

Gender Equity at Deakin

Supporting Statement

Reporting period –
1 April 2022 – 31 March 2023



Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together. As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located. We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.

Artwork credit: Nathan Patterson.





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Foreword

Deakin continues its commitment to advancing gender equity. This includes but is not limited to improving employment outcomes for women, but also consideration of intersectionality, and the impact this has on staff development, career progression and job satisfaction. Activity in this space is captured as part of our Gender Equity Action Plan, ongoing compliance with the Workplace Gender Equality Agency (WGEA), and related programs of work including Respect and Sexual Harm Prevention.

2023 saw changes in both federal and state legislation which have further shaped Deakin's gender equity program of work. Of significance were amendments to the *Workplace Gender Equality Act (2012)* of which key changes included new analyses of workforce data and detailed examination of the gender pay gap, as well as streamlining of procedures to align with new reporting requirements for the *Victorian Gender Equality Act (2020)*.

Since the implementation of our Gender Equity Action Plan in 2021, Deakin has continued to demonstrate progress towards achieving workplace gender equality. Gender equity is a shared responsibility, and we must continue to engage with our communities, challenge gender stereotypes, and build capacity through investment in leadership and development and continuous improvement. As one of Australia's most progressive universities, we continue to work collaboratively with government, experts, and other tertiary institutions to explore ongoing opportunities to share good practice.



Professor Iain Martin

Vice-Chancellor Deakin University





Our commitment to gender equality

Through the impact of the COVID-19 pandemic, and evolving our ways of working, Deakin has continued its commitment to creating a gender equal workplace. Deakin celebrates progress made whilst acknowledging that ongoing work is required to progress equality both within the workplace and broader society.

Deakin lodges an annual public report with the Workplace Equality Agency (WGEA) as per the *Workplace Equality Act 2012*. The submission includes:

- Systems data related to employee pay in order to conduct a pay gap analysis
- Workforce information detailing employee movements including recruitment, promotions and exits
- A review of the university's policies in relation to the Gender Equality Indicators (GEIs)

Furthermore, Deakin is invested in promoting gender equality by planning and implementing actions that will achieve progress as legislated under the *Gender Equality Act 2020 (Vic)*. This includes:

- Developing, submitting, and publishing a Gender Equality Action Plan (GEAP). Priority areas of focus include workforce composition and the gender pay gap; enhancing the academic career pipeline; creating a respectful community; and fostering an inclusive culture
- Conducting Gender Impact Assessments (or Diversity Impact Assessments as they are known at Deakin)
- Conducting workplace gender audits
- Reporting against progress and submitting audit information to the Commission for Gender Equality in the Public Sector (CGEPS)

Beyond these legislative requirements, Deakin's Diversity, Equity, and Inclusion Division are responsible for a range of other initiatives to advance gender equity. In 2019, Deakin was awarded the SAGE Athena Swan Bronze award in recognition of the university's longstanding commitment to gender equity, diversity, and inclusion. Deakin is currently progressing its pathway to Silver accreditation.



