



Technology

Program Name:

2023 - 25 Employer of Choice for Gender Equality

2023-25 EOCGE - Royal Melbourne Institute Of

Generated: 21/03/2024

2023 - 25 Employer of Choice for Gender Equality

Submitted By:

Royal Melbourne Institute Of Technology 49781030034

#FocusArea1

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:

- gender balance in leadership
- gender balance across the organization
- gender pay equity for both equal pay (like-for-like roles), and the employer gender pay gap (previously referred to as the organisation-wide, overall pay gap)
- flexible work and support available for employees at all levels, including those with caring responsibilities

Confirm these are in place:

Yes

1.1.a Please upload a copy of your organisation's strategy/ies that support gender equality or provide a link to where they are published (if on a web page) below.

Our organisation's gender equality strategy/ies are published on the following web page/s:

<https://www.rmit.edu.au/about/our-values/diversity-and-inclusion/gender-equality/athena-swan>

1.2 Your organisation must have a policy/policies in place aimed at achieving gender equality in all the following areas:

- promotions
- performance review processes
- recruitment (internal and external recruitment consultants must be provided with gender equality guidelines for the recruitment process)
- restructures and significant operational changes including planned redundancies
- employment and engagement of casuals
- engagement of independent contractors
- training for people managers on how to deal with resistance to gender equality

initiatives/policies due to potential fears and concerns

Confirm these are in place:

Yes

1.3 Your organisation's gender equality strategy/ies 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 unless previous objectives are still in progress.

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

Please indicate if you are a new applicant, or a 2021-23 renewing applicant:

Renewing applicant

Provide details of your objectives, measures and evaluation processes that were included in your gender equality strategy, by clicking on the button below:

1.3.1 Have new objectives been added to your gender equality strategy/ies in the past two years?

Yes

1.3.2 Please provide details below of new objectives that were included in your gender equality strategy and also please enter all the objectives included in your 2021-23 EOCGE application below, and indicate how they are tracking

Renewing Applicant Objective

a. Describe this objective:

New objective - Inclusion, Diversity, Equity and Access (IDEA) Framework launched 2023.

This framework identifies five domains that define the aspirations and priority action areas to drive action across RMIT Group and takes an intersectional approach when addressing actions/programs.

Through the domains, we will address systems, processes, policies, capabilities, and cultural norms to progress our goal of being "Inclusive by design" for everyone, everywhere, all the time.

We acknowledge and recognise that bespoke actions and programs of work will still be required to support marginalised communities, this will be reflected in actions listed under each domain.

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

Inclusion, Diversity, Equity and Access (IDEA) Framework launched 2023 – 2030.

Desired Outcome 1 Evaluating our impact will involve assessing our position as a leader in inclusion, diversity, equity and access against external benchmarks and peak body research.

Desired Outcome 2 Identifying and measuring learner and workforce demographics including participation and progress in careers and learning outcomes against comparative populations and analysing qualitative and quantitative feedback to ensure accountability and delivery of the Framework.

c. Has this objective been achieved?

Partially

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):

Inclusion, Diversity, Equity and Access (IDEA) Framework launched 2023 – 2030

IDEA Framework launched in 2023, key initiatives include the development of the Sustainability and Equity Evaluation. This evaluation is a requirement to support review of programs policies and services that have a significant impact to the public. We have undertaken a review of 16 policies, programs, and services to date.

The SEE Evaluation tool supports the intersectional focus and core outcome to be achieved in the IDEA Framework of Universal Design, Everyone, Everywhere, All the time.

Renewing Applicant Objective

a. Describe this objective:

New objective - Athena Swan, pathway to Silver Program.

The program provides an opportunity for RMIT to address the significant under-representation of women and minority groups in the tertiary sector alongside our programs of work for the Workplace Gender Equality Agency - Employer of Choice Citation, our Gender Equality Action Plan (2022-2025 under the Victorian Gender Equality Act 2020 and Respect. Now. Always for the prevention of gender-based violence and sexual harm.

