



WGEA Employer of Choice for Gender Equality (EOCGE) 2021-23

EOCGE Application for renewing applicants

(i.e. citation holders who were successful in
2019 and re-applying in 2021)

Version 2.0

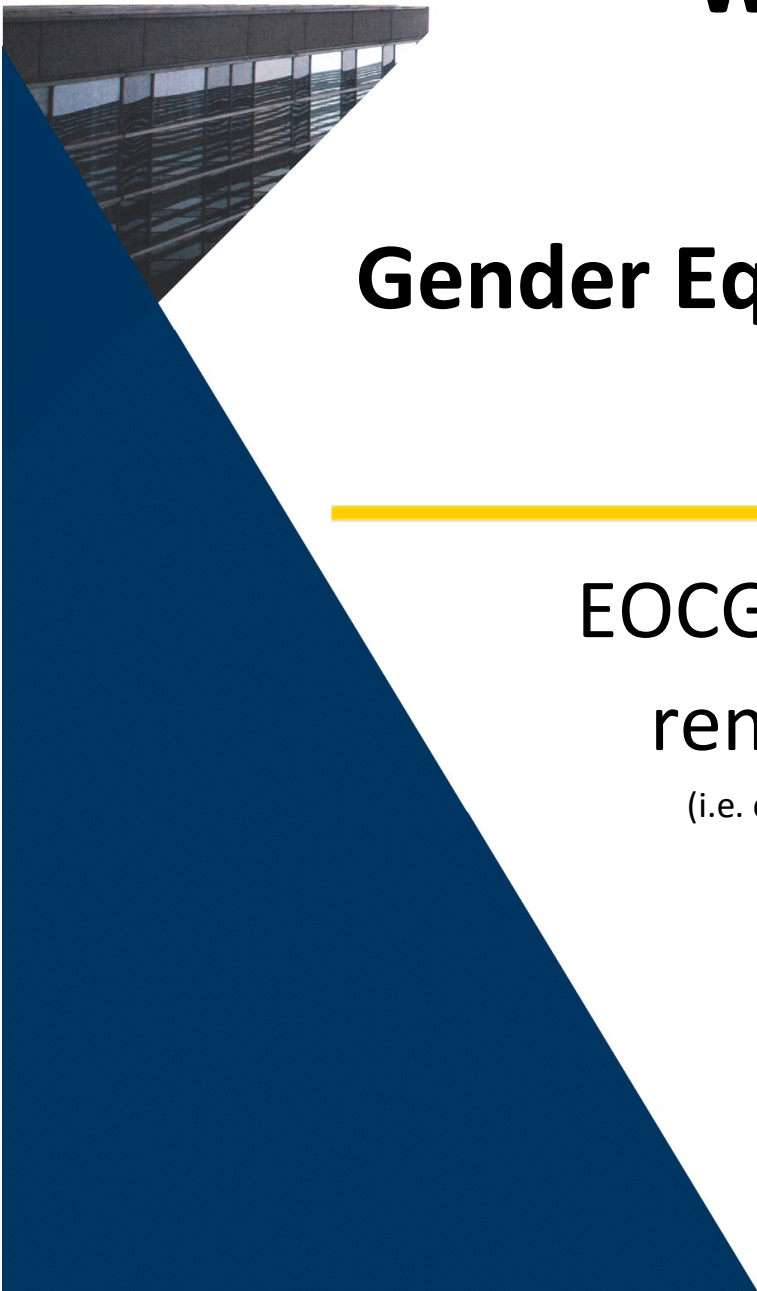




Table of Contents

Table of Contents

Introduction	3
Application for 2021-23 renewing applicants.....	5
Changes made in v2.0 that differ from v1.0	7
Focus Area 1: Leadership, strategy and accountability	10
Focus Area 2: Developing a gender balanced workforce	31
Focus Area 3: Gender Pay Equity.....	43
Focus Area 4: Support for Caring.....	50
Focus area 5: Mainstreaming flexible working.....	55
Focus Area 6: Preventing sexual harassment, gender-based harassment and discrimination, and bullying.....	62
Focus Area 7: Driving change beyond your workplace.....	65
Lived experience check.....	75
Outstanding initiatives.....	79



Introduction

What is the EOCGE Employer of Choice for Gender Equality (EOCGE) citation?

The EOCGE citation recognises organisations that have made gender equality an integral component of their workplaces and business practices and are taking significant action towards improving gender equality outcomes. It recognises that gender equality is critical to an organisation's success and is a feature of well-managed leading organisations.

As the Workplace Gender Equality Agency's (WGEA) leading practice recognition program, it aims to promote and improve gender equality for women and men. Separate to compliance reporting under the *Workplace Gender Equality Act 2012* (Act), it is a voluntary program, open to all compliant employers under the Act.

The citation includes evidence-based criteria under seven focus areas, and an examination of the employees' lived experience. The requirements focus on initiatives that have been shown to underpin improved gender equality outcomes and were developed in consultation with leading academics in workplace gender equality, gender equality practitioners, industry groups and citation holders.

Renewable every two years, the survey format enables WGEA to collate and analyse data which is used to inform and define leading-practice gender equality initiatives to share with employers. Over time, it will also enable EOCGE benchmarks to be developed. This format also reduces the time employers spend completing the application, focusing their energies instead on improving gender equality outcomes in their workplaces.

If your organisation is looking to improve gender equality, the citation's criteria provides a great roadmap for change.

Why become an EOCGE citation holder?

The EOCGE citation has a strong focus on research-based initiatives shown to improve gender equality outcomes and is recognised as a rigorous and evidence-based program.

Many chief executives of EOCGE citation holders say that, with future requirements flagged in advance, they use the citation as an external mechanism to keep them focussed and accountable in driving improved gender equality outcomes in their organisations, reaping the rewards that gender equality can bring to an organisation and its culture.

These chief executives also state there is a strong commercial driver to being a citation holder. Providing strong public recognition of an organisation's focus on gender equality, it supports them in their ability to attract and retain the best possible talent to build a high-performance workforce. This provides a significant differentiation in a competitive marketplace.

A recent report produced by the Australian Institute for Business and Economics (AIBE) Centre for Gender Equality in the Workplace at the University of Queensland shows that the EOCGE citation is driving improved gender equality outcomes in Australian workplaces. The research found that EOCGE citation holders are improving on key gender equality metrics at a faster rate than other employers in WGEA's dataset.

Improvements in gender equality outcomes can bring strong commercial advantage to its recipients. Evidence from the Bankwest Curtin Economics Centre (BCEC) WGEA Gender Equity Insights 2020 research shows a strong and convincing **causal relationship** between increasing the share of women in leadership and subsequent improvements in organisational performance. Specifically, it found that:

- an increase in the representation of women by 10 percentage points or more on **boards** of ASX-listed companies leads to a **4.9% increase in company market value** and leads to a 6% increase in the likelihood of outperforming their peers on three or more metrics
- an increase in the representation of women by 10 percentage points or more of **key management personnel** leads to a **6.6% increase in the market value** of ASX-listed companies (worth the equivalent of AU\$104.7 million for the average company), and a 5.8% increase in the likelihood of outperforming the sector on three or more metrics.

Through targeted actions contained in the EOCGE citation, organisations can achieve sustainable gender equality outcomes and become a leader in workplace gender equality.

Resources to assist you in becoming an EOCGE organisation

In becoming an EOCGE citation holder, we encourage employers to take a strategic approach to improving gender equality performance, rather than a programmatic approach. By this, we mean building a gender equality strategy aligned to your business strategy.

WGEA has developed a gender equality strategy toolkit, to help you build your strategy and meet the EOCGE criteria. This can be found on the Agency's [website](#), along with other [tools](#) that you will find helpful in delivering your gender equality strategy.

If you would like additional assistance in becoming an EOCGE citation recipient, please contact WGEA by emailing eocge@wgea.gov.au or calling on 02 9432 7300.

Application for 2021-23 renewing applicants

Introduction

Welcome back, after enjoying your status as WGEA Employer of Choice for Gender Equality (EOCGE) for the inaugural two-year application cycle.

The world has changed significantly since your organisation last applied to become an EOCGE citation holder. We have all learned how quickly workplaces can change when there is an imperative to do so!

Meeting the criteria

- COVID-19 has had an impact on all businesses. In some cases, it has been in a positive way, but there are many where it has been detrimental to their business, particularly in hard-hit sectors such as tourism and hospitality. WGEA has taken this into account and adjusted some of the requirements, as outlined in Table 1 below.
- Other than where outlined in Table 1, all criteria are requirements. However, if you believe you meet a requirement but in a different way than stipulated, please contact WGEA to discuss this further.

New criteria introduced since last application

- Based on expert advice, new EOCGE criteria are introduced each year to drive ongoing improvements in gender equality outcomes in the workplaces of citation holders. As communicated during the past two years, several new requirements have been introduced since your last application in 2019-20. These changes are:
 1. Q1.2: Policy/ies aimed at achieving gender equality must include training for people managers on how to deal with resistance to gender equality initiatives/policies due to potential fears and concerns.
 2. Progress needs to be reported on an if-not-why-not basis on the following:
 - i) gender equality objectives contained in your gender equality strategy (Q1.3)
 - ii) where the representation of women in manager (Q2.4) and non-manager (Q2.5) roles, and on governing bodies (Q2.8) is less than 40%
 - iii) where the representation of men in non-manager roles is less than 40% (Q2.6)
 - iv) reduction of your organisation's gender pay gap (Q3.4).
 3. Q4.1: Your formal policy AND formal strategy must cover employees with eldercare and disability care responsibilities.
 4. Q4.3: At least three weeks of employer-funded paid parental leave at full pay is provided for secondary carers who are permanent employees (and Partners in Partnership structures) and available for all provisions covered under that requirement.
 5. Q4.4: Employer funded primary carers' leave: The original new requirement was amended so it is now:

“There must be no eligibility period to access eight weeks of primary carer's leave (the minimum EOCGE requirement), and three weeks of secondary carer's leave, AND if you offer more than eight weeks of primary carer's leave, the balance must be made available once the employee's probationary period ends.”

Employer-funded secondary carer's leave: There has been no change to the requirement for there to be no eligibility period for employees to access three weeks of secondary carer's leave.

Q5.2: Training for people managers on how to manage flexible working must include addressing gender stereotypes and/or barriers that prevent men from requesting flexible working arrangements.

6. Q5.6: The original new requirement was amended, so it is now:

"This question relates to whether your organisation needs to set targets for men working flexibly. It is based on the survey results of the second question in the "Employee Survey" section of the EOCGE criteria (*"I have the flexibility I need to manage work and other commitments"*). If the agree/strongly agree scores for female managers and non-managers is more than 5% greater than the equivalent scores for men, you need to set a target to increase the agreement scores of men in that category. If the difference is 5% or less, then no target needs to be set."

7. Q7.2: Organisations must have procurement guidelines that encourage gender equality across your supply chain.

Applying for EOCGE

- As you are aware, WGEA has a new online reporting platform which is yet to be fully adapted for EOCGE applications. As such, applications for this year will be completed and submitted using the application below.
- Available from September 1, you will need to [enrol](#) in the '2021-23 EOCGE program' in the online platform.
 - once enrolled, select the '2021-23 EOCGE program' hyperlink
 - confirm details of the organisations covered in your application (your submission group) - please take care during this process, ensuring that only organisations that operate in the same industry [division](#) are included in the same submission group
 - once you have confirmed details of your submission group, click through to the application landing page
 - follow the instructions to upload your application and other documentation.
- Please note, this year the due date for the 2021-23 applications is 31 October.
- The list of successful applicants will be announced in March 2022.
- De-identified information provided in EOCGE applications may be used by, or on behalf of, the Agency to conduct research to identify and inform leading practice initiatives. The Agency may also use de-identified information to promote leading practice initiatives.

Application fee

An annual fee of \$1,950 (including GST) is applicable which covers the cost of the Agency in administering the citation.

On initial application, or subsequent renewal, \$1,950 will be payable once you have submitted your application. In the intervening year, employers are invoiced separately for \$1,950.

If the application fee is a barrier to applying for the EOCGE citation, please contact WGEA to discuss further.

Impact of COVID-19 on applications

- As indicated above, we have identified criteria that may be more difficult to meet during the past two years due to the impact of COVID-19. We have provided for some flexibility in how

these requirements can be met, as summarised in Table 1 below. If you are seeking exemption from some or all the requirements contained in Table 1 due to the impact of COVID-19, please explain on what basis you believe you are eligible for these adjustments below.

Q.1.3 RMIT University and the University Sector in Australia has undergone significant disruption and impact during COVID-19. RMIT being Victorian based also has had to review and prioritise duty of care of our staff and students, redesign and fundamentally change our ways of working and learning with the lens of gender equity, diversity, and intersectionality at its core. Remote working and learning have been in place over a 19-month period. This required significant escalation of care and inclusion initiatives, during a time of restructuring and reduction of our workforce over this period.

RMIT experienced an overall decrease in headcount across all employment types due to the impacts of COVID. The number of RMIT staff decreased from 8,691 in March 2020 to 7,696 in March 2021 (*RMIT WGEA Compliance Report 2021*).

This also required a review of when our next Gender Equality Strategy would be enabled, which was delayed by a year to coincide with RMIT's strategic planning cycles. Due to COVID, our next University 5 year strategy has been delayed from 2020 to 2022 with the commencement of our new Vice-Chancellor, Professor Alec Cameron and new Chancellor, Peggy O'Neal in 2022, and to support and align to timing of the Victorian Gender Equality Act 2020. As a result, our gender strategy has been delayed aligning with these changes.

Through-out 2021, university-wide consultation and co-design of RMIT's Draft Gender Equality Action Plan 2022-2025 has been underway. This included a deep evaluation of the impact of our gender equity programs of work and co-design of a strategy to ensure that our draft strategy meets the needs of our staff, institution and community, with final approval scheduled by Council, February 2022.

- ➔ At each question in Table 1, there is an ALERT asking you to confirm whether you are seeking the exemption for that question.
- ➔ Please note that where these exemptions relate to annual requirements, it is expected that they were met at least once during the two years since your last application.

If your application is successful, what is the preferred organisation name on your EOCGE certificate?

Preferred organisation name for the EOCGE certificate:

RMIT University

Changes made in v2.0 that differ from v1.0

- Q 5.6.1 and Q 5.6.2: dot-points a. and b. changed to “What is the combined agree + strongly **agree** % score for women and me (not strongly **disagree**).
- Q 9.4 and Q 9.5: tick boxes unlocked.

