 95%, 97%<br>- "Responding to disclosures of sexual harm": 90%, 93%<br>Diversity & Inclusion Staff Survey 2021 (n ≥ 488):<br>- In my organisation gender-based harassment and sexual harassment is not tolerated 84% AGREE<br>- My organisation encourages respectful workplace behaviours 84% AGREE | Maintain completion rate of both staff modules above 90%.<br>More than 85% of respondents to AGREE with the two statements relating to harassment and respectful workplace behaviours (DISS 2023). | - DEI | Ongoing | - Workforce Sexual Harassment |
| **3.4. Deliver bespoke workshops to increase staff capacity to understand and respond to disclosures of interpersonal violence (child safety, family violence and sexual harm)** | The focus of the bespoke 'Understanding and Responding to Interpersonal Violence' workshops are to build staff competency and confidence to respond appropriately to disclosures. The interactive workshops include tailored case studies for groups such as Residential Services and Campus Security. Continue to review and revise content for workshops and, where relevant, seek to co-design case studies with staff. Develop an evaluation process to assess and monitor effectiveness of the workshops in fostering cultural/behavioural change and increasing confidence of participants to respond to disclosures. | Develop a centralised evaluation tool for DEI capacity building workshops.<br>Establish a benchmark for ongoing monitoring and evaluation of workshops.<br>Deliver training to relevant staff cohorts. | - DEI | Ongoing | - Workforce Sexual Harassment<br>- Intersectionality |
| **3.5. Implement the actions resulting from the 2021 National Student Safety Survey (NSSS).** | The National Student Safety Survey (NSSS) forms part of an ongoing commitment from Australian universities to ensure student safety, prevent sexual harm in university communities, and improve how universities respond to and support those who have been affected. Deakin has established a NSSS Steering Group that meets regularly and consists of representatives from stakeholders across the University. The NSSS Steering Group will focus on raising awareness of the survey, survey results, and providing information about self-care and coping skills during and after the survey period. | Dedicated communications campaign to promote survey, available supports and NSSS results.<br>Implement the actions resulting from the 2021 National Student Safety Survey (NSSS) | - DEI<br>- NSSS Steering Group | Survey Live: September 6 - October 3, 2021<br><br>Ongoing | - Workforce Sexual Harassment |
| **3.6. Deliver financial literacy sessions** | Deakin is committed to increasing knowledge of the link between gender equity and the gendered drivers of violence against women and to increasing financial literacy for female and gender diverse staff and students. | Two financial literacy sessions delivered annually with evaluation feedback. | - DEI | Ongoing | - Gender Pay Equity<br>- Leave and Flexibility |
| **3.7. Develop and facilitate a pilot male allyship program** | Design a pilot program targeting 20 male staff university-wide inviting engagement and allyship. Provide participants with practical tools and actions to promote respect and address gendered violence. | Executive sponsor engaged. Program evaluation report on impact and outcomes. | - DEI | December 2024 | - Workforce Sexual Harassment<br>- Intersectionality |
| **3.8. Expand guest lecture program** | The guest lecture program was piloted in 2022 and involves identifying opportunities to contribute to course materials in relation to gendered violence; engaging with relevant stakeholders to design and deliver guest lectures; upskilling students and academics within specific programs and increasing engagement with capacity building offerings. Continue to promote program and increase engagement. | 15+ guest lectures delivered. | - DEI | December 2023 | - Workforce Sexual Harassment<br>- Intersectionality |