The pathway to Silver at RMIT comprises of 5 cygnet awards, two of which have been awarded between 2021 – 2023:

Cygnets - Barrier to Attraction: Recruitment (awarded 2022).

- The process of the cygnet award application provided the opportunity for deep analysis of our recruitment practices through quantitative analysis of trends over time and an understanding of the lived experience of women who recently joined RMIT as well as the experience of hiring managers and the talent acquisition team

through focus groups, one-on-one interviews and observational insights.

- The activities and outputs reviewed in this cygnet spanned the entirety of the recruitment lifecycle and were aimed at reducing bias whilst promoting inclusivity. These included building the capability of hiring managers, balanced panels and shortlists, KPIs for women in leadership, special measures for women, trans and gender-diverse and Aboriginal and Torres Strait Islanders, communications and strategies on RMIT's employer value proposition, and Achievement Relative to Opportunity (ARtO). An additional action plan was created from this review. Cygnet - Barrier to Participation: Parent and Carer Support (awarded 2023). This Cygnet provided an important opportunity to understand barriers experienced by parents and carers pre-, during- and post-pandemic.

The cygnet allowed a deep dive into three key areas of support when addressing these barriers, the three areas being:

- Culture of Care
- Ways of Flexible Working and Entitlements
- Reducing the Impact of Career Interruptions

An additional action plan was created from this review.

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

Athena Swan, pathway to Silver program

Cygnet - Barrier to Attraction: Recruitment (awarded 2022).

Desired Outcome 1: Increasing applications from women and gender-diverse/appointment to STEMM roles

Desired Outcome 2: Increasing percentage of women/gender-diverse occupying leadership positions

Desired Outcome 3: Increasing opportunity for more secure/continuing employment for junior fixed-term academic staff.

Cygnet - Barrier to Participation: Parent and Carer Support (awarded 2023).

Desired Outcome 1: Increasing percentage of women/gender-diverse occupying leadership positions

Desired Outcome 2: Retaining and progressing staff from return from career break.

c. Has this objective been achieved?

Partially

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):

Athena Swan, pathway to Silver program

Due to the awarded cygnets being implemented in the last 12 months, the nature of the actions and impact is yet to be fully realised.

The Athena Swan cygnets and associated actions are programs of work that span

several years, as the delivery of actions often requires deep structural, and cultural change.

External reviewers are also a key part of Athena Swan requirements, with external assessment an important validation of the integrity and quality of interventions to support successful implementation of Cygnet actions.

2 Cygnets Awarded (2022 and 2023) by Science in Australia Gender Equity 'SAGE'. These Awards were as a result of strongly evidenced improvement in areas of gender equity since 2017 and includes future action plans in areas of recruitment and full participation of parent and carers.

<https://sciencegenderequity.org.au/>

Renewing Applicant Objective

a. Describe this objective:

New Objective - Intersectional Approach RMIT's 2022-2025 Gender Equality Action Plan (GEAP).

Includes strategies for achieving workplace gender equality. RMIT's GEAP spans all Colleges and Portfolios within RMIT, and outlines objectives and goals with a view to implement these with a runway to 2025.

Summary of new objectives focus on deep intersectional review of gender as follows:

- Ensure we accurately and progressively understand diversity within gender and our broader workforce profile
- Continue commitment to inclusion for all identities, removing barriers that impact career advancement and representation.

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

Intersectional Approach RMIT's 2022-2025 Gender Equality Action Plan (GEAP)

Desired Outcome 1: Report on % increase staff sharing demographic information each year for the life of the Plan to inform identification of barriers or priorities for intervention.

Desired Outcome 2: Report RMIT staff survey results across key indicators of intersectional gender inequality identified through gender audits and staff engagement surveys.

c. Has this objective been achieved?

Partially

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):

Intersectional Approach RMIT's 2022-2025 Gender Equality Action Plan (GEAP)

As at October 2023 RMIT is conducting the - GEAP Equity, Safety and Inclusion Survey 2023 (Victorian Gender Equality Act of 2020). The key strength of this survey is to measure our previous baseline established in 2021 of gender intersectional impacts and evaluation our progress of programs to support full participation at RMIT throughout 2022/23.