Table 1: Adjusted requirements for sectors where COVID-19 has had a significant impact 2021-23	
Q1.3:	<p>Requirement: Gender equality strategies need to be updated with new objectives during the two years you have held the citation.</p> <p>COVID-19 option: Your organisation has been unable to add additional objectives to its gender equality strategy. Exemption</p>
Q1.5:	<p>Requirement: Must evaluate progress against its gender equality strategy by tracking and reporting metrics to its workforce, key management personnel (KMP) and governing body every 12 months.</p> <p>COVID-19 option: This has only been done once during the two years.</p>
Q1.7.3:	<p>Requirement: Your CEO must communicate your organisation's overall gender equality strategy, priorities, and progress to all employees (and Partners in Partnership structures) each year since you have held the citation.</p> <p>COVID-19 option: This has only been done once in the two years.</p>
Q2.3:	<p>Requirement: Your organisation must provide FORMAL leadership development programs to women and men; and track how many have participated in these programs, both full-time and part-time, every 12 months.</p> <p>COVID-19 option: This has been carried out once during the two years.</p>
Q3.2:	<p>Requirement: Your organisation must complete a gender pay gap analysis of all its workforce annually to ensure that women and men receive equal pay; and to determine if you have a gender pay gap. This must be carried out on several areas.</p> <p>COVID-19 option: This has been carried out once during the two years.</p>
Q3.4.2:	<p>Requirement: Your organisation must take other actions, in addition to targets, to reduce your gender pay gap (overall, organisation-wide).</p> <p>COVID-19 option: No other actions have been taken during the two years.</p>
Q5.6:	<p>Requirement: This question relates to whether your organisation needs to set a target for men working flexibly. It is based on the survey results of the second question in the "Employee Survey" section of the EOCGE criteria ("<i>I have the flexibility I need to manage work and other commitments</i>"). If the agree/strongly agree scores for female managers and non-managers is more than 5% greater than the equivalent scores for men, you need to set a target to increase the agreement scores of men in that category. If the difference is 5% or less, then no target needs to be set.</p> <p>COVID-19 option: A target has not been set for this requirement.</p>
Q7.3:	<p>Requirement: Your organisation's CEO is required to be ACTIVELY involved in at least one external event focused on gender equality in each of the two years since your last application.</p> <p>COVID-19 option: With the impact of COVID-19 on external gatherings, this will not be required. (If your CEO has engaged externally on gender equality using online platforms, you will be able to provide those details, but that is not a requirement).</p>
Q7.4:	<p>Requirement: Your organisation must be involved in a program or initiative to address gender equality issues in its industry or community.</p> <p>COVID-19 option: This is not a requirement this year.</p>

Focus Area 1: Leadership, strategy and accountability

This focus area recognises that creating a workplace in which women and men are equally represented, valued, and rewarded requires leadership, accountability and a focus on gender equality as a strategic priority.

It assesses an organisation's overall strategies and leadership commitment to achieving gender equality.

Strategies and policies

1.1 Your organisation must have a strategy in place supporting gender equality that covers all the following areas. Confirm these are in place by ticking (✓) each box below:	
a. Gender balance in leadership	✓
b. Gender balance across the organisation	✓
c. Gender pay equity for both equal pay (like-for-like roles), and the gender pay gap (overall, organisation-wide gap)	✓
d. Flexible work and support available for employees at all levels, including those with caring responsibilities	✓

o Your organisation must have a policy/policies in place aimed at achieving gender equality in all the following areas. Confirm these are in place by ticking (✓) each box below:	
a. Promotions	✓
b. Performance review processes	✓
c. Recruitment (internal and external recruitment consultants must be provided with gender equality guidelines for the recruitment process)	✓
d. Restructures and significant operational changes including planned redundancies	✓
e. Employment and engagement of casuals	✓
f. Engagement of independent contractors	✓
g. Training for people managers on how to deal with resistance to gender equality initiatives/policies due to potential fears and concerns	✓

- **Your organisation’s gender equality strategy/strategies must include clear objectives and measures, and an evaluation process that occurs at least every two years. Gender equality strategies need to be updated with new objectives during those two years. Please provide details of these objectives in the tables below.**

You will also be required to report on progress made against these objectives when reapplying every two years. This is on an ‘if-not-why-not’ basis.

Provide details below of new objectives, measures and evaluation processes that were included in your gender equality strategy: *

** ALERT: if no additional gender equality objectives have been added since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

Objective 1	
a. Describe this objective:	- Exemption
b. Describe how this objective is measured and how you will evaluate whether it has been effective:	- Exemption
c. Has this objective been achieved? (Yes/No/Partially)	- Exemption
d. Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc):	- Exemption
Objective 2	
• Describe this objective:	- Exemption
• Describe how this objective is measured and how you will evaluate whether it has been effective:	- Exemption
• Has this objective been achieved? (Yes/No/Partially)	- Exemption

<ul style="list-style-type: none"> Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc): 	<div style="border: 1px solid black; padding: 5px; text-align: center;">- Exemption</div>
<p>Objective 3</p> <p>a. Describe this objective:</p>	<div style="border: 1px solid black; padding: 5px; text-align: center;">- Exemption</div>
<p>b. Describe how this objective is measured and how you will evaluate whether it has been effective:</p>	<div style="border: 1px solid black; padding: 5px; text-align: center;">- Exemption</div>
<p>c. Has this objective been achieved? (Yes/No/Partially)</p>	<div style="border: 1px solid black; padding: 5px; text-align: center;">- Exemption</div>
<p>d. Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc):</p>	<div style="border: 1px solid black; padding: 5px; text-align: center;">- Exemption</div>
<p>If there are additional objectives, add the four objective-related questions from above into the box below and provide those details:</p>	
<div style="border: 1px solid black; height: 250px; width: 100%;"></div>	

Progress on objectives included in your 2019-20 application:

1.3.1 Please enter all the objectives included in your 2019-20 EOCGE application below, and indicate how they are tracking:

<p>Objective 1 – 2019-20 application</p> <p>a. Describe this objective:</p>	<p>Leadership and Governance: - RMIT recognises and actively involves women at all levels of governance, management, and leadership. Summary of Objectives as follows:</p> <ul style="list-style-type: none"> • Leadership commitment to Gender Equality • Implementation driven through specific working groups and localised committees • Provide Gender Equality Reporting • Join and lead in Higher Education sector in Gender Equality benchmarking • Progress Gender Equality targets in Executive, Academic and Senior roles • College and Portfolio Plans to incorporate the Gender Equality Action Plan • Increase leadership and manager accountability • Enable women to have a wider role in governance and decision-making • Design and launch a Gender Equality policy review and supporting resources • Workforce consultation and communication • Achieve external citation from the Workplace Gender Equality Agency (WGEA) • Achieve SAGE Athena SWAN Bronze Institutional Award accreditation and implement strategy
<p>b. Has this objective been achieved? (Yes/No/Partially)</p>	<p>Partially – Progress Evidenced (Some objectives require sustained and ongoing attention and are incorporated into our 2022-2025 Gender Equality Plan).</p>

c. Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc):

RMIT has progressed significantly towards our targets for Gender Equality in Senior Leaders (Executive, Academic and Professional and VE senior roles).

- In 2019 women comprised 40% of the leadership positions.
- In 2021 this has increased to 45%.

This has been achieved by the local and global commitment and increased accountability of executive leadership, Colleges and Portfolios through incorporation of rationale and targets into working groups, strategies, policy review and robust reporting tied to strong communication. Continued application of RMIT's Employer of Choice Commitments under this objective strengthens RMIT's approach to embed leading practice systemically and culturally.

It incorporates a newly created executive position of Dean STEM Diversity and Inclusion, a Victorian first.

In 2020, RMIT's efforts to improve gender equity in Science, Technology, Engineering, Mathematics and Medicine (STEMM) areas were acknowledged with an Athena SWAN Bronze award, part of Science in Australia Gender Equity (SAGE) initiative. Bronze accreditation recognised three years of rigorous analysis and unflinching reflection as the University mapped its efforts in promoting gender equity and developing a clear action plan for continued improvement and progression.

The Bronze Action Plan was founded on broad consultation across the institution. RMIT is committed to the implementation of the bronze action plan and continued pathway to silver accreditation by 2025 through strong leadership commitment and governance structures. The Athena SWAN Steering Committee comprises leaders at the executive through to local level as well as practitioners covering the breadth of action areas and priorities.

Diversity and Inclusion Advocates Group (DIAG). DIAG is charged with identifying and addressing barriers to inclusion and progression for women in STEMM, as well as for diverse-gendered staff and students and for other minority groups at the University.

DIAG provides the bridge between College and University level Athena SWAN activities and coordination, and local actions to effect change at the School level. The group is comprised of an advocate from each STEMM area of the University and the overall make-up of the group has been to include 40% women, 40% men and 20% other genders. DIAG has further added to this objective by increasing leadership and manager accountability and is one step among many for RMIT's enablement of women in governance and decision-making.

<p>Objective 2 – 2019-20 application</p> <p>a. Describe this objective:</p>	<p>Employment Conditions - Employment Conditions - RMIT respects and protects the employment conditions of women to enable their full participation in the workforce. Summary of Objectives as follows:</p> <ul style="list-style-type: none"> • Increased attraction and recruitment of women • Seek exemption from VCAT under the Equal Employment Opportunity Act 2010 to establish 'women only' Academic senior positions • Reduce and regularly audit gender pay-gap • Gender equality in succession planning • Provide parental leave resources and supports • Increase promotion of flexible work practices • Maintain a workplace free from discrimination, sexual harassment, and bullying • Family violence policy, program • Increase gender intersectionality awareness
<p>b. Has this objective been achieved? (Yes/No/Partially)</p>	<p>Partially – Progress Evidenced (Some objectives require sustained and ongoing attention and are incorporated into our 2022-2025 Gender Equality Plan).</p>

c. Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc):

RMIT focused on removing barriers to entry using substantive equity practices to build a talent pipeline which focuses on diversity as a key principle. In the past two years RMIT has:- focused on targeted recruitment campaigns specifically for women, used Special Measures where roles are only open to women, Indigenous and transgender and gender diverse peoples; and new approaches to assessing talent in recruitment which moves away from the highly biased approach of 'best person for the job' to an approach which evaluates a person's achievement based on the opportunities that have been available to them.

Key shifts in recruitment data: -

- Over 200 appointments of women in STEMM Schools from July 2019 to July 2021
- Of these 122 are Academic appointments in STEMM College alone
- Increase of women in leadership in STEMM

RMIT undertakes regular annual audit gender pay-gap reviews and has created a level of due diligence and accountability to address primarily a structural pay gap and review of our workforce participation, through recruitment and promotion, and minimising talent losses.

Our parental provisions have also been enhanced through the WGEA Employer of Choice conditions, providing parental leave options available to staff regardless of sex, gender, gender identity, relationship status or other personal attributes. Partner leave has been extended from 2 to -4 weeks.

This includes removing the eligibility period to access primary parental leave, offering at least 18 weeks of paid leave from the point of hire, progressing to 24 weeks pro-rata after one year, and up until three years of service for all eligible employees. Staff taking parental leave will continue to receive superannuation for the paid period of their parental leave. RMIT also promoted greater access and promotion of compassionate leave (3 days) and supports for staff and their partner that experience a miscarriage or stillbirth.

RMIT promotes flexibility work practices and support the care and wellbeing of our staff with a significant focus during the lockdown period. RMIT meets the WGEA staff experience employment thresholds. With gains in closing the gap ie. the % difference between men and women accessing formal flex arrangements. Gap reduced from 19.7% in 2019 to 13.2% in 2021.

The Vice-Chancellor's Prevention of Gender-based Violence Workplan prioritises actions to prevent and respond to violence across the entire University community.

In partnership with the Victorian Government/Women's Health Victoria, RMIT will be supporting two new courses in Gender Equity and Family Violence under the free TAFE scheme from 2022 onwards – the first accredited training program of its type in Australia.

The consultation and development of RMIT's Gender Equality Action Plan 2022-2025, requires deep analysis and review of gender and intersectionality and embedding the lens of intersectionality in our new plan, GE programs of work and Equity Impact Assessments implemented for any program, service or policy that has significant impact to the public (Victorian Gender Equality Act 2020).

<p>Objective 3 – 2019-20 application</p> <ul style="list-style-type: none">- Describe this objective:	<p>Women’s Career Advancement Women’s Career Advancement - RMIT fosters an environment that supports the career advancement of women to ensure, develop and retain our talent.</p> <ul style="list-style-type: none">• Increase women’s application and success rates in academic, vocational, and professional promotion• Increase financial support for women in research• Review and maintain RMIT Leadership programs for gender inclusivity and participation• Provide enabling opportunities and forums for women
<ul style="list-style-type: none">- Has this objective been achieved? (Yes/No/Partially)	<p>Partially – Progress Evidenced (Some objectives require sustained and ongoing attention and are incorporated into our 2022-2025 Gender Equality Plan).</p>

- Provide details related to the achievement of this objective; or why the objective was not achieved (e.g. what was the actual outcome, how it was achieved etc):

Achievement Relative to Opportunity

RMIT staff have a diverse range of personal circumstances which may require individual working arrangements and therefore career histories that challenge our ideas of the traditional approaches to work. RMIT approaches decisions regarding these opportunities from the perspective of achievement relative to opportunity.

An example of this is through the process of Academic Promotion, where achievement relative to opportunity procedures allow staff to explain how a personal or life circumstance may have influenced their work. RMIT is one of the first universities also to pilot and embed ARtO (Achievement Relative to Opportunity) in recruitment (typically it is used in Academic Promotion).

In 2020, 61% of female applicants for academic promotion activated ARtO to explain how personal or professional circumstances had impacted their career. Of those who activated ARtO, 70% were successful which is on par with overall success rates. The reason cited most often for activating ARtO was carer responsibilities, followed by work/role circumstances, taking parental leave and fractional employment. This option was also utilised by 47% of men. Building career readiness and representation at all levels is critical to ensure all eligible applicants apply and are supported.

Internal promotions for women managers have improved since 2018 (56.5%): 2021 (60.8%) and non - managers sustained at 2018 (61.1%) to 2021 (61.6%)

RMIT's representation in vocational senior leadership has increased since 2018 (30%) to 2021(57%)

Career Reignite Program for Academic Researchers

The Career Reignite Program is designed to better support our research academic staff who experience career interruption/s that impact on their ability to access research opportunities. (28 women and 2 men have participated in the program to date).

Employee Networks

Other career-enhancing opportunities are available to staff through various employee networks, and example of one such network is the Women's Research Network (WRN). <https://www.rmit.edu.au/research/our-research/women-researchers-network>.

The WRN, The Women Researchers' Network (WRN) was established in 2013 to enable RMIT female academic staff and research fellows at all career stages to connect with each other, share opportunities, access resources, and participate fully in positive, active professional development.

- 1.3.2** If there are additional objectives, add the three objective-related questions from above into the box below and provide the details:

- 1.4** Your organisation's gender equality strategy/strategies must be supported into the broader business strategy and planning process and have been endorsed by the governing body in the past two years. Please tick (✓) the boxes below to confirm the following:

Yes, our gender equality strategy is incorporated into the broader business strategy and planning process

Yes, our gender equality strategy has been endorsed by the governing body/Partnership in the past two years

- a. On what date did your governing body endorse your gender equality strategy?