*Table 4: Fostering an Inclusive Culture*

| Strategy/Action | Description | Outcome(s)/Measure(s) | Responsibility | Timeline for Completion | Gender Equity Indicator(s) |
|---|---|---|---|---|---|
| **4.1. Ensure leading practice around flexible work** | Embed an understanding of what flexible work means at Deakin. The aim is to establish models of flexibility that balance University requirements with individual desires for personal flexibility. Feedback from the Diversity & Inclusion Staff Survey 2021 (n ≥ 486):<br><br>- I have the flexibility I need to manage work and other commitments % AGREE: 81%<br>- Using flexible work arrangements is not a barrier to success in my organisation % AGREE: 64%<br>- There is a positive culture within my organisation in relation to employees who use flexible work arrangements % AGREE: 61% | Blended working to be incorporated into flexible working procedure. Delivery of ways of working and tools for leaders and staff to enable blended working across and within teams.<br><br>> 60% of Pulse Survey respondents return a favourable response to appropriate flexible working questions. | - Blended Working Taskforce<br>- P&C<br>- DEI | Ongoing | - Leave and Flexibility<br>- Intersectionality |
| **4.2. Offer KidsCo. Virtual School Holiday Program** | The program runs daily activities for children to assist staff in managing their work and family responsibilities when school age children are on school holidays. | Provision of the KidsCo program during school holidays. | - P&C | December 2022 | - Leave and Flexibility |
| **4.3. Leadership to demonstrate commitment to fostering an inclusive culture** | Vice-Chancellor and members of the Executive to communicate Deakin's commitment to the Principles of Gender Equality and Deakin's core value of inclusion - 'we value diversity, embrace difference, seek to engage and welcome all'. | Annual gender equity and inclusion updates from the VC, Executive and other senior leaders. | - DEI<br>- Office of the VC | Ongoing | - Workplace Sexual Harassment<br>- Intersectionality |
| **4.4. Establish DEI Taskforces in Non-STEMM Faculties** | Building on the success of the SEBE and Health Taskforces, additional Taskforces will be established in the Faculties of Arts and Education and Business and Law to drive local diversity, equity, and inclusion actions. DEI to provide guidance and ensure alignment with DEI strategic priorities. | Establish Taskforces in B&L and A&E. | - B&L<br>- A&E<br>- DEI | June 2022 | - Gender Composition<br>- Recruitment and Promotion<br>- Gender Segregation |
| **4.5. Develop and deliver leadership development and manager capability programs** | Delivered through workshops, group mentoring sessions, podcasts and a suite of online tools, the program will help managers and supervisors to develop practical skills to support inclusion, productivity, engagement, wellbeing, and flexibility.<br><br>Results from Pulse Check 2021 (n ≥ 3,308):<br><br>- My manager (or someone in management) has shown a genuine interest in my career aspirations - 62%<br>- My manager supports and helps me to adapt the way I work where needed - 78%<br>- My manager genuinely cares about my wellbeing - 79% | > 60% of respondents return a favourable response to appropriate manager related statements (Pulse Survey). | - P&C | Ongoing | - Leave and Flexibility<br>- Intersectionality |
| **4.6. Co-design and deliver 'iBelong at Deakin' for students** | Co-design and deliver 'iBelong at Deakin' working with students to continue to build and strengthen a culture and experience of belonging, safety, respect, and inclusion. | Develop iBelong inclusion planning tools and guidelines.<br><br>Develop, deliver and incorporate Nyaal immersive learning experience as part of training offerings.<br><br>Develop, deliver, and promote iBelong module.<br><br>> 70% of students SATISFIED with personal experience of respect, belong, thrive indicators (IWSS 2022) | - DEI<br>- DVCA | December 2023 | - Intersectionality<br>- Workplace Sexual Harassment |

## Audit Data

The workplace gender audit summary statistics below were compiled from workforce and employee experience data prepared for submission under the Victorian Gender Equality Act 2020 (reporting period: 1 April 2020 to 31 March 2021). Employee experience data was collected as part of the Diversity and Inclusion Staff Survey 2021 (DISS 2021). Data from the audit helped to inform the development of actions in the Gender Equality Action Plan. Gender diverse data was collected and analysed however reporting was limited due to small sample sizes.

**Indicator 1** Gender pay equity
**Indicator 2** Gender composition at all levels of the workforce
**Indicator 3** Gender composition of governing bodies
**Indicator 4** Workplace sexual harassment
**Indicator 5** Recruitment and promotion
**Indicator 6** Gendered workforce segregation
**Indicator 7** Leave and flexibility

### Indicator 1: Pay Equity

The gender pay gap is the difference between women's and men's average full-time equivalent earnings, expressed as a percentage of men's earnings.

*Table 5: Organisational Gender Pay Gap*

| Type of pay gap | Organisation Gender Pay Gap |
|---|---|
| Median Base Salary Gap | 9.1% |
| Median Total Remuneration Gap | 7.7% |
| Mean Base Salary Gap | 8.4% |
| Mean Total Renumeration Gap | 9.5% |

Source: All Fixed-term, Ongoing and Casual Staff (n = 6,946) as at March 31, 2021.