Gender pay gap analysis

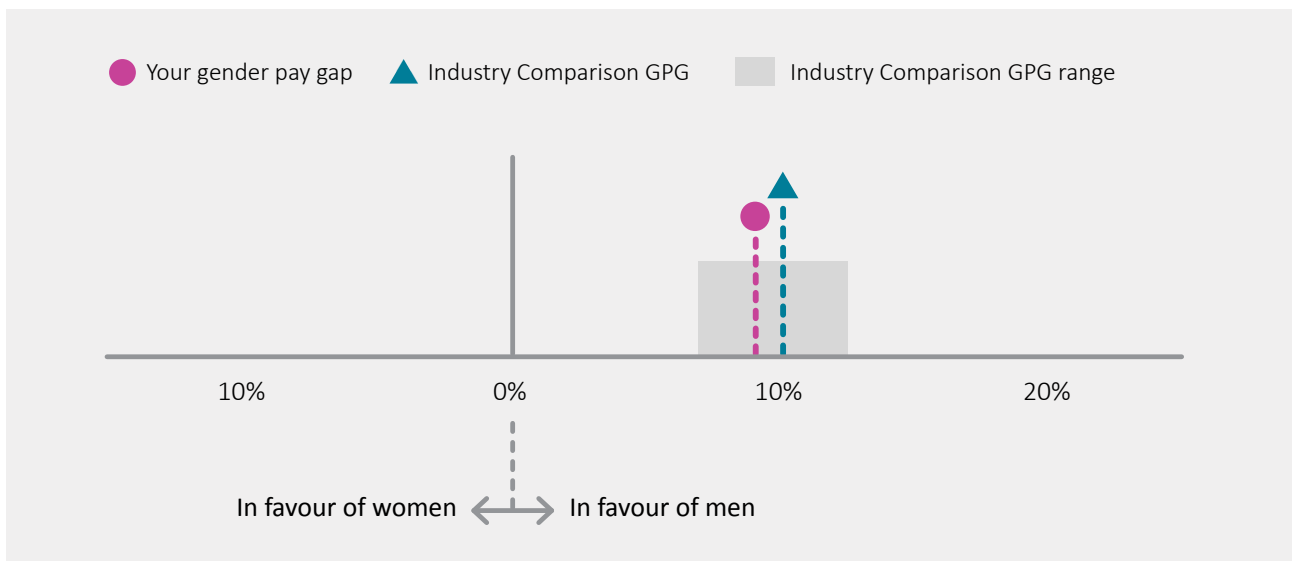
Deakin is committed to addressing contributing factors to its gender pay gap, fostering a workplace where all employees achieve equal representation, recognition, reward, and value of staff – irrespective of gender. Deakin conducts its pay gap analysis via its annual submission to the WGEA.

The mean gender pay gap is a measure of the difference between the average earnings of men and women in our workforce. The gender pay gap is different from equal pay, which is where women and men are paid the same for performing the same role or different work of equal or comparable value. As per the *Fair Work Act 2009* it is unlawful to pay two employees doing the same work differently. Closing the gender pay gap is important for Australia’s economic future and reflects our aspiration to be an equal and fair society for all. Our gender pay gap analysis below highlights areas for action.

Deakin’s mean gender pay gap (GPG)

2023	2022
9.0%	9.7%

Comparison of mean pay gap against other Australian tertiary education providers



Deakin’s mean gender pay gap has continued to decrease and is lower than that of the industry average. Additional pay gap analysis by WGEA aligns with organisation data which shows that Deakin has a skewed distribution of women at academic levels A-B and professional levels HEW 5–6 which contributes to the gender pay gap.

Our actions

Deakin University's **Gender Equity Action Plan (2022–2025)** seeks 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. Based on 2021 audit data, the following priority areas for the organisation were identified as below:

- I. Workforce composition and the gender pay gap
- II. Enhancing the academic career pipeline
- III. Creating a respectful community
- IV. Fostering an inclusive culture

Each action within the plan is aligned to and measured against one or more of the CGEPS Gender Equity Indicators (GEIs). These include:

1. Gender composition of all levels of the workforce
2. Gender composition of the governing body
3. Equal remuneration between women and men
4. Sexual harassment in the workplace
5. Recruitment and promotion practices in the workplace
6. Leave and flexibility
7. Gendered workforce segregation

Progress to date on our Gender Equity Action Plan is outlined below.

Workforce composition and the gender pay gap

Deakin has a female-dominated workforce which comprises ~60% women, however, the University recognises that gender bias exists at all levels of the workforce. Positively from 2021–2023, the proportion of women on the University Council increased to 45% whilst gender parity is observed at senior leadership level with 58% of University Executives, Executive Directors, Executive Deans and Heads of School consisting of women. Additionally, refinement of remuneration review practices remains ongoing to address and reduce gender pay gap for above HEW 10 roles.