University Scorecard Senior Gender Representation 5 March 2020
 University Scorecard Senior Gender Representation 10 March 2021
 Gender Equality Report 27 October 2020
 Gender Equality Report 13 October 2021

- b. From the options below, select what evidence you will be providing of your governing body's endorsement (this will need to be uploaded into the online platform together with your application):

Extract of governing body minutes

Copy of an email from the CEO/CFO/ Company Secretary confirming this information was tabled

Other evidence of governing body endorsement (provide details):

Strategy evaluation and reporting

- 1.5** Your organisation must evaluate its progress against its gender equality strategy by tracking the metrics below and reporting progress to your entire workforce, key management personnel (KMP) and governing body (not a sub-committee of the governing body) every 12 months. *

* *ALERT: if your organisation has been able to do this in one year only since your 2019-20 application due to the impact of COVID-19, are you seeking an exemption from this annual requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes				
1.5.1 Place a tick (✓) in the relevant box to confirm the metrics below were reported to your workforce, KMPs and governing body (not a sub-committee) for each 12 months during the two years you held the citation.				
	Yes	No - only in 2019-20	No - only in 2020-21	
a. Gender composition of the workforce by manager and non-manager categories	✓			
b. Promotions by gender and manager and non-manager categories	✓			
c. Recruitment and exit (voluntary and involuntary) numbers by gender	✓			
d. Graduate programs and paid or unpaid internships (where applicable)	✓			
e. Utilisation of formal flexible working arrangements for women and men by manager and non-manager categories, including part-time	✓			
f. Utilisation of, and return from, parental leave (paid and unpaid), of women and men	✓			
1.5.2 Place a tick (✓) in the relevant box to confirm the metrics below were reported to your KMPs and governing body (not a sub-committee) for each 12 months during the two years you held the citation.				
	Yes	No - only in 2019-20	No - only in 2020-21	
a. The results of your gender remuneration gap analysis, including pay equity metrics and actions taken	✓			
b. Progress on narrowing its organisation wide gender pay gap	✓			
c. All results from your EOCGE survey (refer to section Q9.1 Lived experience > Employee Survey)	✓			
1.5.3 Place a tick (✓) in the relevant boxes below to confirm the metrics on gender-based harassment and discrimination and sexual harassment complaints were reported to your KMPs and governing body (not a sub-committee) for each 12 months during the two years you held the citation (for options b. to f., only select N/A if there have been no complaints):				
	Yes	No - only in 2019-20	No - only in 2020-21	NA (only use for options b. to f.)

a. Number and nature of complaints received (if there were no complaints, that fact needs to be reported)	✓			
b. Process for responding to the complaint	✓			
c. Time taken to resolve complaint (e.g. complaint made in February, resolved in July)	✓			
d. Outcomes for complainant and respondent (if a complaint was settled, this must be reported)	✓			
e. Any organisational change following the complaint	✓			
f. Complainant and respondent turnover	✓			

1.5.4 On what date did all the metrics covered under Q1.5 and all its sub-questions get reported to your governing body?

Gender Equality Report 2020 27 October 2020
 Gender Equality Report 2021 13 October 2021
 Staff Survey Results Report 1 March 2021

1.5.5 From the options below, select what evidence you will be providing that these metrics were reported to your governing body (this will need to be uploaded into the online platform together with your application) (✓) :

- Extract of governing body minutes
- Copy of an email from the CEO/CFO/ Company Secretary confirming this information was tabled
- Other evidence of governing body endorsement (provide details):

Council as Governing Body of RMIT University tabled the findings of the Gender Equality Report 2020 and 2021.

1.6 Where gender discrepancies exist for any areas listed in Q1.5 and sub-questions, your organisation must analyse systems and processes to identify gender bias in decision making and take actions to address issues identified.

1.6 Where gender discrepancies exist for any areas listed in Q1.5 and sub-questions, your organisation must analyse systems and processes to identify gender bias in decision making and take actions to address issues identified.

Did your organisation identify any gender differences in the metrics listed in question 1.5 and all its sub-questions? Please answer Yes/No * in the box below.

Yes

* If No: by answering No, you are declaring there is gender balance in ALL the metrics in the sub-questions for Q 1.5. This is verifiable in your organisation's most recent compliance report which can be generated for submission groups from this year's online platform.

1.6.a For the gender differences identified, your organisation must have analysed its related systems and processes for gender bias.

→ Confirm this occurred (Yes):

1.6.b Your organisation must have taken action to eliminate the gender biases identified.

→ Confirm this occurred (Yes):

→ Provide details of gender biases identified and actions taken:

Leadership commitment

1.7 Your CEO must be a visible champion by taking the following actions annually. Please confirm that this has occurred against each of the areas below by placing a tick (✓) in the relevant box: *

** ALERT: for Question 1.7.3, if your CEO was only able to meet this requirement once since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption for it to have occurred in each year, based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

Question	CEO communicated this to all employees (and Partners in partnership structures)	Yes, this occurred in both years	No-only in 2019-20	No-only in 2020-21	Dates this occurred
1.7.1	Reasons why improving gender equality is beneficial for your organisation (i.e. your business case for gender equality)	✓			
1.7.2	The CEO's commitment to zero tolerance of gender-based harassment and discrimination, sexual harassment, and bullying	✓			
1.7.3	The organisation's overall gender equality strategy, priorities, and progress *	✓			
1.7.4	The organisation's commitment to equal pay (like-for-like gaps)	✓			
1.7.5	The organisation's commitment to eliminating the gender pay gap (overall, organisation-wide pay gap)	✓			

Did the same CEO make all the statements in both years? (Yes/No) NO

If yes:

1.7.a Provide the name of the CEO who made these statements:

1.7.b How were the statements communicated?

1.7.c Provide your CEO's statement from 2019-20:

[Empty text box]

1.7.d Provide your CEO's statement from 2020-21:

[Empty text box]

If no:

1.7.a Provide the name of the CEO who made the statements in 2019-20:

Martin Bean, CBE, Vice-Chancellor, and President

1.7.b Provide the name of the CEO who made the statements in 2020-21:

Martin Bean, CBE, Vice-Chancellor, and President
Dionne Higgins, Interim Vice-Chancellor, and President

1.7.c How were the statements communicated?

Variety of communication networks, all staff e-mails/newsletters 'RMIT Life', External News, Videos, Full Speech Notes/Transcripts can be provided.

1.7.d Provide your CEO's statement from 2019-20:**Martin Bean, Vice Chancellor and President 'International Women's Day Event – 8 March 2020v#BalanceforBetter RMIT News All Staff 8 March 2020 Refer also to section:7.1. e**

Firstly, what an honor it is to be here today to celebrate International Women's Day. A week after RMIT was named an Employer of Choice for Gender Equality for the second year in a row. It's just the beginning... but it's a fantastic beginning. Lead by our values – we're building a culture of inclusion for all and embracing diversity. My role is to live what we believe – to role model attitudes, processes, and ways of working that truly support balance for better. In addition – supporting debate, encouraging freedom of speech, and thought leadership where it counts.

And while we've got a way to go, I'm also very proud of our own backyard. At RMIT we have gender parity on our Council, my Executive team, and among the wider Executive leadership group. We've also passed the 40% mark for women in senior leadership. We're continuing to analyse remuneration to identify inequity and we're supporting all our carers, whatever their gender or life need.

Martin Bean, Vice Chancellor and President video script RMIT News All Staff 8 March 2020

Wominjeka everybody and happy International Women's Day! I'm proud to say that last week, RMIT was named a Workplace Gender Equality Agency 'Employer of Choice' for the third year in a row! We've made some terrific progress including:

Increasing promotion rates of our women managers from 44% in 2016 to over 62% in 2019. Maintaining gender parity on RMIT Council, my Executive team, and among the Executive leadership group. Supporting the success of women in STEMM fields with our award-winning Athena SWAN action plan. Committing to the Respect Now Always Campaign to prevent and respond to sexual harm. Introducing guidelines on Achievement Relative to Opportunity as part of our academic promotion process.

And we're addressing the issues that lead to gender pay gaps. But we're not done. We're only just getting started. RMIT is built on a belief in opportunity for all and we won't rest until that's the case.

Because equal opportunity is an absolute – so until there are no exceptions, no pockets of inequality or barriers remaining, the task of change still lies ahead and it's ours to shape. I want each member of the RMIT community to feel part of this – because together we can change the world. Noon Gudgin [NOONG GOOD-GIN] – thank you – for the part you play and the difference you make.

Martin Bean, Vice Chancellor and President Equal Pay Day: how we're tracking on gender equity RMIT News All Staff 28 August 2020/ and Yammer Post

Vice-Chancellor and President Martin Bean said during the coronavirus (COVID-19) pandemic, RMIT has continued to focus on improving gender equality and building a culture of inclusion and respect. "Through our dhumbali (commitment) to our Gender Equality and Athena SWAN Action Plans, my leadership team regularly reviews our progress to ensure we keep removing barriers and reducing inequalities across the University," Martin said.

"This includes being rigorous in addressing whatever systems, policies or attitudes remain that could contribute to gendered pay disparities. "As we navigate our way through a very difficult year, our commitment to equality is as strong as ever.

"

1.7.e Provide your CEO's statement from 2020-21:**Martin Bean, Vice Chancellor and President 'Our community celebrates: International Women's Day 2021' RMIT News All Staff 15 March 2021 Refer also to section:7.1.f**

"I have learnt over my career that gender equity is not only the right thing, it's unequivocally the smart thing and it should certainly be the norm," he said. "Our Gender Equality and Athena SWAN Action Plans are designed to work toward equitable career progression, address gender pay inequities and prevention of gender-based harassment and sexual harm."

Martin reflected that in real terms at RMIT, the gender gap in average pay has been cut in half since 2016 and 58.3% of the promotions going to managers and leaders, went to women. That's 12.3% higher than the overall education industry. "At RMIT we can hold our heads high because every day we focus, laser-like, on creating equal futures."

Dionne Higgins Interim Vice Chancellor and President 'Equal Pay Day: how we're tracking and our focus on gender equality' RMIT News All Staff 24 August 2021

Interim Vice-Chancellor and President, Dionne Higgins said that, though the COVID-19 pandemic continues to impact gender equity globally, RMIT has continued to focus on improving gender equality and building a culture of inclusion and respect. "Guided by our commitment to the Gender Equality, Athena SWAN Action Plans and Prevention of Sexual Harm, my leadership team regularly analyses our progress. This ensures we continue to remove barriers and reduce inequalities across the University, because we can accept nothing less than genuine opportunity for all our people," Dionne said. "This means we need to be rigorous in addressing whatever systems, policies or attitudes remain that could contribute to gendered pay disparities. It's a difficult year with many demands on our focus, which makes it more important than ever that we double down on our commitment to equality."

Dionne Higgins Interim Vice Chancellor, All Staff e-mail, 27/08/2021, National Student Safety Survey

'We're already living in challenging times and it's distressing to acknowledge that instances of sexual assault and sexual harassment continue within universities as places of learning and of work. Together, as an RMIT community, we need to reaffirm our commitment to eliminate all forms of gendered violence, including sexual harm. Violence, in all its forms, has no place at our University. Everyone has a right to expect they will be safe where they study, live, work and socialise. Anything less is simply unacceptable and that's exactly what this survey is all about

We have a responsibility to understand the gendered drivers of violence that are consistently associated with higher levels of violence. The experience of violence is often driven by expressions of forms of gender inequality and is disproportionately experienced by women and girls. We also know that members of our LGBTIQ+ community are identified as being at risk of experiencing domestic, family and sexual violence.

Safer Community A Message from Dionne Higgins, Interim Vice-Chancellor Video, 25 August 2021.

So I'm asking every member of our community to stand up and speak up. If you see something, or hear something, that's not right you need to know we'll have your back. We have safe ways for you to share what you have experienced or what you know, and we have safe ways to provide support. Because one instance of sexual harm will always be one too many

1.8 Your organisation must have a group, committee, or council with representation from senior management level or above, that is responsible for the implementation and oversight of your organisation’s gender equality strategy. Confirm these are in place by ticking (✓) the box below:

<input checked="" type="checkbox"/>	<p>Provide the job title of the Chair of this group/committee/council:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Dionne Higgins, Interim Vice-Chancellor and President Vice-Chancellor’s Executive (VCE)</p> </div>
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1.9 Your CEO must have direct involvement with the organisation’s gender equality initiatives. Please confirm this occurs by ticking (✓) the box below:

<input checked="" type="checkbox"/>	<p>List what involvement your CEO has had with your gender equality initiatives in the past two years:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>The Vice-Chancellor and the Vice-Chancellor’s Executive team are ultimately responsible for the oversight of the Gender Equality Action Plan 2016-2021, Athena SWAN Action Plan (2019 -2024), as well as Prevention of Sexual Harm Plan programs of work. This includes approving any strategies that are required to be enacted throughout RMIT University.</p> <p>Through Dionne Higgins and Martin Bean’s roles as chair of the Vice-Chancellor’s Executive team’s regular meetings, as President of RMIT, the Interim/Vice-Chancellor both leaders are incredible advocates for gender equality and have provided active support of RMIT’s GEAPs and related gender equality initiatives.</p> </div>
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1.10 Your organisation must ensure that women and men can access opportunities that are considered career-enhancing, equitably. Please confirm this occurs by ticking (✓) the box below:

<input checked="" type="checkbox"/>	<p>Provide details on how your organisation has ensured there is equity in how women and men access career-enhancing opportunities in the past two years:</p>
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RMIT supports equity between men and women and diverse genders in all career-enhancing opportunities.

BOOST and BOOST Mentoring Academic Promotion

The aim of these mentoring programs (2019-2021) are to assist staff members in preparation for Academic Promotion. The BOOST program is open to all genders. This provides an opportunity to advance the leadership skills of the mentor as well as the skills of the mentee.

Career Reignite Program for Academic Researchers

The Career Reignite Pilot Program is designed to better support our research academic staff who experience career interruption/s that impact on their ability to access research opportunities (28 women and 2 men have participated in the program to date). A key element of the Career Reignite Program is the access to a Career Coaching Panel for eligible research academic staff who have experienced (or anticipate) career interruption or barriers that have impacted on their ability to access research opportunities to assist them in developing their research career transition plans. The Career Coaching Panel was approved in August 2020 and consists of 5 accredited external coaches who deploy tools and techniques to ensure participants in the Career Reignite Program get maximum benefit from the coaching arrangement and development of research career transition plans. To date, there have been 53 nominations received, 30 accepted the invitation to participate (2 Level As; 12 Level Bs; 12 Level Cs; 3 Level Ds; 1 Level E).

Employee Networks

Other career-enhancing opportunities are available to staff through various employee networks, such as the Women's Research Network (WRN). WRN. RMIT is committed to supporting gender equity, through the work of the WRN which aims to: advocate for change in gender equity policy, practice and behaviour, foster a flourishing and supportive environment for women researchers, connect the University to a wider community of practice in gender equity.

Achievement Relative to Opportunity

Traditionally, measurements of merit and achievement within the University have been based on a notional standard of a full-time and uninterrupted career, which has disproportionately had a negative impact on women.

Managers and leaders are responsible for encouraging and enabling the sharing of personal circumstances, working arrangements (past and current) and career histories that may have impacted on the individual's opportunities to demonstrate achievement. Significant work has occurred to implement Achievement Relative to Opportunity (ARTO) through our promotion recruitment and hiring processes, including developing, training programs, on Inclusive Hiring and Decision Making. Referenced earlier in application Objective 3.

Accountability

1.11 Your organisation must hold managers accountable for contributing to the implementation of its gender equality strategy. Please confirm this has occurred in the past two years by ticking (✓) Yes below, and by ticking(✓) the corresponding boxes on the right:		
<input checked="" type="checkbox"/> Yes	How has your organisation held managers accountable in the past two years?	
	a. Gender equality performance improvement targets are included in annual manager performance reviews	✓
	b. Business unit managers are required to develop business plans that are aligned to the gender equality strategy	✓
	c. Business unit managers are required to report to the organisation's gender equality oversight body on a regular basis on the progress of their business unit's gender equality plan	✓
	d. Other key performance indicators (provide details):	✓
RMIT's GEAPs outline the key objectives for our University senior leaders and people managers. In addition, RMIT has committed to 'Enable managers to lead effective change locally and build an inclusive culture through everyday decisions and actions.'"		
RMIT's University Scorecard which measures our strategic objectives - includes a primary focus on senior gender representation. Senior leaders at RMIT have KPIs attached to the achievement of senior gender targets for their area. A target is assigned to each Portfolio and College. RMIT policies/ compliance training also explicitly outlines expectations of managers and senior leaders at RMIT. With the implementation of our new HR platform, Workday in 2021, managers can see in depth gender equity workforce reporting in dashboards, including gendered pay gap for their teams.		

