

RMIT University is steadfast in its commitment to fostering gender equality and creating an inclusive workplace that celebrates diversity across all genders. Our dedication is exemplified in our participation in the Workplace Gender Equality Agency (WGEA) reporting, WGEA Employer of Choice citation program, and our comprehensive Gender Equality Action Plan (GEAP) for the years 2022-2025.

WGEA Pay Gap Employer Statement:

Our WGEA Pay Gap Employer Statement underscores RMIT's proactive approach to addressing the gender pay gap and advancing gender equality for all. Aligned with WGEA's transparency initiative, this statement not only fulfills compliance requirements under the Victorian Gender Equality Act 2020 and Workplace Gender Equality Annual Compliance but also contributes to industry-wide change. Recognising that the gender pay gap is a key factor in our journey towards equality, we acknowledge its significance while concurrently addressing broader inclusion and diversity issues.

When looking at WGEA Pay Gap data, we note that our average total remuneration gender pay gap is 7.0%, well below the Australian average (21.7%), and industry comparison (10.1%), reflecting our longstanding commitment to gender equity. We are also below the industry average when looking at gender composition by pay quartile and will continue to focus our efforts on pay equity and gender equality for all genders.

To gain a comprehensive understanding of our gender equality initiatives, we encourage reviewing this statement alongside our GEAP for 2022-2025. The GEAP highlights specific actions and priorities, including initiatives like Athena SWAN and programs combatting gender-based violence, emphasising our commitment to shaping a workforce that epitomises gender equality.

Achievements and Recognition:

RMIT's intersectional focused approach has garnered international recognition and accolades. Notable achievements include being the first Victorian University to receive two SAGE Cygnet Award awards. Our commitment to reducing inequalities was affirmed when we ranked number one globally in the 2023 Times Higher Education University Impact for work done in SDG 10. Additionally, being awarded Employer of the Year in the 2022 Australian Workplace Equality Index attests to our achievements in supporting LGBTIQ+ students and staff.

In 2023, RMIT retained Disability Confident Recruiter status for the third consecutive year, ranking second nationally in the Access and Inclusion Index in 2021. Our governing body reflects our commitment to gender parity, with 58% female and 42% male representation, surpassing industry comparison.

Representation in Senior Leadership:

RMIT is committed to recognising and actively encouraging gender equality across all levels of governance, management, leadership, and the talent pipeline. Notably, we have made significant strides towards gender parity in executive leadership roles, witnessing an

increase from 30% in 2015 to 52% in 2023. While this progress is commendable, we acknowledge the need for continued focus, especially in academic classifications.

Our commitment extends to addressing gender representation imbalances in specific areas, leveraging key processes such as recruitment, academic promotion, and retention. Areas achieving 40% representation maintain focus, ensuring sustained gender representation levels.

Flexible Working & Hybrid Working:

Since 2016, increased uptake of formal and informal flexible working options has positively impacted staff engagement. The gendered gap in formal flexibility uptake between men and women has significantly reduced since 2019. The shift towards hybrid working at RMIT has further facilitated effective work-life balance without the need for formal flexible working arrangements.

Academic Promotion:

Addressing the root cause of RMIT's pay gap, we recognise the underrepresentation of women in senior academic roles as a significant factor in our pay gap. A targeted focus on increasing the representation of women at senior levels, primarily in academic cohorts, remains a priority to positively impact the overall gender pay gap. A way in which we are supporting academics through this process is through our Achievement Relative to Opportunity programs, which allow staff to showcase work and outcomes in line with the time available to them to complete these. This removes barriers for academics who may have caring responsibilities, illness, or other career interruptions.

Conclusion:

As we progress through the implementation of the RMIT Gender Equality Action Plan 2022-2025, our commitment remains unwavering. The insights provided by the gender equality workforce report inform our interventions, ensuring that RMIT continues to evolve as an employer of choice for women.