The organisational pay gap is driven by a skewed distribution of women towards Levels A and B and HEW Levels 2 to 6. Women at these levels comprise nearly 30% of all Deakin staff which significantly reduces both the average and median female remuneration values, increasing the pay gap. From a pay equity perspective, in band pay gaps are all less than or equal to 2% with the exception of the Above HEW 10 cohort.

## Indicators 2 & 3: Gender composition of the workforce and governing body
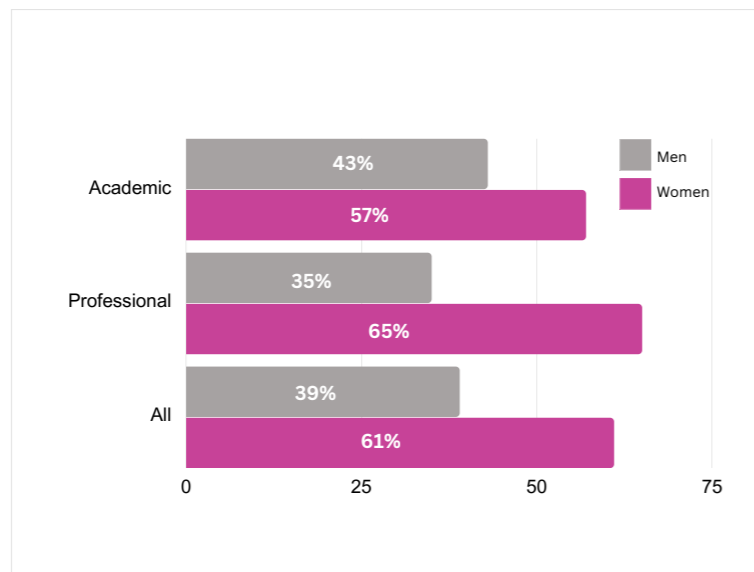
Gender composition of Deakin University staff by staff type, contract type, employment basis. Overall (n = 6946)
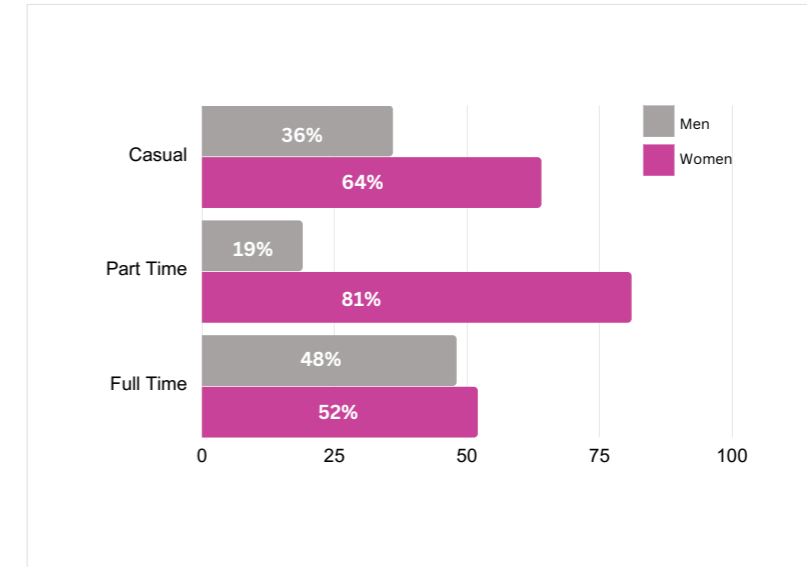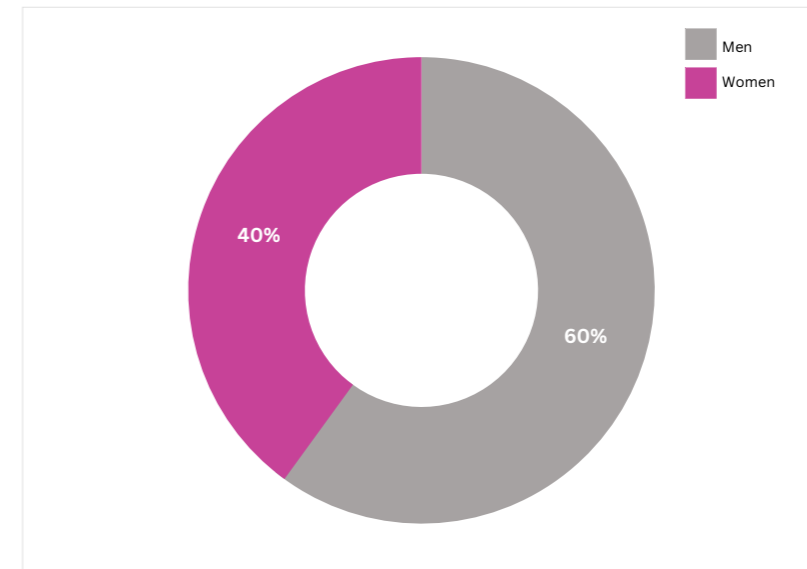