1.12 Your organisation's governing body must be provided with a copy of the completed EOCGE application, and all supplementary information, once submitted. Confirm your applications below were provided to your governing body by ticking (✓) Yes and providing the dates when this occurred:		
<input checked="" type="checkbox"/> Yes	→ Provide the date of the governing body meeting where the 2019-20 application was tabled: →	→ Provide the date of the governing body meeting where this 2021-23 application has been/will be tabled: →

	<p>The WGEA Employer of Choice Submission was updated and available on our website – and communicated to all RMIT staff 26 February 2020, 6 March 2020, 25 February 2021.</p>	<p>Additional reporting requirements will be met in the next Council report to include both 2019-2020 application and 2021-23 - Dec 2021.</p>
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1.13 If you have additional information in relation to any of the areas in Focus Area 1, please provide in the text box below:

Future certification changes

Please tick (✓) the box below to acknowledge that this will become a new requirement in Focus Area 1 for subsequent applications:

- From 2022-24 applications (those due in 2022), superannuation must be paid on your employer funded paid parental at the employee's full salary AND on the government funded paid parental leave at the minimum wage.

Focus Area 2: Developing a gender balanced workforce

This focus area recognises that the Australian workforce is highly segregated by industry and occupation.

Organisations need robust, targeted learning and development, talent identification and leadership programs to support women’s progress through the leadership pipeline, and provide career opportunities across all levels of the workforce for women and men.

Learning and development

2.1 Your organisation must have a formal policy or formal strategy that includes learning and development (including leadership and/or career development training) for women and men. Confirm this is in place by ticking (✓) Yes and the relevant boxes below:

<input checked="" type="checkbox"/> Yes	Indicate which of the following is in place:
	<input checked="" type="checkbox"/> Formal policy
	<input checked="" type="checkbox"/> Formal strategy

2.2 Your organisation must discuss career learning and development options with your permanent workforce and long-term casuals, and where appropriate, provide the opportunity for learning and development plans to be put in place. Confirm this occurs by ticking (✓) Yes below:

Yes

*Note: Other Program Selection is Locked – Leadership Development Training
Leaders Network Programs: Executive Leadership Forums and Extended Leadership Forums
multiple sessions throughout 20/21 headcount provided once.*

2.3 Your organisation must provide FORMAL leadership development programs to women and men, both full-time and part-time, and track how many have participated in these programs, every 12 months. Complete the table below to confirm this occurred for each of the past two years that you have held the citation. *

** ALERT: if you were only able to provide this in one of the two years since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

2019-20				
Leadership Development Program	How many employees participated in 2019-20*			
	Women		Men	
	Full-time	Part-time	Full-time	Part-time
Formal sponsorship programs	-	-	-	-

Formal mentoring programs	66	2	39	2
Formal leadership network programs	60	1	47	5
Leadership development training Other – provide name:	1696	344	1461	131
Other – provide name:				

2.3.1 Were there fewer women than men or no part-time employees listed in any of the formal leadership development programs above? If yes, provide an explanation why:

Note: Reporting on “Part-time” style status does not put into scope the full picture of flex/time arrangements

2020-21

Leadership Development Program	How many employees participated in 2020-21 *			
	Women		Men	
	Full-time	Part-time	Full-time	Part-time
Formal sponsorship programs				
Formal mentoring programs	69	4	26	26
Formal leadership network programs	376	34	435	35
Add the name of the program Other – provide name: Leadership development training	2940	412	2658	125
Other – provide name:				

2.3.2 Were there fewer women than men or no part-time employees listed in any of the formal leadership development programs above? If yes, provide an explanation why:

Note: Many Executive Managers, leaders and staff across the University utilise purchased leave/compressed work weeks, in addition to part time. Reporting on “Part-time” style status does not put into scope the full picture of flex/time arrangements.

In 2021 it is noted that our Extended Leadership Forums has a gendered gap in participation in favour of men. This is under review to improve balanced participation of women influenced by the current classification of representation of women in this cohort group.

Workforce targets – managers

2.4 Your organisation must set numerical targets with timeframes to improve the representation of women in any manager category where their representation is less than 40%.

- a. Provide details below of all manager categories and targets set where the current representation of women is less than 40%.
- b. Also, add information from your 2019-20 application to track progress of targets set for women in manager categories, where applicable.

2.4.1 Does your organisation have manager categories where the representation of women is less than 40%, and/or did you include manager categories and targets in your 2019-20 application? Tick (✓) relevant box below:

- Yes, provide details of those manager categories and the targets set in the table below
 No, proceed to Q2.4.2

Manager category where target set	% women in 2019-20 (% / NA)	% women target in 2019-20 (% / NA)	% women currently	If % of women remains less than 40%, what is the current % target?	What year is the target to be reached?
E.g. KMP	32%	36%	34%	35%	2023
1 Across all management levels, RMIT pay scales (Executive, HEW 10,	40.75%	49.58%	45%		

	Academic Levels D and E, and Senior Educator Level 3)					
2	Across various management levels, senior leaders in College of Science, Engineering and Health (STEMM) (Executive, HEW 10, Academic Levels D and E, and Senior Educator Level 3)	22.22%	34%	30%	40%	2025
3	Across various management levels, senior leaders in the College of Business (Executive, HEW 10, Academic Levels D and E, and Senior Educator Level 3)	38.38%	45.90	41%		
4	Across various management levels in the College of Social Context (Executive, HEW 10, Academic Levels D and E, and Senior Educator Level 3)	47.65%	51.92	48%		

2.4.1.a If progress has not been made between 2019-20 and now for any of the above manager categories, please explain why:

RMIT's Senior Gender Representation has stabilised over the last two years since the last application. Considering a variety of factors, including COVID-19 impact on Victoria, and the Victorian University Sector, recruitment 'freezes' throughout the majority of 2020 as well as major restructures, and Voluntary Departure offerings.

The ability to maintain RMIT's gains in senior gender representation in a sustainable way, throughout a difficult and disruptive period has been important. RMIT is also aware COVID disruption will have lasting impacts. RMIT will continue towards 2025 to ensure gender parity is reached across the University. Many of the targets set in 2019/2020 have enabled for the first time at RMIT representation of 40%+ for many defined management categories with the exception of STEMM with a new target created of 40% by 2025.

2.4.2 Does your organisation have manager categories where the representation of women is above 40%? Tick (✓) relevant box below:

Yes, provide details below of all manager categories where the representation of women is above 40%

No, our organisation has no manager categories where the representation of women is above 40% - - proceed to Q2.5

	Manager category where % of women is greater than 40%	Current % of women	If the % of women drops below 40%, tick below to confirm a target will be set
1	Responded to 2.4.1		

2.5 Your organisation must set targets with timeframes to improve the representation of women in non-manager categories where their representation is less than 40%.

1. Provide details below of all non-manager categories and targets set where the current representation of women is less than 40%.
2. Also, add information from your 2019-20 application to track progress of targets set for women in non-manager categories, where applicable.

2.5.1 Does your organisation have non-manager categories where the representation of women is less than 40%, and/or did you include non-manager categories and targets in your 2019-20 application? Tick (✓) relevant box below:

- Yes, provide details of those non-manager categories and the targets set in the table below
- No, proceed to Q2.5.2

Non-manager category where target set	% women in 2019-20 (% / NA)	% women target in 2019-20 (% / NA)	% women currently	If % of women remains less than 40%, what is the current % target?	What year is the target to be reached?
E.g. Labourer	32%	36%	34%	35%	2023
1	Responded to 2.5.2				

2.5.1.a If progress has not been made since your 2019-20 application and now for any of the above non-manager categories, please explain why:

2.5.2 Does your organisation have non-manager categories where the representation of women is above 40%? Tick (✓) relevant box below:

- Yes, provide details below of all non-manager categories where the representation of women is above 40%
- No, our organisation has no categories where the representation of women is above 40% - proceed to Q2.6

	Non-manager category where % of women is greater than 40%	Current % of women	If the % of women drops below 40%, tick below to confirm a target will be set
1	Higher Education Worker (HEW) 4	62.07%	✓
2	Higher Education Worker (HEW) 5	71.83%	✓
3	Higher Education Worker (HEW) 6	67.03%	✓

4	Higher Education Worker (HEW) 7	67.24%	✓
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Note: As at time of application RMIT did not set targets in 2019/2020 as it is was not required for Reporting. Targets have been set for the 2020-21 period.

2.6 Your organisation must set numerical targets with timeframes to improve the representation of men in non-manager categories where their representation is less than 40%.

- Provide details below of all non-manager categories and targets set where the current representation of men is less than 40%.
- Also, add information from your 2019-20 application to track progress of targets set for men in non-manager categories, where applicable.

2.6.1 Does your organisation have non-manager categories where the representation of men is less than 40%, and/or did you include non-manager categories and targets in your 2019-20 application? Tick (✓) relevant box below:

Yes, provide details of those non-manager categories and the targets set in the table below
 No, proceed to 2.6.2

Non-manager category where target set	% men in 2019-20 (% / NA)	% men target in 2019-20 (% / NA)	% men currently	If % of men remains less than 40%, what is the current % target?	What year is the target to be reached?
E.g. Nurse	32%	36%	34%	35%	2023
1 Higher Education Worker (HEW) 5	N/A	N/A	27.92%	38%	2025
2 Higher Education Worker (HEW) 6	N/A	N/A	32.79%	42%	2025
3 Higher Education Worker (HEW) 7	N/A	N/A	32.54%	42%	2025

2.6.1.a If progress has not been made since your 2019-20 application and now for any of the above non-manager categories, please explain why:

N/A Targets were not set in 2019/2020 as it was not a requirement at that time. Targets set in 2021. Note: 2.6.2 responded to in 2.6.1.

2.7 Your organisation must set targets for internal and external recruitment shortlists where the representation of women at ANY level of management is less than 40%. Please confirm this occurs by ticking (✓) the relevant box below:

Yes

N/A – targets are not required as the representation of women across all levels of management is at least 40%

Targets – governing body

2.8 Where your organisation has control over its governing body appointments, and control over other governing bodies (for example subsidiaries), a selection policy or strategy, and numerical targets with timeframes must be set to improve the representation of women, where it is less than 40%.

After submission of your first application under this citation, your renewal application (two years later) must show progress against targets (over the prior two-year period). If targets are not met, you will have an opportunity to explain why.

Confirm name of organisation submitting this application:

RMIT University

a) Does this organisation have control over governing body appointments of ALL the organisations covered in this application? Please tick (✓) the applicable box below:

Yes

No, it has control only over SOME of the organisations included in this application. Provide the names of those organisations whose governing body appointments you do not have control over and explain why:

No, please provide details why your organisation does not have control over appointments to ALL the governing bodies/boards in this application:

RMIT University does not have control over appointments to the governing body, RMIT Council.

Members of RMIT Council are appointed by the government or through an election process. Current representation on RMIT Council: 7 females and 5 males. RMIT also welcomes the appointment of Peggy O'Neal AO, Chancellor, announced 20 October 2021, commencing 1 January 2022.

- b) For all organisations included in this application where your organisation has control over their governing body, complete the table below.
- c) Also, add information from your 2019-20 application where the representation of women was less than 40% and a target set (where progress has not been made, you will have an opportunity to explain why below):

Organisation name	Data from 2019-20 application (NA if not applicable)		Current % of women *	Current % target if less than 40% (% / NA)	What year is target to be reached?
	% women on governing body in 2019-20	% target set in 2019-20			
1. N/A					

* If the current % of women is 40% or more, please confirm that a target will be set if this drops below 40%. Tick (✓) Yes below:

 N/A

Yes

- d) If progress has not been made since your 2019 -20 application and now, please explain why:

- e) Confirm there is a formal selection policy or a formal selection strategy designed to promote gender equality in place for ALL these governing bodies by placing a tick (✓) against the applicable box:

 N/A

Formal policy

 N/A

Formal strategy

2.8.1 The following questions relate to governing bodies outside of your submission group.

Do you have control of appointments to the governing body of organisations outside of this submission group? Tick (✓) the relevant box below:

 N/A

Yes

 N/A

No

- If Yes, complete the table below by adding all organisations outside of this submission group over which your organisation has control over their governing body.
- Also, from your 2019-20 application, provide information to track progress on governing bodies where the representation of women was less than 40% and a target set (where progress has not been made, you will have an opportunity to explain why below):

Organisation name	Data from 2019-20 application (NA if not applicable)	Current % of women *	Current % target if	What year is target to
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	% women on governing body in 2019-20	% target set in 2019-20		less than 40% (% / NA)	be reached?
1.	N/A				
<p>* If the current % of women is 40% or more, please confirm that a target will be set if this drops below 40%. Tick (✓) Yes below:</p> <p><input type="checkbox"/> Yes</p>					
<p>3. If progress has not been made since your 2019-20 application and now, explain why:</p> <div style="border: 1px solid black; padding: 5px; width: fit-content;">N/A</div>					
<p>4. Confirm there is a formal selection policy or a formal selection strategy designed to promote gender equality in place for ALL these governing bodies by placing a tick (✓) against the applicable box below:</p> <p><input type="checkbox"/> N/A Formal policy</p> <p><input type="checkbox"/> N/A Formal strategy</p>					

2.8.2 Does your organisation have control over the governing body of any organisations outside of this submission group, but have no control over appointments for this governing body/bodies? Tick (✓) the relevant box below:

Yes No **N/A**

i. If Yes, explain why your organisation has no control over appointments for this governing body/bodies:

N/A

ii. If Yes, has your organisation taken other actions to improve gender balance on these governing bodies? Tick (✓) the relevant box below:

Yes No

If Yes, provide details:

N/A

Gender segregation

2.9 Your organisation must address gender segregation challenges in your organisation and/or industry. In the past two years, what gender segregation challenges within your organisation and/or industry have been identified and addressed?

a. How does gender segregation impact your organisation and/or industry?

At RMIT, we see gender segregation in disciplines where women have traditionally and continue to be underrepresented. These include Science, Technology, Engineering, Maths and Medicine (STEMM) disciplines which comprise 43% of the RMIT workforce and make up over 50% of domestic teaching, over 70% of research outputs and over 75% of research income.

Similarly, to national data, women are underrepresented in STEMM at RMIT. 36% of STEMM academic roles are held by women with the largest differences in representation seen at the Associate Professor and Professor levels. Women are the most underrepresented in Engineering (21%) and Computing Technologies (31%).

Gender segregation in STEMM impacts RMIT by missing the opportunity of the value and breadth of contribution of women and diverse genders can provide in STEMM. As an educational provider we need to be role modelling to new generations to have greater gender balance in STEMM fields, our society, research outcomes and innovation as a society will benefit.

b. What measures have you implemented to improve gender balance in your organisation?

Our commitment to STEMM gender equity including intersectionality is based on a concrete program of strategy and action under Athena SWAN. The Athena SWAN action plan encompasses seven themes and 115 actions with external accountability by peer review and institutional awards.