Our work is intersectionally focused, recognising the multiple aspects of identity and the sometimes-compounding impact this can have on workplace equality. Our approach has received the following recognition:

- Athena SWAN strategy to support women in STEMM, with RMIT being the first Victorian University to be awarded a SAGE Cygnet Award in 2023.
- RMIT ranked number one globally for work done to reduce inequalities (SDG 10) in the 2023 Times Higher Education University Impact
- In 2022 we received Platinum status – in the Australian Workplace Equality Index, (Pride and Diversity) in recognition of our achievements in LGBTIQ+ students and staff.

Ranking 2nd nationally in the Access and Inclusion Index in 2021 conducted by the Australian Network on Disability. RMIT was awarded Disability Confident Recruiter status for the third consecutive year in 2023.

Renewing Applicant Objective

a. Describe this objective:

2021-2023 Objective

In the last submission, RMIT's Gender Equality Plan 2016-2021 was in place. The three key areas of the plan included:

Objective 1

Leadership and Governance: - RMIT recognises and actively involves women at all levels of governance, management, and leadership.

Summary of Objectives as follows:

- 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

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

There are a variety of workforce indicators and staff experience survey that regularly occur, including the review and consultation of the impact of interventions to support gender equality at RMIT for all genders. Key workforce indicators are regularly published, i.e., Victorian Gender Equality Commission portal and RMIT's gender equality public website.

Our measures are comprehensive with RMIT's GEAP and Workforce Report, under the Victorian Gender Equality Commission, plus longitudinal historical data including RMIT Athena SWAN Annual Report 2023, Published WGEA Compliance and Employer of Choice Reporting.

Key benchmarking measures and legislative reporting include:

- Remaining Employer of Choice for Gender Equality with the Workplace Gender Equality
- Agency Bronze Recognition holder for the Athena SWAN strategy to support women in STEMM – pathway of Silver progressed with the awarding of RMIT Recruitment (2022) and Parent and Carer Cygnet (2023)
- Awarded Platinum Employer, Pride and Diversity - Australian Workplace Equality Index 2022 in the contribution of creation of academic networks throughout Australia to support LGBTIQ+ inclusion in research, engagement, scholarship and learning and teaching delivery.

c. Has this objective been achieved?

Partially

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):

RMIT's Gender Equality commitment, actions are programs of work span a number of years, as the delivery of actions often requires deep structural, and cultural change. Key gender equality highlights include:

- 84% of staff agree, my immediate supervisor/ manager genuinely supports equality between genders (RMIT staff engagement survey, November 2022)
- 52% of executive leaders are women in 2023, up from 30% in 2015
- Almost 44% of our senior leaders are women (senior leadership is defined at RMIT as including all Executives, HEW 10, VE Educator (3), Academic D&E and SSEE contracts), an increase from 33% since 2015
- Since 2019, we have seen a significant reduction in the gendered gap in formal flexibility uptake between men and women.
- 2022 Staff survey respondents indicated that 85% of women and 83% of men had the flexibility they needed.

- 73% (2017) - 84% (2022) favourable "I have flexibility I need to manage work and other commitments."
- 20.4% of staff are currently working in formal part time, compressed working week or purchased leave arrangements.
- 6.94% Total remuneration pay gap – down from 7.1% in 2022 and 10.0% (2017)
- 57.7% Managerial promotions go to women.
- 85% success rate for women in academic promotion in 2022, up from 73% in 2021
- Increased provisions and access to paid parental leave for primary carers and partners.
- To achieve maximum impact from our effort, it is recommended that RMIT's primary focus for increased representation of women be on senior academics, currently at 37% (+2% increase from 2022).

Renewing Applicant Objective

a. Describe this objective:

2021 - 2023 Objective:

Objective 2

Employment Conditions - RMIT respects and protects the employment conditions of women to enable their full participation in the workforce.

Summary of Objectives as follows:

- 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

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

There are a variety of workforce indicators and staff experience survey that regularly occur, including the review and consultation of the impact of interventions to support gender equality at RMIT for all genders. Key workforce indicators are regularly published, i.e., Victorian Gender Equality Commission portal and RMIT's gender equality public website.