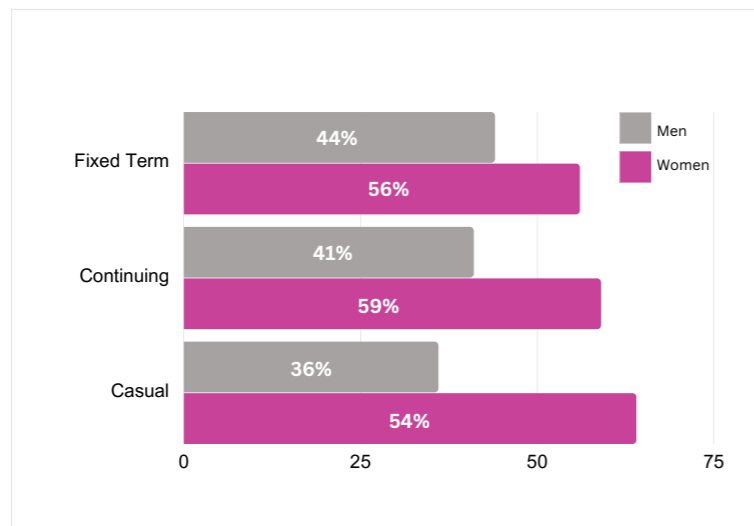Gender composition of Deakin University staff by employment type



Gender composition of Deakin University staff by contract type
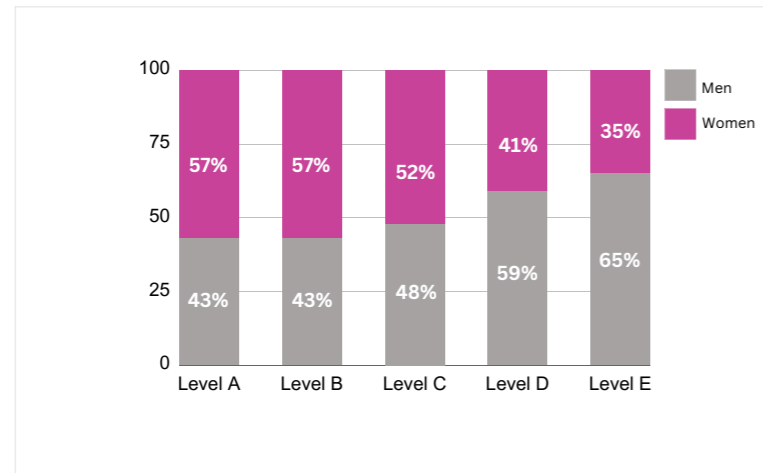


Gender composition of Deakin University staff by employment basis



Gender Composition of Deakin University Council (n = 15)