Our policies and practices aim to create an even greater inclusive culture at RMIT. We have focused on the following measures in STEMM: -

- Creating inclusive job advertisements using **Textio**
- An **Always on Campaign for Women in STEMM** to build and maintain talent pipelines
- Visible staff and student role models through **Our Women in STEMM** gallery showcasing inspirational researchers. Displayed internally and externally www.rmit.edu.au/womeninstemm
- **Public events** including Open Day panel (**200** participants; **80** questions) & Women at NASA (**400** RMIT & high school women; **231** questions)
- Establishment of a **STEMM Diversity and Inclusion Advocate** in each STEMM School to drive actions at a local level
- **Executive Leadership Capability Program** to develop inclusive leadership through 360 assessments, debriefs and workshops for **40 STEMM** leaders. This then builds leadership capability across the entire employee lifecycle.
- Focused on candidate potential through **Achievement Relative to Opportunity** (ARtO). An evaluative framework that is a positive acknowledgement of what an individual can or has achieved given the opportunities available to her/them/him. RMIT is one of the first universities to embed this in recruitment (typically it is used in Academic Promotion).
- The use of Special Measures for advertising Academic roles with less than 40% representation of women. These are within the purposes of the Equal Opportunity Act 2010 and Race Discrimination Act 1975. RMIT took the approach that the focus could no longer be on women only, but rather an approach that was value, equity and social justice based to include indigenous people and people who identify as trans and gender diverse. This is a first in the higher education sector.

RMIT's approach continues to be shaped by the lived experience of under-represented groups in STEMM. We aim to account and remove the systemic and cultural barriers of women in STEMM.

c. Where have you made progress and what were/are the biggest challenges?

RMIT is using substantive equity to transform our recruitment practices in STEMM. We have seen almost doubling of women in STEMM leadership. 16% at August 2018 compared to 31% in November 2020.

STEMM women made up 21% of all applicants in 2015-2017. In 2020 this increased to 34%. 65 women joined STEMM in the past 12 months in Academic Roles and 4 Indigenous Academics (this time included a recruitment freeze due to COVID-19 impacts in Higher Education). The increased representation of diverse groups at RMIT has provided role models to our students, community, and workforce.

One of the biggest challenges has been to support leaders and managers within diverse organisational units across our large institution to embed inclusive practices and cultures. We have made progress through a multi-touchpoint Executive Leadership Capability Program to develop inclusive leadership for STEMM College leaders. The outcomes from this activity fed into on-going work with a focus on psychological safety and boundary spanning.

Leaders and newly appointed Diversity and Inclusion Advocates in each STEMM School utilise data dashboards to support informed decision-making at the local level, as well as greater transparency and accountability in diversity and inclusion policy creation. As part of RMIT's Gender Equality Action Plan 2022-2025 this model will be extend to non-STEMM areas.

The SAGE Cygnet Awards recognise institutional implementation of Action Plans evidenced by Progress and Impact Reports on Key Priority Areas defined from the Institutional Bronze Award Action Plans. As such, they build on and complement holistic, large-scale and priority strategic actions across the institution as well as local area priorities.

2.10 If you have additional information in relation to any of the areas in Focus Area 2, please provide in the text box below:

Future certification changes

By ticking (✓) the box below, you acknowledge that this requirement in Focus Area 2 is in place for subsequent applications:

Subsequent applications will need to show progress against the targets covered in this section for the two-year period between applications. If targets have not been met, you will have an opportunity to explain.

Focus Area 3: Gender Pay Equity

This focus area recognises an organisation's commitment to i) equal pay (like-for-like pay gaps), and ii) the gender pay gap (overall, organisation-wide pay gap).

Understanding the gender pay gap is confusing. Typically, when an employer declares that there is no gender pay gap in their organisation, they are referring to the fact that they pay women and men equally for the same or similar roles. However, when the gender pay gap is published nationally, or WGEA refers to the gender pay gap, we are referring to the overall, organisation-wide pay gap.

Equal pay (like-for-like pay gaps)

Equal pay is the concept of women and men being paid the same for performing the same role or different work of equal or comparable value. In Australia, this has been a legal requirement since 1969. If an organisation has like-for-like pay gaps, it means they are not paying their employees lawfully.

In determining if two employees are performing the same or comparable work, some things to consider are whether employees are at the same performance standard, and whether they are being paid a premium for scarce skills.

Gender pay gap (the overall, organisation-wide pay gap)

The gender pay gap is different to equal pay and is not the difference between two people being paid differently for the same or similar job, which is unlawful. The gender pay gap at an overall, organisation-wide level, measures the difference between the average earnings of women and the average earnings of men across the whole organisation and expresses the difference as a percentage.

The gender pay gap is caused by a range of social and economic factors that combine to reduce women's earning capacity over their lifetime. These include:

- 10.1 discrimination and bias in hiring, pay decisions and promotions
- 10.2 women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- 10.3 women's disproportionate share of unpaid caring and domestic work
- 10.4 high rates of part-time work for women
- 10.5 lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles, which affects women's career progression opportunities
- 10.6 women's greater time out of the workforce for caring responsibilities which impacts their career progression and opportunities.

The gender pay gap also reflects gender segregation in the workplace. If more men are in higher paid positions and more women in lower paid positions, there is a gender pay gap in favour of men.

An analysis that assesses the value of roles (in terms of skills, knowledge, responsibility, effort and working conditions), reveals that female-dominated roles are undervalued when compared with roles that are male-dominated.

Closing the gender pay gap requires organisations to take a multi-faceted approach, the components of which are captured under this criterion.

Pay equity strategy and policy

Before commencing Focus Area 3, please tick (✓) both boxes below to confirm you have read the explanations of equal pay and the gender pay gap:

- Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. In Australia, this has been a legal requirement since 1969. If an organisation has like-for-like pay gaps, it means they are not paying their employees lawfully.
- The gender pay gap at an overall, organisation-wide level, measures the difference between the average earnings of women and the average earnings of men across the whole organisation and expresses the difference as a percentage.

<p>3.1 Your organisation must have a formal remuneration policy AND formal remuneration strategy that contain specific gender pay equity objectives. Confirm these are in place by ticking (✓) the relevant box below:</p> <p><input checked="" type="checkbox"/> Yes, these are contained in our policy and strategy</p> <p>OR,</p> <p><input type="checkbox"/> Yes, our gender pay equity objectives are contained within an award/industrial or workplace agreement</p>		
<p>3.1.1 What gender pay objectives are included? (If none of the following are included, you must select OTHER and provide details of the objectives in place). Tick (✓) the applicable boxes below:</p>		
	Yes	No
a. To achieve gender pay equity	✓	
b. To be transparent about pay scales and/or salary bands	✓	
c. To ensure managers are held accountable for pay equity outcomes	✓	
d. To implement and/or maintain a transparent and rigorous performance assessment process	✓	
e. To ensure no gender bias occurs at any point in the remuneration review process (e.g. at commencement, at annual salary reviews, out-of-cycle pay reviews, and/or performance pay reviews)	✓	
f. Other objective not listed – provide details:		

RMIT staff are covered by Enterprise Agreements which have a transparent/set pay bands that are available publicly. RMIT's Pay Equity Review in 2020 and 2021 also included annual updates on the success of recommendations that are in place to increase transparency and scrutiny when setting remuneration at recruitment and throughout the employee life cycle.

The Remuneration, Nomination and People Committee, oversee review of Executive remuneration as well as bonus allocations, including systems and processes that impact remuneration decision making. The terms of reference include – review remuneration considering 'diversity and inclusion strategies and outcomes.

RMIT is committed to addressing the gender pay equity gap and will undertake regular analysis and monitoring, implementing improvements where required. Remuneration will be sufficiently flexible and regularly reviewed to ensure gender bias does not occur at any point in the decision-making processes.

Pay gap analysis

3.2 Your organisation must complete a gender pay gap analysis of all its workforce annually to ensure that women and men receive equal pay, and to determine if you have a gender pay gap; this must be carried out in a number of areas. *

** ALERT: if you were unable to complete this for both years since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

3.2.1 Please confirm your organisation completed the analysis described below in at least one of the years since your 2019-20 application. Please tick (✓) one of the three boxes in point a), and confirm all options in point b):

o Analysis of ALL the workforce to determine if there was a gender pay gap (overall, organisation-wide)

Yes, this analysis occurred in 2019-20 and 2020-21

No, this analysis occurred only in 2019-20

No, this analysis occurred only in 2020-21

o Your analysis must have included the areas on the right, confirm this occurred by ticking (✓) Yes:

i. Our pay gap analysis was conducted by gender for full-time and part-time employees

Yes

ii. Our pay gap analysis included the following:

- Base salary Yes

- Total remuneration, including allowances, bonuses, Yes

	performance payments, discretionary pay, overtime and superannuation		
	- Performance pay	<input checked="" type="checkbox"/>	Yes
	- Starting salaries	<input checked="" type="checkbox"/>	Yes
	- Annual salary increases	<input checked="" type="checkbox"/>	Yes
	- Salaries on promotion	<input checked="" type="checkbox"/>	Yes

Pay gap actions and targets

3.3 Your organisation must meet its legal requirement to eliminate all salary differences between women and men who are performing the same work, or work of a comparable value (equal pay, previously known as like-for-like roles), for base salary AND total remuneration. Confirm this has occurred by ticking (✓) Yes below:

Yes

3.4 The following information relates to your organisation's gender pay gap (overall, organisation-wide gap):

- Complete the table below, providing gender pay gap information for each organisation included in this application.
- Also, add information from your 2019-20 application for all the organisations you included that had a gender pay gap and target, to determine if progress has been made.

Organisation name	2019-20 application: % target for org-wide pay gap	Year 2019-20 target was to be reached	Current org-wide gender pay gap % (as reported to WGEA) *	Current % target for org-wide pay gap	What year is target to be reached?
5. RMIT University	5.2%	2021	6.2%	5%	2023
6.				4%	2025

3.4.1 Has your organisation-wide gender pay gap reduced since your 2019 EOCGE application? Tick (✓) the relevant box below:

Yes No

- If no, explain below why progress against the target has not occurred since your last application:

Refer to reasons outlined for the exemption section q.1.3.

In 2019, RMIT set a target to reduce the gender gap in total remuneration to 5.2% by 2021. As reported, the gender gap in total remuneration has remained steady at 6.2%. However, due to the change in overall employment figures during 2020, holding this figure is still demonstrates sustainability in RMIT's endeavours during this period. A significant barrier for addressing structural pay gap impacts has been our current inability to grow our workforce because of financial constraints including a recruitment freeze though out 2021

RMIT is below the higher education industry gender gap in total remuneration, which was 10.5% at the latest update from the Workplace Gender Equality Agency in 2020.

* If the pay gap figure reported to WGEA is different to your current, internally calculated organisation-wide gender pay gap for total remuneration, please provide your internally calculated pay gap figure below, and explain why they are different:

N/A

3.4.2 Your organisation must take other actions, in addition to targets, to reduce your gender pay gap (overall, organisation-wide). Confirm this has happened in the past two years by ticking (✓) the second 'Yes' below *:

** ALERT: if you were unable to meet this criterion since your 2019-20 application due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes we are seeking an exemption, OR

Yes other actions have been taken, as detailed below:

In addition to targets, and the continuation of implementing RMIT's GEAPS. RMIT introduced protocols in 2020 to minimise and reduce the use of loadings which has continued into 2021. This action supported gender equity. RMIT in 2021 implemented the Workday system to support Human Resource Management and continues to progress system design in viewing gender equity data intelligence for all managers. Gender equity reporting is now available and accessible to all managers which will strengthen and support access of real time data for leaders and managers. Reporting includes gender representation insights for each manager, salaries and loadings analysis by gender and gender pay gap reporting.

Increased visibility to support decision making, in remuneration management and workforce profile in Workday and Business Analytics, is a key intervention that supports inclusive decision making at the point of hire, promotion and supporting additional retention strategies.

In 2021, Council Gender Equity Report, scenario modelling was tabled to better understand the relationship between the balance of gender numbers at different classification levels and the gender pay gap.

New requirements approved by Council include non-manager categories and review and target setting for gender balance in female dominated levels, (with a focus on HEW 5-7) with a target to reach a more balanced 60/40 representation by 2025. At present our distribution is 68% female and 32% male (headcount shift of 120 positions).

Five classification levels with a significant gender variance (greater than 60% of one gender) were identified. A 10% adjustment to the gender balance was applied with the outcome reflecting a reduction in pay gap for each classification level which, when totalled, reduced the gender pay gap by 2.73%, close to half the current pay gap.

Remuneration reviews

3.5 Women and men on primary carer's leave must be included in your organisation's annual reviews of salaries and annual bonus payments. Confirm this occurs by ticking (✓) Yes below:

Yes

3.6 Your organisation must analyse and compare the results of performance reviews by gender. Confirm this occurs by ticking (✓) the relevant boxes:

Yes

Our organisation does not conduct performance reviews, but the analysis of employees' work to determine outcomes is analysed by gender (e.g. bonuses, movement to a higher increment, etc)

Our organisation does not conduct performance reviews or equivalent, as any bonus or employee movement is automatic

3.7 If you have additional information in relation to any of the areas in Focus Area 3, please provide in the text box below:

Future certification changes

By ticking (✓) the box below, the applicant acknowledges that this requirement in Focus Area 3 is in place for subsequent applications:

Subsequent applications will need to show progress against the targets provided in this section covering the two-year period between applications. If objectives have not been met, you will have an opportunity to explain.

Focus Area 4: Support for Caring

This focus area covers an organisation’s initiatives and programs to support your workforce (including Partners in Partnership structures) with caring responsibilities, including but not restricted to parenting. It covers access to parental leave for women and men, return to work from parental leave and measures to support those with elder or disability care responsibilities.

Caring strategy and policy

4.1 Your organisation must have a formal policy AND formal strategy that supports those who have family or caring responsibilities. Confirm this, and the related requirements below, are in place by ticking (✓) the relevant boxes below:	
a. A formal policy and strategy supporting employees with family or caring responsibilities are in place and available to all the workforce (including Partners in Partnership structures)	✓
b. It covers support for employees who return to work from parental leave	✓
c. It covers support for parents at all stages of their children's lives	✓
d. It covers support for employees with eldercare responsibilities	✓
e. It covers support for employees with caring responsibilities for those with a disability	✓

Parental leave

4.2 Your organisation must have the following employer-funded parental leave provisions in place for PRIMARY carers. For each requirement below, confirm it is in place by ticking (✓) each box below:	
<p>a. At least eight weeks of employer-funded paid parental leave at full pay is provided for primary carers who are permanent employees (and Partners in Partnership structures)</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>The eligibility period to access primary parental leave has been removed, offering at least 18 weeks of paid leave from the point of hire, progressing to 24 weeks pro-rata after one year, and up until three years of service for all eligible employees</p> </div>	<p>How many weeks of employer-funded paid parental leave do you offer?</p>

b. The scheme is paid in addition to the government scheme (not just topping up the government-funded scheme)	✓
c. The employer-funded paid parental leave includes superannuation	✓
d. The scheme is available under any circumstances where there is a new baby e.g. adoption, same-sex couple, surrogacy. This must also be available for parents of a stillborn baby	✓
e. There is no requirement for anyone to repay any portion if they do not return to work	✓
f. The amount of leave available to women is equally available to men	✓
g. There is flexibility in how this can be taken (e.g. part-time for part of the paid duration)	✓

4.3 Your organisation must have the following parental leave provisions in place for SECONDARY carers. For each requirement below, confirm these are in place by ticking (✓) each box below:

a. At least three weeks of employer-funded paid parental leave at full pay is provided for secondary carers who are permanent employees (and Partners in Partnership structures)	✓
b. The scheme is paid in addition to the government-funded scheme (not just topping up the government-funded scheme)	✓
c. The scheme is available under any circumstances where there is a new baby e.g. adoption, same-sex couple, surrogacy. This must also be available for parents of a stillborn baby	✓
d. There is no requirement for anyone to repay any portion if they do not return to work	✓
e. The amount of leave available to women is equally available to men	✓
f. There is flexibility in how this can be taken (e.g. part-time for part of the paid duration)	✓

4.4 There must be no eligibility period to access eight weeks of primary carer's leave (the minimum EOCGE requirement), and three weeks of secondary carer's leave, AND if you offer more than eight weeks of primary carer's leave, the remainder must be made available once the employee's probationary period ends. Confirm this occurs by ticking (✓) Yes:

Yes

4.5 Your organisation must actively encourage men to take parental leave. Confirm this occurs by ticking (✓) Yes:

Yes

4.5.1 How did your organisation actively encourage men to take parental leave in the past 24 months? Please tick (✓) the applicable boxes below (at least one must be selected):

- Managers encouraged men in their teams to take parental leave	
- Published case studies about men who took parental leave in internal or external publications (e.g. on the intranet or the organisation's website)	✓
- Provided education, resources or coaching for line managers to ensure they understood the business case for encouraging men to take parental leave	✓

- Other - provide details:

Making Leave More Accessible

In 2017, RMIT developed the option for academic, VE and professional staff to assume the role of primary carer following their partner's return to work. This enabled staff, mostly fathers, who would usually only have access to secondary carers leave, to utilise primary carers leave as well. With this entitlement, more male staff have access to primary carers leave.