Our measures are comprehensive with RMIT's GEAP and Workforce Report, under

the Victorian Gender Equality Commission, plus longitudinal historical data including RMIT Athena SWAN Annual Report 2023, Published WGEA Compliance and Employer of Choice Reporting.

Key benchmarking measures and legislative reporting include:

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- To achieve maximum impact from our effort, it is recommended that RMIT's

primary focus for increased representation of women be on senior academics, currently at 37% (+2% increase from 2022).

Renewing Applicant Objective

a. Describe this objective:

2021 - 2023 Objective

Objective 3

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.

- 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.

b. Describe how this objective is measured and how you will evaluate whether it has been effective:

There are a variety of workforce indicators and staff experience survey that regularly occur, including the review and consultation of the impact of interventions to support gender equality at RMIT for all genders. Key workforce indicators are regularly published, i.e., Victorian Gender Equality Commission portal and RMIT's gender equality public website.

Our measures are comprehensive with RMIT's GEAP and Workforce Report, under the Victorian Gender Equality Commission, plus longitudinal historical data including RMIT Athena SWAN Annual Report 2023, Published WGEA Compliance and Employer of Choice Reporting.

Key benchmarking measures and legislative reporting include:

- Remaining Employer of Choice for Gender Equality with the Workplace Gender Equality
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c. Has this objective been achieved?

Partially

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):

RMIT's Gender Equality commitment, actions are programs of work span a number of years, as the delivery of actions often requires deep structural, and cultural change. Key gender equality highlights include:

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- Increased provisions and access to paid parental leave for primary carers and partners.
- To achieve maximum impact from our effort, it is recommended that RMIT's primary focus for increased representation of women be on senior academics, currently at 37% (+2% increase from 2022).

Strategy Evaluation and Reporting

1.4 Your organisation's gender equality strategies must be incorporated into your broader business strategy and planning process and have been endorsed by the governing body/board (not a sub-committee of the governing body) in the past two years. Confirm below that this has occurred in the past two years:

Yes our organisation's gender equality strategies have been incorporated into our broader business planning and endorsed by the governing body (and Partnership if applicable)

1.4.1 Provide the date/s and upload evidence below that your gender equality strategies were endorsed by your governing body/board (not a sub-committee).

Evidence can be an extract of minutes of the governing body/board of directors meeting or a copy of an email from the CEO/CFO/ Company Secretary confirming this information was tabled.

Date: 22/03/2022

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

- recruitment and exit numbers by gender (voluntary and involuntary)
- promotions by gender and manager and non-manager categories
- gender composition of the workforce by manager and non-manager categories
- graduate programs and paid or unpaid internships (where applicable)
- if in place, utilisation of formal flexible working arrangements (including part-time) for women and men by manager and non-manager categories
- where formal flexible working arrangements are not in place, other metrics that show that men and women are accessing flexible working arrangements must be reported
- utilisation of, and return from, parental leave (paid and unpaid), of women and men

1.5.1 Confirm that the metrics above have been made available to your workforce, KMPs and governing body/board of directors (not a sub-committee) either i) in each of the past two years for renewing applicants, or ii) in the past 12 months if you are a new applicant:

Yes this requirement as above has been met

1.5.2 In addition to the requirement above, your organisation must track the metrics on pay equity, and sexual harassment and gender-based harassment and discrimination complaints as below, and report these metrics to your key management personnel (KMP) and governing body (not a sub-committee of the governing body) every 12 months:

- the results of your gender remuneration gap analysis, including pay equity metrics as outlined in question 3.2, and actions taken
- progress on narrowing your employer gender pay gap
- results from your EOCGE survey (refer to section Q9.1 Lived experience - Employee Survey)

With reference to sexual harassment and gender-based harassment and discrimination complaints:

- number and nature of complaints received (if there were no complaints, that fact needs to be reported)
- process for responding to the complaint

- time taken to resolve complaint (e.g. complaint made in February, resolved in July)
- outcomes for complainant and respondent (if a complaint was settled, this must be reported)
- any organisational change following the complaint
- complainant and respondent turnover

Confirm that the metrics above have been made available to your KMPs and governing body/board of directors (not a sub-committee) either i) in each of the past two years for renewing applicants, or ii) in the past 12 months if you are a new applicant:

Yes this requirement as above has been met

1.5.3 Provide the dates and upload evidence below that all the metrics covered under Q1.5.1 and Q 1.5.2 were reported to your governing body/board of directors (not a sub-committee).