### Gender Composition of Deakin University staff by employment classification

Gender composition (%) of professional staff by HEW levels

Gender composition (%) of academic staff by level



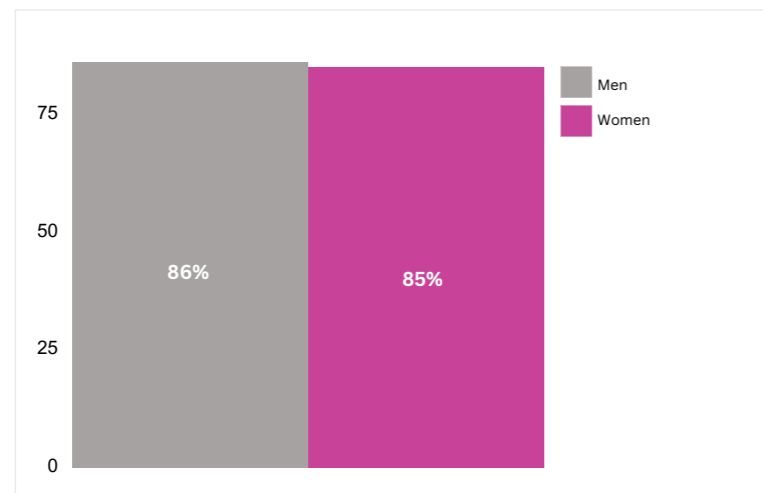Gender composition (%) in senior academic and professional roles
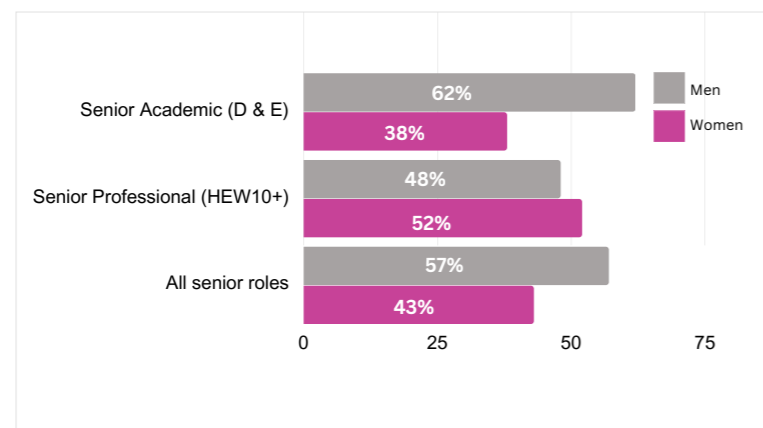


## Indicator 4: Workplace Sexual Harassment

Number of formal sexual harassment complaints: 3 (1 April 2020 to 31 March 2021).

### Sexual Harassment

Percentage of survey respondents who agree that 'In my organisation gender-based harassment and sexual harassment is not tolerated.'
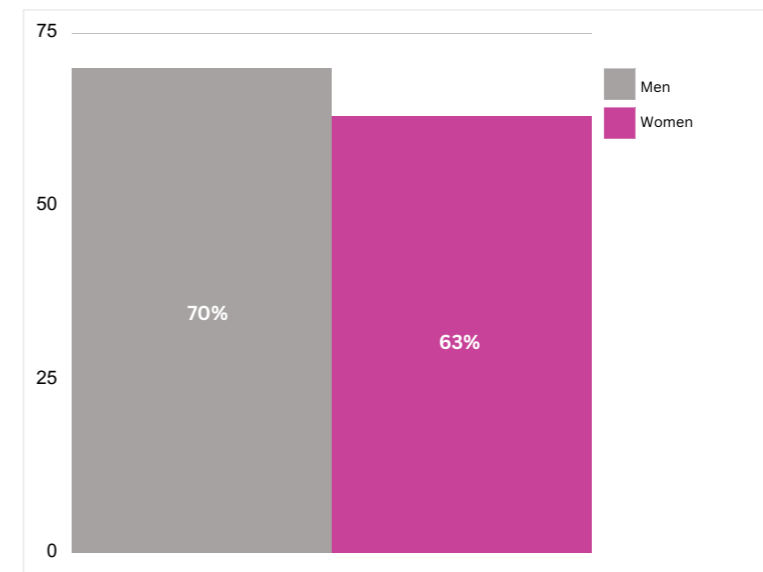