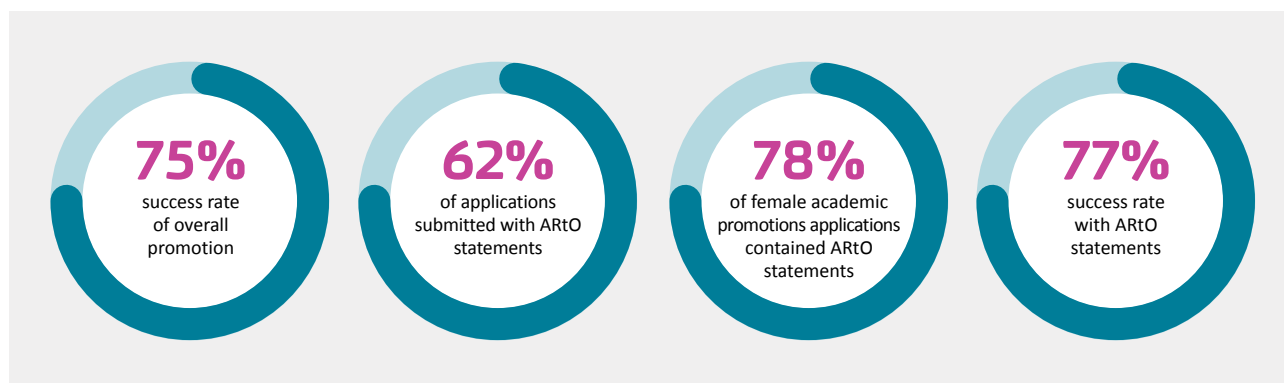
Significant value is placed on workforce planning, talent identification and succession planning at Deakin as part of the MYWorkforce program of work and this encourages transparent conversations around workforce diversity. Policies and system tools are actively reviewed, and organisation data is used to support recruitment conversations with hiring managers.

Enhancing the academic career pipeline

Workforce data at Deakin shows that the career progression of academic women is generally slower compared men. Additionally, representation of women significantly decreases at senior academic levels, contributing to the gender pay gap. To support the career progression of women academics, a variety of professional development opportunities, coaching programs, and other supports are available, with priority given to women at levels B–C.

In recognition of the impact of career breaks and caring responsibilities on career progression, Deakin has embedded principles of Achievement Relative to Opportunity (ARtO) in recruitment and promotion processes. Work to enhance the practical implementation of ARtO for academic promotion has increased applications activating ARtO and improved success rates of female academics.

- 75% success rate of overall promotion; up by 11%.
- 62% of applications were submitted with ARtO statements; up by 4%.
- 78% of female academic promotions applications contained ARtO statements in 2022; an increase of 6%.
- 77% success rate with ARtO statements; improvement of 7%.



The University has a Gender Equity Policy which consists of two funding schemes that seek to mitigate the impact of career breaks and caring responsibilities on research output. The Career Continuity for Researchers who are Primary Carers (CCRPC) fund provides support for researchers who take extended leave due to primary caring responsibilities while the Vice-Chancellor’s Conference Care Support Fund (VCCCFS) aims to assist researchers who would otherwise be unable to attend conferences or undertake fieldwork due to parenting or other caring responsibilities.

- 91 VCCCFS recipients have shared in over \$90,000 of awarded funds.
- 56 CCRPC recipients have shared in over \$1.7 million of awarded funds.



Creating a respectful community

Deakin believes everyone has a right to work, study and live in a safe and supportive environment. Deakin's **Respect and Sexual Harm Prevention Plan** guides work to promote respect and prevent sexual harm which includes training and capacity building, awareness raising of reporting and support services, continuous improvement of policies, procedures, and processes, and external partnerships and collaboration.

Training and capacity building has been a particular area of focus, with staff provided access to online compliance modules (respectful behaviours and responding to disclosures of harm) and face-to-face and online interactive workshops across topics including understanding and responding to disclosures of interpersonal harm (child safety, family violence and sexual harm, bystander intervention and unconscious bias amongst others). 96% of those who provided feedback indicated that they were satisfied with the training provided.