Evidence can be an extract of minutes of the governing body/board of directors meeting or a copy of an email from the CEO/CFO/ Company Secretary confirming this information was tabled.

Date: 31/03/2022

Date: 27/10/2022

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.

1.6.1 Did your organisation identify any gender differences in the metrics listed in question 1.5 and all its sub-questions?

Yes

* If you answer No: *you are declaring there is gender balance in ALL the metrics in the sub-questions for Q 1.5. Many of these are verifiable in your organisation's most recent gender equality report*

1.6.1.a For the gender differences identified, your organisation must have analysed its related systems and processes for gender bias. Please confirm this has occurred:

Yes

1.6.1.b Your organisation must have taken action to eliminate the gender biases identified. Please confirm this has occurred:

Yes

1.6.1.c Provide details of the gender biases identified above and the actions taken:

As part of RMIT's efforts to analyse and report on the Gender Pay Gap, it is evident that the disparity in pay within RMIT is primarily due to structural factors. Key contributing elements to this pay gap include:

- Limited representation of women in high-level academic positions (Level D and Level E Academics).
- A disproportionate concentration of women in lower professional roles.

To address these issues, the following measures are continuing to be prioritised:

- A heightened focus on enhancing gender balance at senior levels through strategic recruitment efforts and the implementation of special measures where appropriate focussing on academic appointments and pipeline.
- Ensuring fair gender representation in lower-level positions through targeted recruitment campaigns and the utilisation of technology tools such as Textio to refine job advertisements and attract talent from diverse gender backgrounds.

Leadership commitment

1.7 Your CEO must be a visible champion of gender equality by communicating the following to all their workforce (including Partners in partnership structures) each year.

Please indicate below if you are a new applicant or a 2021-23 renewing applicant, and then complete the relevant table:

Renewing applicant from 2021-23

| Question | CEO communicate d this to all employees (and Partners in partnership structures) | Yes, this occurred in both years | Dates(DD/MM/YYYY) |
|----------|---|----------------------------------|-------------------|
| 1.7.1 | Reasons why improving gender equality is beneficial for your organisation (i.e. your business case for gender equality) | Yes | Yes |
| 1.7.2 | The CEO's commitment to zero tolerance of gender-based harassment and discrimination, sexual harassment, and bullying | Yes | Yes |
| 1.7.3 | The organisation's | Yes | Yes |

| | | | |
|-------|--|-----|-----|
| | overall gender equality strategy, priorities, and progress * | | |
| 1.7.4 | The organisation's commitment to equal pay (like-for-like gaps) | Yes | Yes |
| 1.7.5 | The organisation's commitment to eliminating the gender pay gap (overall, organisation-wide pay gap) | Yes | Yes |

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

Professor Alec Cameron, Vice-Chancellor, and President

1.7.b How were the statements communicated?

Variety of communication networks, all staff e-mails/newsletters 'RMIT Life', External News and Videos.

1.7.c Provide your CEO's statement from 2021-22:

1.7.d Provide your CEO's statement from 2022-23:

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 strategies. Confirm below this is in place:

Yes

1.8.1 Provide the job title of the Chair of this group/committee/council:

Professor Alec Cameron, Vice-Chancellor, and President

1.9 Your CEO must have direct involvement with the organisation's gender equality initiatives. Confirm this occurs:

Yes

1.9.1 List what involvement your CEO has had with your gender equality initiatives either i) in the past two years for renewing applicants, or ii) in the past 12 months for new applicants:

The Vice-Chancellor and the Vice-Chancellors executive team are ultimately responsible for the oversight of the Gender Equality Action Plan (2022 - 2025), Athena SWAN Action Plan (2019-2024), Inclusion, Diversity, Equity and Access (IDEA) 2022-2020 Framework, as well as Addressing Gender-Based Violence Strategic Action Plan 2023-2027. This includes approving any strategies that are required to be enacted throughout RMIT University.