### Organisational Responsibility

Percentage of survey respondents who agree that 'My organisation takes steps to eliminate bullying, discrimination and harassment.'
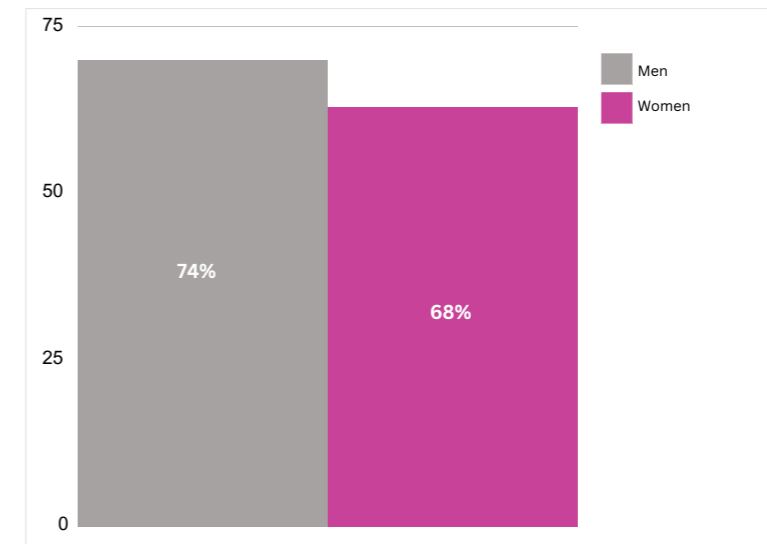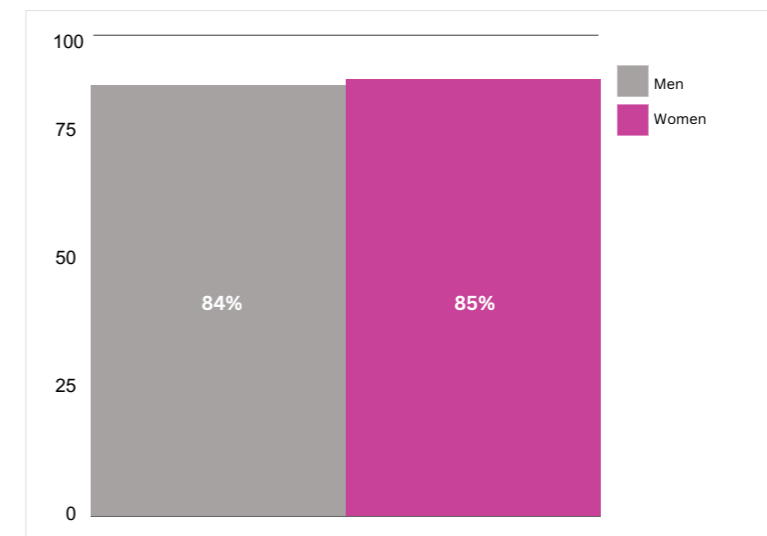


### Safety to Speak Up

Percentage of survey respondents who feel safe to challenge inappropriate behaviour at work.
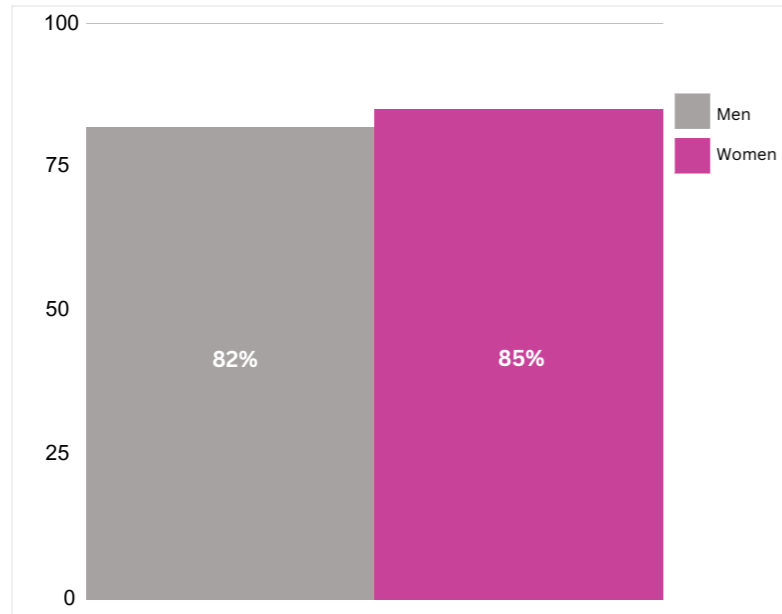