Of those taking primary carer's leave, 92.8% were women, down from 98.7% in 2017-2018, suggesting men are taking more long-term leave. Of those taking secondary carer's leave, 3.3% were women. In 2021, we saw a significant reduction in the gendered gap of formal flexibility as more men reduced their time fraction or purchased leave. Our staff survey showed 81% of women and 77% of men had the flexibility they needed to manage workload and other commitments.

Articles and communications have also supported men's roles in parenting and carer in the pandemic. See section 'Outstanding Initiatives'. Excerpt from staff news 'How parents and carers are Managing'. *Jack's wife Nicola, an emergency nurse, has been tested for coronavirus three times – the first time she had to move out of home for a couple of weeks after being exposed to a COVID-19 patient. "This meant I became full time single dad," Jack said. "It's very hard with a toddler to be able to look at a calendar of the day and say 'alright from 9 until 10, I'm going to work. From 11 till one you're going to sleep. It just doesn't work that way."* The article encouraged management support and care, formal and informal flex arrangements and access to carers leave. 18 August 2020.

Any communications relating to parental supports re-affirms our inclusive parenting approach i.e. RMIT News, 21 September 2021, announced our revised parental provisions and resources. Reinforcing headline *Parental leave options are available to staff regardless of sex, gender, gender identity, relationship status or another personal attribute.*

4.6 Your organisation must track the following metrics relating to paid parental leave annually. Confirm this has occurred by ticking (✓) the relevant boxes below:

a. Utilisation of parental leave by women and men (manager and non-manager):	<input checked="" type="checkbox"/> Yes, this occurred in 2019-20 and 2020-21
b. Return to work of women and men following parental leave:	<input checked="" type="checkbox"/> Yes, this occurred in 2019-20 and 2020-21

c. Promotions during parental leave:	<input checked="" type="checkbox"/> Yes, this occurred in 2019-20 and 2020-21
d. Voluntary and involuntary departures (including dismissals and redundancies) within 12 months of return from parental leave:	<input checked="" type="checkbox"/> Yes, this occurred in 2019-20 and 2020-21

4.7 Your organisation must have an action plan to maximise the rate of return to work from parental leave (paid or unpaid) that includes the following. Confirm these are included by ticking (✓) the relevant boxes below:

a. Keep-in-touch program while on parental leave	✓
b. On-boarding support	✓
c. Tracking the reasons why, where applicable, women and men who return from parental leave do not return to their original role and to which role they return	✓

Other support mechanisms

4.8 Your organisation must have support mechanisms in place, other than leave, for those with family or caring responsibilities, including elder care and disability care. From the list below tick (✓) the boxes of those support mechanisms that are in place, and/or provide details under "Other":

a. Communicating widely on the importance of supporting parents and carers	✓
b. Information packs to support new parents and/or those with elder care responsibilities	✓
c. Training for managers on how to support employees with these responsibilities	✓
d. Conducting education seminars on the various stages of parenting and caring specifically targeted to both men and women	✓
e. Providing access to online webinars/podcasts with expert advice on parenting and caring	✓
f. Providing access to concierge services/referral services to support families in finding available childcare, aged care or disability care	
g. Providing financial assistance for the cost of care	
h. Providing subsidised carer assessments to support families looking for care options for their loved ones	
i. Support for securing school holiday care	
j. Coaching for employees on returning to work from parental leave	✓
k. Other - provide details:	

Family and domestic violence support

4.9 Your organisation must have a formal policy or formal strategy to support those who are experiencing family or domestic violence. Confirm this is in place by ticking (✓) the relevant boxes:	
4.9.1 What does your organisation have in place?	<input checked="" type="checkbox"/> Formal policy <input checked="" type="checkbox"/> Formal strategy
4.9.2 Select what support your organisation provides:	<input checked="" type="checkbox"/> Providing paid or unpaid leave <input checked="" type="checkbox"/> Providing an employee assistance program <input type="checkbox"/> Training key staff <input checked="" type="checkbox"/> Including a domestic violence clause in enterprise agreement or equivalent <input checked="" type="checkbox"/> Referring to domestic violence support services for expert advice <input type="checkbox"/> Other - provide details: <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>

4.10 If you have additional information in relation to any of the areas in Focus Area 4, please provide in the text box below:	
<div style="border: 1px solid black; padding: 5px; width: 80%; margin: 0 auto;"> Partner leave provision has increased from a two-week entitlement to four weeks (2021). </div>	

Future certification changes

By ticking (✓) the boxes below, the applicant acknowledges that these requirements in Focus Area 4 are in place for subsequent applications from 2022-23 (applications submitted in 2022):

- Superannuation must be paid on your employer funded paid parental leave at the employee's full salary AND on the government-funded paid parental leave at the minimum wage (it is a current requirement for superannuation to be paid on an employee's full salary).
- If your employer-funded paid parental leave is less than 18 weeks (the amount provided by the government-funded scheme), superannuation must also be paid on the difference at the minimum wage.
- Four weeks of paid parental leave will be required to be offered to secondary carers.

Focus area 5: Mainstreaming flexible working

This focus area assesses an organisation’s support of flexible working arrangements. It recognises that successful implementation of flexibility needs visible leadership commitment as well as skills and support for managers and the workforce in general.

Flexible working strategy and policy


<p>5.1 Your organisation must have a flexible working policy AND strategy in place and include the following. Confirm these are in place by ticking (✓) Yes below:</p>	
<p>a. A business case for flexible working endorsed at the leadership level that is communicated to all your workforce (including Partners in Partnership structures)</p>	<p><input checked="" type="checkbox"/> Yes</p>
<p>b. Manager accountability for flexible working is in place (e.g. embedded into performance reviews, tracking of approvals and rejections with reasons)</p>	<p><input checked="" type="checkbox"/> Yes</p>
<p>c. Your organisation’s approach to flexibility is integrated into client/customer interactions. Tick (✓) the relevant box:</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No, because the organisation does not interact directly with clients or customers so this is not relevant</p> <p>i. If yes, describe how the organisation has worked with clients/customers to challenge assumptions that the work cannot be done flexibly:</p> <div style="border: 1px solid black; padding: 10px;"> <p>Our “all-flex” approach was well established prior to lockdown periods in Victoria. The ability for RMIT to fundamentally change the way we work virtually and off campus as well as adapting most of our educational offerings into digital delivery, meant there was and continues to be new innovations and learnings experienced.</p> <p>Student interactions are still largely virtual (digital learning), and in some areas i.e. online counselling, equitable learning services and student supports, access to services increased through use of virtual means.</p> <p>In 2021, RMIT continued to review hybrid ways of learning and working in many customer and student facing areas. RMIT is still unpacking what services can be provided on campus what services still can be provided virtually. The increase of options/choices of our students to engage in services, campus life, events, learning, and research is a priority for RMIT- to sustain a balance and plan for optimal delivery of our student supports and educational outcomes.</p> <p>Implementation of Office 365 and Workday has also enhanced digital capability in our environment. Supporting our staff in our learning systems to adapt to a digital environment that best meet the needs of our students. Staff are provided with resources and professional development programs to support them managing flexibly, remotely and in hybrid teams. Improvement in inclusive learning/ leadership/team protocols, i.e. the protocol of recording learning, team meetings and important information and communications to be accessed at alternative times.</p> </div>	

ii. If yes, describe the outcome of these efforts:

At RMIT, more than one in four staff choose a formal form of flexibility, including working part-time, purchasing leave, or working a compressed work week. Other forms of flexible working include flexible start and end times, time-in-lieu, job-sharing, or other creative forms of working arrangements that suit the work and life needs of staff. All forms of flexibility have continued to evolve with the move to primarily remote working in 2020/2021, with more men working formally flexibly than ever before.

RMIT has sustained staff experience i.e. the WGEA threshold – *I have the flexibility I need to manage work and other commitments* (81% of women and 77% of men) and there is no need for targets. Slight variation between experience of men and women, and managers and non-managers. Over this time, we have seen movement in reduction in the gendered gap of formal flexibility as more men are taking on reduced time fractions or purchased leave.

We see through our flex arrangements and particularly during the lockdown and Hybrid working periods we promote informal flex arrangements and understanding of WorkLife needs, health and care in the prioritisation of our work.

 Table 2: Formal flexibility rates (e.g. reduced time fraction, purchased leave, compressed working)

Cohort	Total	Men	Women	Gap
July 2019	25.5%	14.8%	34.5%	19.7%
June 2020	27.5%	19.3%	34.0%	14.7%
June 2021	26.0%	18.4%	31.6%	13.2%

Source: As of June 2021, RMIT's Business Intelligence dashboards

d. Flexible working must be promoted throughout your organisation, to women and men, regardless of caring responsibilities, and to prospective employees. Explain how flexible working is promoted:

Leadership accountability and training

5.2 Your organisation must require the following to be in place, confirm this occurs by ticking (✓) Yes:

a. People managers must complete training on how to manage flexible working Yes

b. This training includes addressing gender stereotypes and/or barriers that prevent men from requesting flexible working arrangements, a summary of the training topics covered is below:

Leadership training programs that were facilitated locally primarily to selected executive teams, during 2021, including workshops and learning around: operationalising hybrid work, Leaders developing social contracts, relationship building with key consideration of the extra pressure staff may face with the care of people/family needs regardless of gender, or reasons outside care requirements, and facilitating learnings around 'bias' of presenteeism and strengthening relationship i.e. Part-time staff might not have a closer relationship with manager, due to less time to develop and connect.

Leader Life, resource site and newsletters regularly promote management tools, and capability relating to care of our staff, managing flexibility and remote working. RMIT specific Hybrid Learning Modules/Guides.

Our compliance (completed every two years – Managing at RMIT, includes areas and prompts for managers to support our flexibility agenda.

RMIT recognises the importance of fit for purpose flexible working arrangements that foster and encourage a diverse and adaptable workforce. While flex is linked to inclusion, recent studies have shown that male workers experience more discrimination and harassment at work when working flexibly and are less likely to ask for flexible working arrangements than women. Click [here](#) for more information.*

When discussing flex options with members of your team (regardless of gender), it is important to keep in mind that the type of flex matters and can fall within a broad spectrum. Click [here](#) for more information and learning around Flexible Working at RMIT. RMIT supports all flexible arrangements, and we encourage closing the gap between men and women when it comes to flexible working.

c. Describe how the training is provided e.g. face-to-face, online training modules:

Online training module/ Managing at RMIT (Compliance), localised training interventions, virtual/team facilitation, and face to face during non-lock down periods.

5.3 Your organisation’s managers (including the CEO) must be visible role models of flexible working AND overt about working flexibly to manage personal commitments. Confirm this occurs:

Over the past two years, many businesses have had to lock-down due to COVID-19. This has meant that managers, including CEOs, in those workplaces have had to work from home so have been visible role models for this form of flexibility.

Are there other ways managers/CEOs have role modelled flexible working during this time? If your organisation operates in a sector where working from home has not been possible, describe how your managers (including the CEO) have role modelled flexible working:

Example 1:

In 2021, Extended the provision of care to all our community. Interim Vice-Chancellor Dionne Higgins announced RMIT's new support initiative 'Take a break' to recognise the ongoing contributions of our staff and ensure staff can take a well-deserved break and recharge. RMIT staff have an opportunity to take five additional paid leave days in support of wellbeing. This leave is provided to staff in addition to existing leave provisions. The launch of this initiative encouraged leave taking in a prescribed slow down period, Monday 30 August-Friday 3 September, staff still can access 5 days when they need until the end of the year.

The role modelling of leaders during the slow down period, including permission for many to take a break, was co-ordinated through strong communication campaign throughout all areas for the University, strong leadership and role modelling from Dionne Higgins, Interim, Vice-Chancellor and President.

"I say this often, but the RMIT community around the world is continuing to make an amazing contribution in the most difficult environment that most of us have ever lived through. Right now, it feels relentless, even though we know the tide will turn, and the COVID-19 related lockdowns and restrictions will eventually end.

Unfortunately, there's a toll for the way we have continued to work, teach, and research despite the circumstances we face and the other demands in our lives because of the pandemic. It's a human cost and I know you're tired. We've listened to you, your leaders and line managers, and can see that, while our support services are great, it's time to help our people in new ways."

Example 2:

Martin Bean, RMIT University, Vice-Chancellor and President, has been on record and presents regularly on the Future of Work. Here is an example, Exploring the future of work with PwC Australia 2021 - conversation with Martin Bean (RMIT) 'When you've got a hybrid workforce like mine where some people need to be in the labs to do their work or be with students to do their work, and then there are others that can quite successfully work in remote environments and actually be just as productive and perhaps more rewarded in in their life by having more flexibility. And even before COVID, in our latest enterprise bargaining agreement, one of the most important things that people said they wanted was more flexibility in their lives.

I certainly don't have any intention of going back to my 45 minute commute in the morning, in my 45 minute commute in the afternoon, five days a week, marching to sort of an outdated way of working when digital allows us so much more flexibility.'

Flexible working arrangements

- 5.4 Your organisation must offer at least four different types of flexible working arrangements equally to both women and men, and managers and non-managers. Tick (✓) which types of flexible working options below are offered:**

- Flexible hours of work
- Compressed working weeks
- Time-in-lieu
- Telecommuting
- Part-time work
- Job sharing
- Purchased leave
- Unpaid leave
- Self-rostering
- Carer's leave
- Other - provide details:

5.5 Your organisation must support part-time/reduced hours in manager roles. Tick (✓) Yes to confirm this occurs:

Yes

5.5. a) Outline your organisation's approach, including how you address real or perceived barriers to requesting reduced hours in senior roles:

5.6 The following questions relate to whether your organisation needs to set a target for men working flexibly. It is based on the survey results of the second question in the “Lived experience check / Employee Survey” section of the EOCGE criteria (“I have the flexibility I need to manage work and other commitments”). *

Requirement: If the agree/strongly agree scores for female managers and/or non-managers in the question above is more than 5% greater than the equivalent scores for men, you need to set a target to increase the agreement scores of men in that category. If the difference is 5% or less, no target needs to be set.

For example, if 85% of female managers agree and strongly agree they have the flexibility they need to manage their work and other commitments, the agree and strongly agree score for men would need to be no less than 81% (i.e. 85% minus 5%). If the score for men is less than 81%, then a target would need to be set to increase their score to 81% or greater.