As Vice-Chancellor and President of RMIT, Professor Alec Cameron along with the VCE leadership team are incredible advocates for gender equality and continue to provide active and vocal support of RMIT's Gender Equality initiatives (GEAP, Athena Swan Addressing Gender Based Violence, IDEA Framework, Student Gender Equality Plan).

Accountability

1.10 Your organisation must hold managers accountable for contributing to the implementation of its gender equality strategies. Please confirm this has occurred in the past two years by ticking 'Yes' and by ticking the corresponding boxes below:

Yes, we hold managers accountable for contributing to the implementation of the organisation's gender equality strategies

1.10.1 Indicate below how your organisation has held managers accountable either i) in the past two years for renewing applicants, or ii) in the past 12 months for new applicants:

| | |
|---|-----|
| a. Gender equality performance improvement targets (KPIs) are included in annual manager performance reviews | Yes |
| b. Business unit managers are required to develop business plans that are aligned to the gender equality strategies | Yes |
| 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 | Yes |
| <p>d. Other key performance indicators (provide details):</p> <p>RMIT's GEAP outlines the key objectives for our university senior leaders and people managers.</p> <p>RMIT is dedicated to empowering managers to lead local change effectively and foster an inclusive culture through their day-to-day decisions and actions.</p> <p>The launch of the GEAP also included a focus in RMITs Annual Operating Planning Process throughout 2022 to support and continue to progress RMIT's gender equity commitments. Each area of RMIT was provided a key objective to support gender equity activities and interventions in their own areas. Senior leaders within RMIT are held accountable for achieving senior gender targets within their respective areas, which are reported annually through the Gender Metrics report, accessible to all staff.</p> | |

Each Portfolio and College is assigned a target if their representation falls below 40%. RMIT's policies and compliance training explicitly outline the expectations for managers and senior leaders at the university.

Workday (RMIT's established HRS) allows managers to access in depth gender equity workforce reporting in dashboards, including gendered pay gap for their teams. Senior gender representation and gender pay gap are key measures at RMIT is reported quarterly in RMIT's people metrics report and in RMIT's Annual Gender Equality Metrics report to Council.

1.11 If you are a renewing applicant, please provide the date below that you provided a copy of the 2021-23 application to your governing body.

2022-03-16

1.11.1 For new and renewing applicants, please enter the date that you either have provided, or that you intend providing a copy of your 2023-25 application to your governing body.

1.12 If you have additional information in relation to any of the areas in Focus Area 1, please provide this in the text box below:

The 2021-2023 WGEA Employer of Choice Submission was provided to the governing body, with the submission updated and made available on our website and communicated to all RMIT staff on 16th March 2022: <https://www.rmit.edu.au/staff/our-rmit/news/latest-news/2022/mar/wgea>

The 2023 - 2025 WGEA Employer of Choice will be made available to the governing body post submission, along with additional Gender equality reporting requirements (such as the Gender Equality Action Plan progress report) in the next applicable governance cycle, December 2023.

#FocusArea2:

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 one or both, of the boxes below:**

Formal policy; 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:**

Yes

- 2.3 Your organisation must provide FORMAL leadership development programs to women and men, full-time and part-time, and track how many have participated in these leadership development programs. Confirm this occurs:**

Yes

- 2.3.1** In the past two years for renewing applicants, or in the past 12 months for new applicants, were there fewer women than men, and/or no part-time employees who participated in your formal leadership development programs?