### Respectful Behaviours

Percentage of survey respondents who agree that 'My organisation encourages respectful workplace behaviours.'
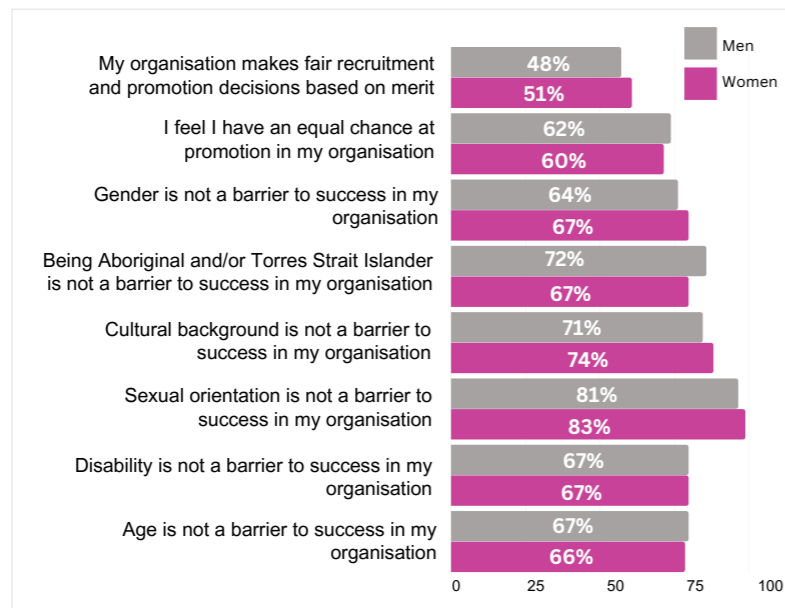
## Positive Culture

Percentage of survey respondents who agree that 'There is a positive culture within my organisation'
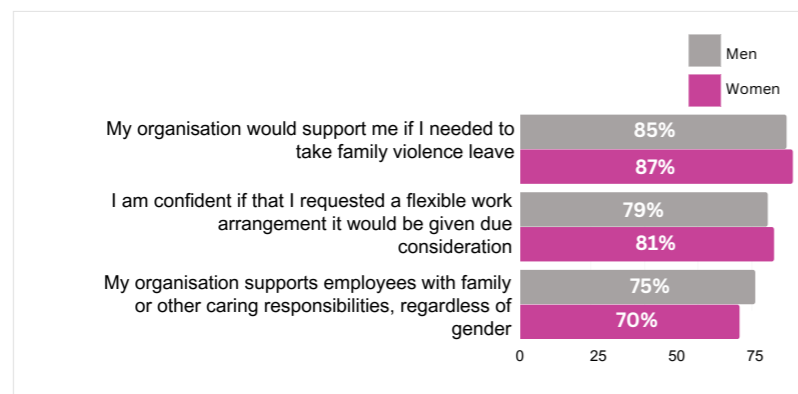


## Indicator 5: Recruitment and Promotion

Proportion of survey respondents who agreed with the following statements (2021 Diversity and Inclusion Staff Survey)
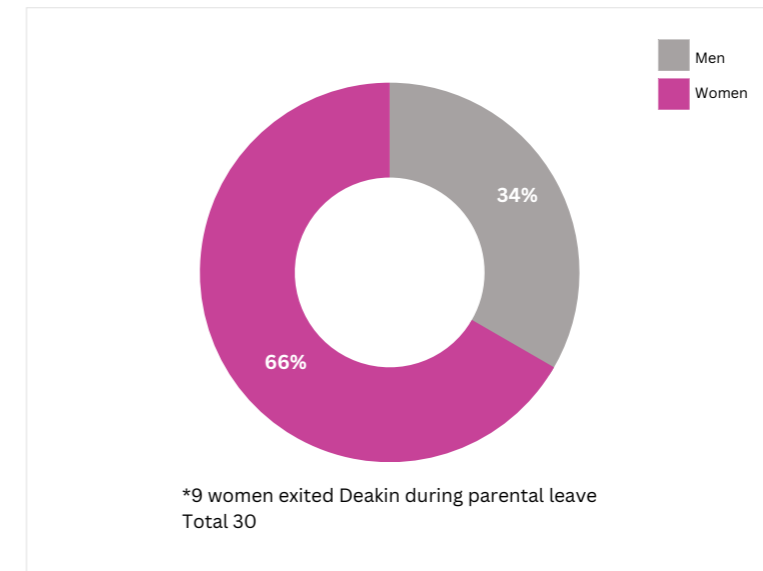