Deakin collects and reports all sexual harassment data via the university's Safer Community team. Data is reported as per legislative requirements to the Commission for Gender Equality in the Public Sector (CGEPS).

A comparison of Deakin's Diversity Equity and Inclusion (DEI) Staff Survey results conducted in 2021 (n=1056) and 2023 (n=865) demonstrates an increase in staff agreement with statements relating to workplace sexual harassment.

- 72% of respondents gave a favourable response to "My organisation takes steps to eliminate bullying, harassment, and discrimination".
- 85% of respondents gave a favourable response to "In my organisation gender-based harassment and sexual harassment is not tolerated".
- 83% of respondents gave a favourable response to "My organisation encourages respectful workplace behaviours".
- 67% of respondents gave a favourable response to "I feel safe to challenge inappropriate behaviour at work".

Deakin's annual Respect and Sexual Harm Action Plan and Annual Respect and Sexual Harm Prevention Report are published on [Deakin's website](#).



Fostering an inclusive culture

Deakin believes in shaping a community that is diverse, equitable and inclusive, with higher education, employment and research accessible to everyone. Activity in this space includes enhancing flexible working arrangements, leadership development, and manager capability.

Deakin has a **Flexible Working Procedure** that outlines the range of flexible working arrangements available at the University and how these mutually beneficial arrangements can apply and be managed. In the 2023 Diversity, Equity, and Inclusion Staff Survey:

- 90% of respondents indicated they used flexible work arrangements.
- 82% of respondents agreed that their manager supports working flexibly.
- 81% of respondents agreed that they had the flexibility to manage work and other commitments.



A working group with academic and professional membership from Deakin’s Senior Leadership Team was established in 2023 with a remit for developing a university-wide framework that sets a defined position for Deakin’s “Ways of Working” (previously known as “Beyond Hybrid Working”). The framework and materials will be provided to leaders and staff to enable teams to work productively to meet organisational and individual needs.

The university is committed to supporting all employees and offers a diverse range of inclusive leave options to encourage work-life balance, participation in family life and to promote health and wellbeing. Parental leave is available for all carers regardless of gender, support and paid leave is also available for staff who experience pregnancy loss or stillbirth, cultural leave is available for fixed-term and continuing staff members who identify as Aboriginal or Torres Strait Islander People and the University recognises the need and provides additional paid leave for staff undertaking gender affirmation.

Akin to societal trends, Deakin data highlights that women are the primary takers of primary carer’s leave. Further work is required to support women with caring responsibilities as well as shift narratives by encouraging men to contribute to caring. Encouragingly, an increased number of male employees taking primary carer’s leave has been observed – shifting from 10 (4.4%) in 2021 to 15 (6.7%) in 2023. Furthermore, the 2023 Enterprise Agreement included amendments which expanded the availability of primary carer’s leave as well as increasing the amount of partner leave to four weeks.

Additionally, Deakin has implemented a new People Leader Induction Program which supports Deakin leaders in navigating their role as a people leader in the Deakin context. In a 2023 Staff Pulse survey, 75% of respondents agreed that their manager positively impacts their day-to-day work experience.

Priorities for 2024

Collaborative programs of work involving stakeholders across the University will continue our efforts to further advance gender equity at Deakin.

Planned priorities for 2024 include:

- Embedding Diversity Impact Assessments into broader organisation procedures
- System reviews to embed intersectional approaches to workforce planning as part of the current MYWorkforce strategic workforce planning
- Ongoing development, support and delivery of professional development offerings including as part of the Skill_U capability offerings
- Review and refinement of inclusive recruitment procedures to explore opportunities to enhance practice
- A new Remuneration and Recognition Framework
- Review of university policies and introduction of a new Gender Equity Policy
- Coordinating and delivering tailored respect and sexual harm prevention campaigns in partnership with stakeholders across the University to raise awareness of report and support services
- Continued expansion and facilitation of capacity building, including introduction of a new Gender Equity training
- Continue highlighting and celebrating Deakin women

Enquiries

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