Proceed to questions 5.6.1 and 5.6.2 to answer questions related to this requirement. *

* **ALERT:** if a target has not been able to be set due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)

Yes

5.6.1 For non-managers:

Using the survey results from question 9.0 in this year’s application, (“I have the flexibility I need to manage work and other commitments”), indicate if the score for males are lower than the equivalent score for females, and whether a target has been set:

a. What is the combined agree + strongly agree % score for women?

81%

b. What is the combined agree + strongly agree % score for men?

77%

c. Is the difference between these two scores greater than 5%? Tick your response (✓) below:

Yes No (NB: if the difference is less than 5% a target does not need to be set)

d. If Yes, confirm whether a target has been set to increase male agreement scores on this question:

Yes No *

a) What is the % target?

b) What year is the target to be reached?

5.6.2 For managers:

Using the survey results from question 9.0 in this year's application, ("*I have the flexibility I need to manage work and other commitments*"), indicate if the score for males are lower than the equivalent score for females, and whether a target has been set:

a. What is the combined agree + strongly agree % score for women?

82%

b. What is the combined agree + strongly agree % score for men?

81%

c. Is the difference between these two scores greater than 5%? Tick (✓) below:

Yes No (NB: if the difference is less than 5% a target does not need to be set)

d. If yes, confirm if a target has been set to increase male agreement scores on this question?

Yes No *

a) What is the % target?

b) What year is the target to be reached?

5.7 If you have additional information in relation to any of the areas in Focus Area 5, please provide in the text box below:

Focus Area 6: Preventing sexual harassment, gender-based harassment and discrimination, and bullying

This focus area assesses the way an organisation builds a culture where gender-based harassment and discrimination, sexual harassment and bullying are not tolerated.

Harassment and discrimination strategy and policy

6.1 Your organisation must have a policy on, or an award/industrial or workplace agreement which covers the prevention of gender-based harassment and discrimination and sexual harassment and bullying. Confirm this is in place by ticking (✓) Yes:

Yes

6.2 Your organisation must have both of the following in place. Tick (✓) both boxes to confirm they are in place:

A formal grievance process relating to gender-based harassment and discrimination

A formal grievance process relating to sexual harassment and bullying

Training

6.3 All your workforce must have completed training on the prevention of gender-based harassment and discrimination, sexual harassment and bullying in the following ways. Tick (✓) all boxes below to confirm this has occurred:

Yes, this has occurred with all the workforce including all managers, non-managers, contract and casual staff, and Partners in Partnership structures as per the timeframes in the options below:

At induction

At least every two years

6.4 The training in 6.3 must include all the following. Tick (✓) all options to confirm they are included:

A legislative definition of gender-based harassment and discrimination, sexual harassment, and bullying

Definition of a workplace, rights, and responsibilities of all the workforce

- Details of the grievance/complaints procedure
- Details of the internal and external contact support resources
- Clear explanation of organisational expectations around conduct and consequences for respondents

6.5 Relating to the training in 6.3, what are the training delivery methods? Tick (✓) all options to confirm they are included:

- Face to face
- Online
- Management meetings
- Video presentations
- Other - provide details:

Virtual Teams (Face to Face)

6.6 Has your organisation had a judgment or adverse final order made against it by a court or other tribunal relating to gender-based harassment or discrimination and sexual harassment in the last three years? Tick (✓) relevant box below:

- Yes No

6.7 If you have additional information in relation to any of the areas in Focus Area 6, please provide in the text box below:

Sexual harm and other forms of gender-based violence have no place in the RMIT community. We are committed to providing a safe and respectful place to study and work. We've put in place dozens of initiatives to reduce and prevent sexual harm, and to support those affected by it because one incident of sexual harm is one too many.

To build widespread social and structural change, at RMIT we are committed to three levels of intervention: Primary (working to prevent violence before it occurs), Secondary (detecting the issue early and working in targeted ways to stop the violence) and Tertiary (getting ahead of reoccurrence).

<https://www.rmit.edu.au/students/support-and-facilities/student-support/safe-respectful-community>

In 2017, universities across Australia committed to changing the course on sexual assault and harassment. This commitment – a nation-wide response to the Australian Human Rights Commission's report on sexual assault and sexual harassment at Australian universities – led to significant change.

Nationally, universities put in place more than 800 initiatives aimed at reducing sexual harm. At RMIT, we launched a comprehensive three-year program of work designed to create an environment where everyone feels supported, safe, secure, and respected.

- Developing the Vice-Chancellor's Prevention of Gender-based Violence Workplan, detailing actions to prevent and respond to violence across the entire University community.
- Conducting an independent review of policies and procedures that relate to safety and respect with agreed action to develop new policies and procedures, for example Family and Domestic Violence and Child Safety.
- Running our annual 'Be the Change' campaign to build understanding of the gendered nature of violence, awareness of support services and key prevention actions.
- Providing opportunities to grow practical knowledge and skills through workshops, events and learning modules, including Gender-Based Violence Prevention, Responding to Disclosures of Sexual Harm and Bystander Intervention training.
- Appointment of a Child Safe Advisor position and expanded our Safer Community team resources.
- Providing remote support to students experiencing gender-based violence during COVID-19.
- Establishing a campus shuttle bus (Bundoora campus) and improved lighting and access across all RMIT campuses.

Respectful Research Training – For PhD Supervisors promotes a mutually respectful and safe research training environment and culture. The goal is to reduce the risk of harm (with a focus on gender-based and sexual harm) stemming from a power imbalance between PhD candidates and their supervisors.

- This program is specifically for supervisors and members of research teams working with PhD candidates. It is designed to:
 - provide the information and tools needed to promote respectful research training practices, and
 - recognise and minimise the risks, to both candidates and supervisors, of departure from appropriate professional standards;
 - Provide opportunity for collegiate discussion and shared problem-solving.
- This program has been rolled out to PhD Supervisors and will subsequently be rolled out to PhD candidates. Current numbers are: 765 people have engaged in full or part of the program. 246 have completed the program.

Focus Area 7: Driving change beyond your workplace

This focus area recognises the efforts of leading employers in driving change outside their organisation's boundaries. It assesses the external advocacy work of leaders and the policies or plans in place to ensure procurement, supply chain and employment practices actively support gender equality objectives.

Leadership commitment

7.1 Your CEO or a member of your governing body, must have made at least one external/public statement regarding their commitment to gender equality overall for each of the two years since you last applied. Confirm this has occurred by ticking (✓) Yes below:

Yes

7.1.a Did the same person make the statement in both years? Tick (✓) relevant box below:

Yes No

If yes:

7.1.b Provide the name and job title of the person who made these statements:

See next section

7.1.c What date was the communication made?

See next section

7.1.d How were the statements communicated?

See next section

7.1.e Provide the statement made in 2019-20:

See next section

7.1.f Provide the statement made in 2020-21:

See next section

If no to 7.1.a “...did the same person make the statement in both years?”:

7.1.a Provide the name and job title of the person who made the statements in 2019-20:

Martin Bean, Vice-Chancellor, and President

7.1.b Provide the name and job title of the person who made the statements in 2020-21:

Martin Bean, Vice-Chancellor, and President
Dionne Higgins, Interim Vice-Chancellor, and President

7.1.c What dates were the communications made?

22 February 2020 Martin Bean, Vice-Chancellor, and President
Annual and Sustainability Report Publications 2021
23-27 August 2021 Dionne Higgins, Interim Vice-Chancellor, and President

7.1.d How were the statements communicated?

Public News Site of RMIT, 2020, RMIT Social Media Channels - Twitter, LinkedIn, RMIT's Annual and Sustainability Reports 2020/2021.

7.1.e Provide the statement made in 2019-20:

Vice-Chancellor and President Martin Bean said he was incredibly proud that RMIT had again been named a WGEA Employer of Choice for Gender Equality.

“It’s testament to the collective energy and determination of so many passionate people that we’ve successfully made gender equality a baseline of ‘how we do things’ at RMIT,” he said.

“This recognition of our efforts, for the third year running, is an inspiring achievement.

“We remain committed as ever to drive change where change is needed, and we won’t be resting on our laurels. We will continue pushing to ensure equal opportunity is an absolute, not a nice to have.”

7.1.f Provide the statement made in 2020-21:

Interim Vice-Chancellor Dionne Higgins said, “RMIT’s commitment to being welcoming and inclusive of the different genders, sexes and sexualities that reflect our community, is stronger than ever.

“We’ve now been an Employer of Choice for Workplace Gender Equality since 2018 and an Employer of the Year for LGBTI inclusion since 2019. This reflects our passion to ensure everyone feels accepted, respected, and supported to thrive at RMIT.

“Celebrating Pride Week is a wonderful opportunity to recognise how much greater we are together, thanks to the richness of diversity that makes us who we are.

“I encourage everyone to get involved in our continuous education around diversity and inclusion, because there is always more to learn.”

.....

‘I have learnt over my career that gender equity is not only the right thing, it’s unequivocally the smart thing and it should certainly be the norm. Our Gender Equality and Athena SWAN Action Plans are designed to work toward equitable career progression, address gender pay inequities and prevention of gender-based harassment and sexual harm. Vice-Chancellor and President Martin Bean CBE.’ Sustainability Report 2020 (published in 2021)

.....

Leading with our values we were recognised at the 2020 Australian LGBTQ Inclusion Awards and won Employer of the Year, Network of the Year (DGSS & Ally network), and Trans and Gender Diverse Inclusion Awards. We were awarded Disability Confident Recruiter accreditation, WGEA Employer of Choice for Gender Equality for the third year, finalist for four Green Gown sustainability awards, Ngarara Willim won Career Trackers Indigenous Unit of the Year and RMIT Vietnam was awarded one of ‘The Best Companies to Work for in Asia’ by HR Asia. Vice-Chancellor and President Martin Bean CBE.’ Annual Report 2020 (published in 2021)

Procurement

7.2 Your organisation must have procurement guidelines in place that encourage gender equality across its supply chain. Confirm these are in place by ticking (✓) Yes below:

Yes

7.2.1 Provide details about the guidelines that are in place:

RMIT is underway in strengthening/driving social and environmental improvement in the supply chain to engage our suppliers. Key documents and policies highlight the importance of RMIT's role in encouraging gender equality across its supply chain. Procurement Policy, Sustainability Policy, Sustainability Procurement Plan references 'driving social and environmental improvement in the supply chain and supporting innovative approaches.

RMIT is currently developing a sustainable procurement webpage to support RMIT's commitment to the UN Global Sustainability Goals, where Social impact of Reducing Inequality and Gender Equality are key elements of that framework. Supplier Registration Process— specifically calling out support of Women Owned Enterprise.

Industry and community action

7.3 Your organisation's CEO is required to be **ACTIVELY** involved in at least one external event focused on gender equality in each of the two years since your last application. With the impact of COVID-19 on external gatherings, some CEOs have done this using online platforms. *

** ALERT: if this has not happened since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

Confirm by ticking (✓) below whether your CEO has been actively involved in an external event in the past two years.

Yes, our CEO has been actively involved in an external event/s
 No, our organisation was unable to take action due to the impact of COVID-19

7.3.1 If yes, provide details of the external event/s in 2019-20:

Event/s:

a. What was the date of this event?

WGGEA Data launch 19 November 2019

b. Describe the details of the event:

Business event (lunch) hosted by Australian British Chamber of Commerce and WGGEA sharing the latest trends and insights on Australian workplace gender equality.

The event featured a keynote address from Libby Lyons, Director of WGGEA, followed by a panel discussion with leading employers and gender equality experts.

c. What was the role of your CEO at the event?

RMIT's Vice-Chancellor and President contributed to Panel discussion.



7.3.2 If yes, provide details of the external event/s in 2020-21:

Event/s:

9 What was the date of this event?

Tuesday, 9 March 2021 (Virtual Event)

10 Describe the details of the event:

Public Virtual Event Hosted by RMIT, International Women's Day. Women in leadership: Achieving an equal future in a COVID-19 world. RMIT's speakers explored a range of topics including how we can all contribute to an equal future, how we can better support workplaces, educational institutions and our community to empower the next generation of thinkers and emerging leaders to foster diversity for innovation, and how we can take positive experiences from the COVID-19 pandemic to further support gender equality and flexibility.

<https://www.rmit.edu.au/events/2021/march/international-womens-day>

11 What was the role of your CEO at the event?

Hosted and presented at the event

7.4 Your organisation must be involved in a program or initiative to address gender equality issues in its industry or community. *

** ALERT: if this has not been completed since your application in 2019-20 due to the impact of COVID-19, are you seeking an exemption from this requirement based on the details you provided at the beginning of this application? (Tick (✓) Yes below)*

Yes

7.4.1 Confirm by ticking (✓) below whether your organisation has been involved in a program or initiative to address gender equality issues in the past two years:

Yes

No, our organisation was unable to meet this criterion due to the impact of COVID-19

7.4.2 If Yes, how is the program addressing gender equality issues in your organisation's industry or community? Describe the program or initiative, including timeframes:

At RMIT we run a suite of activities designed to shift the dial for diverse representation in Science, Technology, Engineering and Mathematics (STEMM) with a particular focus on areas where women are the most underrepresented (Data, Information Technology and Engineering). We recognise that there have been many initiatives in the past for women in STEMM, however we have a way to go for strengthened diversity and inclusion in STEMM.

Our strategic activities in STEMM outreach draw on international best practice for women in STEMM and the strengths and aims of RMIT and our partners in industry and in schools for impact across the industry and community.

Established for over 15 years, our high school outreach activities connect young women in school to positive STEMM role models in tertiary education and industry. Activities include mentoring programs, interactive STEMM activities, work experience and camps. Outreach activities are complemented by scholarships and access mechanisms such as equity adjusted ATAR scores.

Scholarships are a proven way to support tertiary students during their studies whilst providing an access mechanism to actively promote to high school students. We partner with industry to offer scholarship inclusive of paid internships and mentoring. These scholarships allow women to be less financially pressured so they can concentrate more on their studies and get more involved in extracurricular leadership and community events. Not only is this very positive for the scholarship holders but also for the overall community in disciplines where women are under-represented. Scholarships lead to increased visibility of women in the university community and therefore work to change masculine cultures in the industry.

The impacts of COVID-19 are not gender-neutral. After the first lockdown, Victorian female job loss was almost five times the rate of men. At the same time, our need for capability in STEMM increases. RMIT has partnered with the Federal Government on fully funded cadetships for women to study IT part-time with the support of their employer with places available up to 2024.

MYOB has partnered with RMIT University's STEMM College to create a bespoke education model for MYOB's DevelopHer program, a paid full-time internship program for women seeking a career in software development. The course sees DevelopHer participants paid to study alongside RMIT cohorts, as well as receiving additional tailored coaching sessions and mentoring. The program provides tuition fees scholarships as well as a full-time wage for women whilst they study. On completion of the program, participants receive either a Graduate Certificate or credits toward a Computer Science Degree from RMIT, plus full-time employment at MYOB as a graduate developer.

For the first intake in 2021, there has been a big demand for the program with far more women applying than positions available.

RMIT recognises the importance of joining forces to create change. We collaborate with committed industry, not for profit organisations and institutional partners to create meaning and lasting change for women's representation in STEMM education and careers.

7.5 Your organisation's CEO (regardless of gender) must have taken the following actions to achieve gender balance on internal / external speaking panels in the past two years. Tick (✓) the relevant box below:

Yes

- No, our CEO has not participated on any speaking panels during the past two years but will take the actions below when on a panel in the future.