## Indicator 6: Leave and Flexibility

Proportion of survey respondents who agreed with the following statements (DISS 2021)



Gender composition of staff who utilised paid parental leave (March 2021)



*9 women exited Deakin during parental leave
Total 30

## Indicator 7: Gendered segregation

Gender composition of ANZSCO code major groups ANZSCO codes are a classification system for occupations drawn from the Australian and New Zealand Standard Classification of Occupations. A report on gendered segregation in the workplace, using ANZSCO codes, is a requirement of the Gender Equality Act 2020.

*Table 6: Employment Basis*

| ANZSCO Major Group | Women | Men |
|---|---|---|
| Managers | 5% | 4% |
| Professionals | 35% | 26% |
| Technicians and trades workers | 1% | 2% |
| Community and personal service workers | 0% | 0% |
| Clerical and administrative workers | 19% | 7% |

Source: All Fixed-term, Ongoing and Casual Staff (n = 6,944) as at March 31, 2021

Analysing the total workforce by the Australian and New Zealand Standard Classification of Occupations (ANZSCO) indicates that Deakin has a female dominated workforce, especially with regards to teaching and learning, project and clerical administration and library services. Gender segregation also extends to maintenance and ICT fields (developers, software engineers, system administrators, application programmers) which are male dominated.

Ongoing workforce planning by taskforces, in collaboration with the People and Culture team, seeks to address the workforce composition challenges that are unique to individual Faculties, Divisions and Schools across the University. While every effort is being made to minimise gender segregation, challenging gender and other stereotypes is an ever-present challenge. In areas such as nursing, where gender parity is unrealistic in the short to medium term, the goal is to achieve a ratio that aligns with or exceeds representation across the industry.

# Strategic Resource Plan

Deakin University is committed to advancing and promoting gender equality. Delivery of the Gender Equity Action Plan 2022-2025 will be realised through the allocation of the following resources and personnel in accordance with the timelines outlined in the GEAP.

*Table 7: Outline of the delivery of the Gender Equity Action Plan 2022-2025*

| Resource | Details |
| --- | --- |
| Diversity, Equity, and Inclusion (DEI) Division | Within the Division, Deakin has the equivalent of 2.0 FTE working exclusively on gender equity compliance and program delivery activities. There is also a dedicated Respect team with an additional 3.0 FTE working to foster a respectful, safe, and inclusive learning and work environment for all students, staff, and visitors. All gender equity, respect and inclusion programs of work are managed within the one portfolio to ensure connection and synergy. |
| People and Culture | People and Culture Partners as well as staff across the Leadership Development and Performance, Capability and Experience teams will partner with DEI to deliver key actions within the Gender Equity Action Plan. |
| Deputy Vice-Chancellor Academic Portfolio | Staff from the Office of the Deputy Vice-Chancellor Academic will also collaborate with DEI to support the delivery of actions relating to Deakin's academic sessional workforce and achievement relative to opportunity (ARtO) in academic promotions. |
| Customer Experience Hub (CX Hub) | The Customer Experience Hub provides effective and essential services to all Deakin staff. It includes service and support in areas of people services and will partner with DEI to review processes related to recruitment, general employment and IT services. |
| Taskforces | Faculty Taskforces coordinate and drive local diversity, equity and inclusion actions. The Taskforces meet regularly with DEI to support the delivery of key actions in the GEAP relating to workforce planning, recruitment and promotion. |
| Gender Equity in Research Funding Schemes | The Gender Equity in Research Policy supports academic staff. The policy also outlines Career Continuity and Vice-Chancellor's Conference Care Support funding arrangements. |
| Vice-Chancellor's Sexual Harm Prevention and Response Advisory Group | This group oversees Deakin's sexual harm prevention and response programs of work; the group takes direct responsibility for shaping Deakin's prevention and response initiatives and for monitoring and evaluating actions taken. |
| Employee Engagement Networks | Inclusion is one of Deakin's core values and the employee engagement networks are instrumental in supporting actions that foster a vibrant and inclusive culture at Deakin. |

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