No

- 2.4 Your organisation must ensure that women and men can equitably access coveted career development opportunities that are considered career-enhancing. Confirm this occurs:**

Yes

2.4.1 Provide details on how your organisation has ensured there is equity in how women and men access career-enhancing opportunities:

RMIT supports equity between men, women and diverse genders in all career-enhancing opportunities. Examples are:

BOOST and BOOST Mentoring Academic Promotion

The aim of these mentoring programs is to assist participants in preparation for Academic Promotion. The BOOST program is open to all genders and provides an opportunity to advance the leadership skills of the mentor as well as the skills of the mentee. This is an established program at RMIT and provides an opportunity for cross collaboration across colleges/schools, as well as a confidential space for mentees to obtain guidance and support throughout the academic promotion period.

Career Reignite Program for Academic Researchers

The Career Reignite Program enables RMIT to better support our research academic staff who experience career interruption or barriers which impact on their ability to access research opportunities.

The program offering is two pronged, with the first offering being access to Research Career Coaching Support for eligible research academic staff. This is for 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 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 (43 participants in 2021 and 2023: 5% Level A, 51% Level B, 33% Level C, 9% Level D and 2% Level E).

A secondary key element is the Career Reignite Funding Support. The funding is provided at a crucial time in the careers of high potential academic staff to help reduce the impact of career breaks on research productivity and career progression. The funding can be used to fund expenses related to the following (non-exhaustive) list: personal, research collaboration, carers support, professional development, and travel.

2022/2023 saw 82 applications received for Career Reignite Funding Support. 43 applications were funded, with 38 of these applicants being female, and 5 male.

Employee Networks

Other career-enhancing opportunities are available to staff through various employee networks, such as the Women's Research Network (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. The network aims to promote gender equality across all areas of research and encourages participation and engagement with all members of the RMIT community, regardless of gender and gender identity.

Career/Professional development

RMIT (through RMIT Online) offers discounted e-learning opportunities and micro-credentials designed to help individuals enhance their skill sets. RMIT staff have access to a wealth of resources, including the university's libraries. Staff can take advantage of a wide range of courses available through LinkedIn Learning, an online platform that provides users with the flexibility to participate in both spontaneous courses and structured learning pathways.

Achievement Relative to Opportunity (ARtO)

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 ARtO through our promotion, recruitment and hiring processes.

Workforce targets – managers

2.5 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%, and track progress.

Where the current representation of women is less than 40%, provide details below of all manager categories and the targets that have been set.

Progress: For 2021-23 renewing applicants, also add information from your last application to show how you are tracking against targets set at that time.

2.5.1 Does your organisation have manager categories where the current representation of women is less than 40%? And/or for renewing applicants - did you set targets for manager categories in your 2021-23 application (those details also need to be added in the table below)?

Yes, provide details of those manager categories and the targets set in the table below

| Manager categories where representation of women was, and/or is, less than 40% | | | | | |
|--|-----------------|---------------------------------------|-------------------|---|--|
| Manager category where target set | % women in 2021 | % women target in 2021-23 application | % women currently | If % of women is still less than 40%, what is the current % target? | What year is the target to be reached? |
| E.g. KMP | 32% | 36% | 34% | 35% | 2025 |

| | | | | | | |
|----|---|----|-----|-------|----|------|
| 1 | Across various management levels, senior leaders in STEM College RMIT (Executive, HEW 10, Academic Levels D and E, and Senior Educator Level 3) | 30 | 40 | 29.37 | 40 | 2025 |
| 2 | Across various management levels, senior leaders in the College of Business (Executive, HEW 10, Academic Levels D and E, and Senior Educator Level 3) | 41 | N/A | 38.61 | 40 | 2025 |
| 3 | | | | | | |
| 4 | | | | | | |
| 5 | | | | | | |
| 6 | | | | | | |
| 7 | | | | | | |
| 8 | | | | | | |
| 9 | | | | | | |
| 10 | | | | | | |

2.5.1.a If the target has not been met by the year to be reached for any of the above manager categories, please explain why (If the target has been met, or the year to

be reached is still in the future, enter NA):

RMIT has consistently stressed the importance of sustaining advancements in senior gender representation. Continued monitoring of trends is a key aspect of this effort, allowing RMIT to identify and address any factors that may have a significant impact on the number of women in managerial and leadership positions. This monitoring occurs through annual reporting (RMIT's Annual Gender Metrics Report) and is reinforced by leveraging key processes such as recruitment, academic promotion, and retention initiatives.