If Yes, please select each option below:

- Insisting that as a condition of acceptance, you expect women/men to participate in a meaningful way
- Requesting confirmation of who the other panellists/speakers/participants are, and how gender balance will be achieved
- Reserving the right to withdraw from the event, even at the last minute, should this not be the case when the speaker list is finalised
- Offering names of women/men from within your organisation or network and if helpful, point them to resources for support in finding women/men
- Other – provide details:

7.6 If you have additional information in relation to any of the areas in Focus Area 7, please provide in the text box below:

7.1.a RMIT's Institutional Publications: Annual and Sustainability Reports

RMIT's publications provides clear statements, workforce references and profiles and programs of work/initiatives to support gender equality.

7.4.2 Address Gender Equity in Community and Industry impact for RMIT

2021 RMIT supporting new free TAFE courses in Gender Equity and Family Violence

In partnership with the Victorian Government, RMIT will be supporting two new courses in Gender Equity and Family Violence under the free TAFE scheme from 2022 onwards – the first accredited training program of its type in Australia.

Women's Health Victoria created the courses in collaboration with RMIT to help people responsible for services and programs, management and leadership build their skills to lead transformational change, address gender inequality and family violence.

*Minster for Women and Prevention of Family Violence, **Gabrielle Williams**, added "these new courses will be vital in supporting efforts to promote gender equality in all settings, driving the cultural change that will help us to achieve a Victoria free from violence.*

<https://www.rmit.edu.au/staff/our-rmit/news/2021/oct/gender-equity-tafe>

2020 This is Australia's first accredited gender equity qualification RMIT

Led by Women's Health Victoria, RMIT was a key partner in the project, with the University's Vocational Education Design Team leading the course development for the first nationally accredited training in this field.

This is Australia's first accredited gender equity qualification, is designed to prepare individuals and organisations to undertake gender equity work and meet the requirements for organisations outlined in the Gender Equality Act 2020 for Victorian public sector, universities and local councils, and for the Workplace Gender Equality Act 2012 for relevant public employers in Australia.

The Course in Gender Equity consists of three modules that will enable you to apply, promote and support gender equity in the workplace. The overarching themes are developing and applying a gender lens, promoting gender equity within a work context, and undertaking gender equity work.

<https://www.rmit.edu.au/news/all-news/2020/aug/gender-equity-training>

UN Sustainability Goals RMIT's Commitment to Social Impact – 'reducing inequality' and 'gender quality'.

RMIT employs the Sustainable Development Goals (SDGs) as its sustainability framework to demonstrate our global leadership and genuine sustainability commitments. This means that, since becoming a signatory of the SDGs agenda in 2017, RMIT has been embedding the SDGs into its strategies, processes policies and practices including curriculum, research, governance, and operations.

By ticking (✓) the boxes below, the applicant acknowledges that this requirement in Focus Area 7 is in place for subsequent applications:

- External public statements need to be made at least every 12 months.
- Your CEO must be ACTIVELY involved in at least one external event focused on gender equality every 12 months.
- Your organisation must be involved in a program or initiative to address gender equality issues in your industry or community every 12 months, unless it is a larger initiative (e.g. research project that spans several years).

Lived experience check

These measures aim to verify leadership commitment to gender equality and ensure that the above focus areas translate into employees' lived experience of a workplace culture that is leading practice in actively promoting and supporting gender equality.

Employee contribution to application

To promote transparency around the citation process, employees must have an opportunity to contribute to the application and be given access to the final submission.

8.1 Your organisation must provide employees with an opportunity to contribute to the application and access to the final submission in the following ways. Confirm this has occurred by ticking (✓) in all the boxes below:	
a. The group or committee responsible for the implementation and oversight of our gender equality strategy has been consulted in the development of our EOCGE application	✓
b. All the workforce (including Partners in Partnership structures) has been informed that our organisation is applying for the citation	✓
c. The completed EOCGE application, plus any supplementary information (minus any confidential remuneration data), will be formally available to all workers (and Partners in Partnership structures) upon successful granting of the citation	✓

Employee Survey

Organisations must consult with all employees, including casuals, and Partners in Partnership structures, on gender equality via an anonymous survey at least every two years and report those results in their EOCGE application.

Prior to administering your survey, please read all the sections below to ensure all survey requirements are met.

9.1 Your organisation must have conducted an employee survey on issues concerning gender equality in the workplace in the past two years and met the following requirements. Provide details about your survey against each question below:	
9.1.a When was the most recent survey conducted?	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">December 2020</div>	
9.1.b Select which survey method your organisation used by ticking (✓) below:	
<input type="checkbox"/>	A pulse survey

- The questions were incorporated into an existing survey (e.g. biennial employee engagement survey)
- The questions were asked as part of an existing process, for example via other confidential feedback mechanisms
- Other – provide details:

9.1.c Tick (✓) all options below to confirm the methodology used in your survey:

- All workers, including casuals and Partners in Partnership structures, were given an opportunity to complete the survey
- It facilitated anonymous participation
- Survey responses were analysed by gender
- It used a five-point or six-point scale
- The WGEA prescribed questions or WGEA approved alternative questions were included
- The survey was administered to a statistically significant and representative sample of workers - provide details of how you ensured your survey sample was statistically significant and representative:

9.1.d Which question was used for question 1? Tick (✓) below:

- WGEA prescribed Question 1: "My immediate supervisor/manager genuinely supports *equality between genders.*"
- Approved alternative question - please provide below:

9.1.e Which question was used for question 2? Tick (✓) below:

- WGEA prescribed Question 2: "*I have the flexibility I need to manage work and other commitments.*"
- Approved alternative question - please provide below:

9.1.f Which question was used for question 3? Tick (✓) below:

- WGEA prescribed Question 3: "*In my organisation gender-based harassment and sexual harassment is not tolerated*"
- Approved alternative question - please provide below:

Survey analysis

NB: Your organization's survey sample is considered representative if you have either:

- i. obtained 400 or more responses, OR
- ii. where samples of less than 400 are collected, you have achieved a response rate of 60% of your workforce, and the sample is comparable to your employee profile for age and gender distributions

9.2 What was the response rate to your organisation's employee survey? Tick (✓) below:

- 400 or more survey responses were received
- Less than 400 survey responses were received but a response rate of at least 60% of our workforce was obtained, and the sample is comparable (within 2.5 percentage points above or below) to the employee profile by gender and age of our organisation
- This organisation, despite following the required methodology as stated above, was unable to achieve the desired response rate. Please explain below why your organisation was unable to achieve the desired response rate:

9.3 Provide the total number of survey responses achieved by gender in the table below: Not specified (gender diverse/undisclosed) (52% of population of fixed-term/continuing)

Total number of female respondents:	1873
Total number of male respondents:	1189
Total number of respondents (male plus female):	3080

9.4 Your organisation must analyse ALL responses to its employee survey, including 'not sure' or equivalent. Confirm this occurs by ticking (✓) Yes:

- Yes

9.5 Confirm by ticking (✓) below what agreement thresholds were achieved (you must select either the first two boxes, OR the third box only, OR the fourth box only):

- An agreement threshold of at least 70% "agree" and/or "strongly agree" was achieved on the first and second questions in the employee survey
- An agreement threshold of at least 80% "agree" and/or "strongly agree" was achieved on the third question in the employee survey
- No, but we contacted WGEA to discuss why these thresholds were not achieved and were advised that we remain eligible to apply for the EOCGE citation

No, but an agreement threshold above the industry norm for an externally validated survey tool used was achieved (this option is not to be selected where you have just used survey software)

a. What was the name of the externally validated survey tool used?

Culture Amp

b. What were the survey tool's industry norms for each of the three questions?

Culture Amp is unable to provide industry benchmarks on the three questions.

9.6 Provide the following results from your survey:

	Total NUMBER of 'agree' and 'strongly agree' responses	Total percentage of 'agree' and 'strongly agree' responses (agreement threshold)
Survey question 1	2569	84%
Survey question 2	2456	80%
Survey question 3	2625	87%

Action on results

9.7 Your organisation must take action against gender equality issues identified. Did your organisation identify gender equality issues through the consultation process in the past two years? Tick (✓) the relevant box below:

Yes No

If Yes, what issues were identified, and what actions were taken?

CEO interview

For first time applicants, or for existing citation holders where the CEO is new to your organisation, your CEO must participate in a 15-20-minute telephone interview with a WGEA representative regarding their leadership and commitment to gender equality. CEOs that have previously been interviewed may be randomly selected for a follow up interview thereafter.

**10.1 Has your organisation's CEO been interviewed previously for the EOCGE citation?
Tick (✓) the relevant box below:**

Yes No

10.1.a When was the last time your CEO was interviewed?

Dec 2017

Outstanding initiatives

We encourage you to provide information below on any outstanding or innovative initiatives or outcomes in advancing gender equality that have been implemented in your workplace in the past two years.

By ticking (✓) this box, I acknowledge that the Workplace Gender Equality Agency may use this initiative in a de-identified way in their own external communications about gender equality best practice.

a. What was your gender equality challenge?

At RMIT, inclusion is a key organisational value, and the University aims to embed this in all ways of working, ways of knowing and ways of being.

In 2020/2021, RMIT's people with caring responsibilities faced an extremely difficult period during lockdowns that lasted several months that closed schools, childcare centres and limited access to other care services for children, the elderly, and people with disability.

With a community where 36% of employees have caring responsibilities, it was imperative that RMIT provided additional support during this challenging period.

As part of our ongoing commitment to the Gender Equality Action Plan (2015-2021), and aim to reach gender parity in leadership roles, it was crucial that we acted quickly to support parents and carers.

RMIT put together a Parents and Carers Inclusion Strategy March 2020, outlining key initiatives to build a culture of care across the organisation and continued supports into 2021.

b. What was the initiative and who was involved?

The Parents and Carers Inclusion Strategy was designed to recognise that the health, safety, and wellbeing of our people is the top priority for our organisation, and this is inclusive of their families and those they provide care for. Our priority was supporting our people through this unexpected and incredibly stressful time when work and life were shared in a single space. We are proud that despite the difficult circumstances, our approach to Parents and Carers Inclusion increased the engagement and job satisfaction scores of our people with caring responsibilities. The actions of the strategy included:

- Transitioned the Parents and Carers capability program to virtual spaces to connect staff at similar stages of their parenting journey, either before, during or following parental leave, people with older children and fathers specifically.
- In 2020, Developed a Parental Resilience Coaching Program to meet fortnightly and work through strategies to manage feelings of guilt, stress, and personal expectations. This program led to direct coaching for over 200 employees, on three continents.
- In 2021, Six-month Wellbeing Program for Families – Benestar/RMIT Program available to all staff members. Each month, a live 30-minute webinar provided practical solutions to embed sustainable wellbeing practices into family.
- Employee Assistance Program extended to 6 sessions per year available to staff and family.
- Working with the RMIT School of Education to develop unique learning resources for children of all ages, shared with RMIT parents and carers.
- Working with the RMIT Childcare Centre to share learning opportunities and story time recording for families, including a Rainbow Pride Storytime to celebrate LGBTQ+ inclusion.
- Supporting University leaders to understand diverse flexible working options, channels for support and opportunities to support employee wellbeing.
- Maintaining regular, transparent communications on supports for parents and carers through the online Yammer community over 400 colleagues and University news channels.
- Contacting all employees who had taken parental leave in the last five years and/or had parental leave planned during 2020/21 to share relevant information and offer individual support to directly.
- In 2020, created additional, flexible leave options for people with caring responsibilities including an additional 10 days of carers leave available if carer entitlements exhausted.
- In 2021, Partner leave extended from 2-4 weeks
- In 2021 Eligibility period to access primary parental leave has been removed, offering at least 18 weeks of paid leave from the point of hire, progressing to 24 weeks pro-rata after one year, and up until three years of service for all eligible employees. Staff taking parental leave will continue to receive superannuation for the paid period of their parental leave.
- Promoted greater access and promotion of compassionate leave (3 days) and supports for staff and their partner that experience a miscarriage or stillbirth.
- In 2021, Extended the provision of care to all our community. Interim Vice-Chancellor Dionne Higgins announced RMIT's new support initiative 'Take a break' to recognise the ongoing contributions of our staff in this most difficult environment and ensure they can take a well-deserved break and recharge. 'Take a break' support initiative is available to our eligible staff. This leave is provided to staff in addition to existing leave provisions, five additional leave days in support of wellbeing.

Our duty of care was championed by Martin Bean, Vice-Chancellor and President, Dionne Higgins, Interim Vice-Chancellor, and President, Michael Vanderheide, COO and Meegan Marshall CPO. Diversity and Inclusion team, through collaboration with all areas of the People Team, Health, Safety and Wellbeing team, People Leaders, the Crisis Incident and Manage Team, Communications Team, the RMIT Childcare Centre and the School of Education, who brought these initiatives to life.

c. What were the outcomes of the initiative?

Following the implementation of this strategy, the June 2020 “Reconnect” employee survey showed that for the first time, employees with parenting and caring responsibilities showed higher rates of engagement and were more likely to report overall job satisfaction than the general population.

Engagement of parents and carers increased from 69% in December 2019 to **72%** in 2020. Additionally, the 2020 survey also showed that the number of parents and carers utilising some form of flexibility jumped to **73%** during 2020, compared to **68%** of the general population.

Other initiatives to increase communications of flexibility options to parents and carers led men to increase rates of working flexibly by **3.6%**. These improvements in closing the flex gap ie. the % difference between men and women accessing formal flex arrangements reduced from 19.7% in 2019 to 13.2% in 2021.

The top priority of the Parents and Carers Inclusion Strategy was to ensure our people felt supported so that they not only wanted to but were also **able** to stay employed with us during the COVID-19 crisis.

d. Provide other information, if relevant:

In the end, this strategy enabled us to improve the employee experience for parents and carers and learn more about the direction for the next Gender Equality Action Plan that is currently being developed. Going forward, we have three main learning outcomes. First, building community is crucial. Giving our people a chance to connect with colleagues and seek support networks was one of the most impactful initiatives in this strategy.

Second, flexibility works. Trusting our people to complete their work at the times that suit their preferences improves outcomes and employee experience.

Third, leader’s role modelling flexibility and balancing work with caring responsibilities must continue beyond working from home, to show that all our people are supported to balance work and life in the ways that best suit them.

Next steps

Please use the following as a checklist:

- a. Login to the online platform and [enrol](#) in the 2021-23 EOCGE program (you can also take this step when you are ready to upload your completed application after Step 4).
- b. Download and print your completed application for review and CEO approval and sign-off.
- c. Once the CEO has signed the application, convert it to PDF.
- d. Complete the [payment form](#).
- e. Select the active “2021-23 EOCGE program” hyperlink. This will take you to the landing page where you can upload your application documents.
- f. Upload your PDF application, payment form and supporting documentation as below:
 - a. evidence that your governing body/board has endorsed your gender equality strategy and that it is incorporated into your broader business strategy and planning process (Q1.3), and,
 - b. evidence that progress on key metrics listed in question 1.5 and its sub-questions have been reported to your governing body/board.

CEO approval

I confirm the content of this 2021-23 WGEA Employer of Choice for Gender Equality application is accurate and approve its submission to WGEA.

Name of CEO: Dionne Higgins, Interim Vice-Chancellor and President

CEO signature:

A handwritten signature in black ink, appearing to read 'Dionne Higgins', is centered below the text 'CEO signature:'. The signature is fluid and cursive.