Targeted actions and pieces of work to monitor senior leadership representation in STEMM continues to be a focus, as we work towards a goal of 40% by 2025.

2.6 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:

Yes

Workforce targets – non-managers

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

Where the current representation of women is less than 40%, provide details below of all non-manager categories and the targets that have been set.

Progress: For renewing applicants, also add information from your last application (2021-23) to show how you are tracking against targets set at that time.

2.7.1 Does your organisation have non-manager categories where the current representation of women is less than 40%. And/or for renewing applicants - did you set targets for non-manager categories in your 2021-23 application (those details also need to be added in the table below)?

No, proceed to Q2.8

2.8 In addition to targets needing to be in place as above, your organisation must address occupational and/or industry gender segregation challenges, for example in roles where the representation of men is less than 40%. In the past two years for renewing applicants, or in the past 12 months for new applicants, 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?

As reflected in national data, women continue to be underrepresented in various leadership positions tertiary sector. A substantial factor contributing to RMIT's overall gender pay gap is the limited presence of women in senior roles, particularly in traditionally underrepresented fields like STEMM. Significant gains have been made towards gender parity in executive leadership roles at RMIT. For example, between

2015 (30%) – 2023 (52%) – of executives are now women - showcasing results from dedicated work in this area.

As we continue toward the goal of gender parity in leadership positions across all areas at RMIT and progress the implementation of our Athena SWAN Action Plan in STEM, it is anticipated that the pay-gap will continue to reduce. The largest pay gap by employment category at RMIT has consistently been observed within the permanent workforce, with improvement evident in 2022 and 2023. Continued focus on pay parity and leadership representation through targeted recruitment activity will also support this pipeline.

RMIT also sees gender segregation in the Higher Education Worker (HEW) Levels 5, 6 & 7, where men are often underrepresented, and women over-represented. Academic Level E and D also show gender segregation, with a higher number of men than women represented in these groups.

Continued targeted work aligned with current frameworks and action plans, such as the Gender Equality Action Plan (GEAP) in this space will continue to focus on areas of gender segregation.

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

Our policies and practices aim to create the conditions and mechanisms to support proactive gender equity. We have focused on the following measures at RMIT to improve gender balance in various aspects:

- Promotion of Hybrid and flexible working at RMIT through resources (multi format), training, leadership messaging and storytelling.
- Providing managers and leaders with the capability, tools and resources (such as policies and guidelines) to support their teams.
- Creating inclusive job advertisements using Textio. Textio is an AI based tool which allows our recruitment team to review their job advertisements for unconscious bias. Textio highlights gendered phrases, age bias, ableism and gendered phrases, through this, RMIT's talent team are able to align their ads to ensure equitable access and attract the right talent.
- An Always on Campaign for Women in STEM to build and maintain talent pipelines
- Targeted engagement with future pipeline talent through Student Engagement and Outreach programs delivered as part of the Athena Swan Programs of work. Some of

these programs are:

- Future STEM Leaders
- Women in IT
- Women in Surveying
- Women in STEM Student Ambassadors

1233 interactions across the various outreach and recruitment activities delivered by this campaign.

- The STEMM Diversity and Inclusion Advocacy Group (DIAG) continues to be a key group that promotes inclusion and diversity within the workplace. The DIAG provides informed advice and direction to their respective College Leadership Groups. The DIAG identifies and addresses the remaining barriers to inclusion and progression for women, diverse-gendered staff and students, and those from other minority groups at the University. Maintaining a strong focus on the ongoing expansion and development of this group continues to be a focus, to guarantee diverse representation and growth.
- Focus 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.

- 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 continues to take the approach that the focus should 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 continues to be sector leading.

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.

- Gender balanced longlisting and shortlisting when recruiting for roles where there is underrepresentation, with a particular focus on STEMM roles. Processes implemented to support managers and ensure accountability through the process.

- Launch in 2023 of RMIT Inclusive Hiring and Decision-making learning program and resources. In Q3 2023 2nd highest online program for staff at RMIT.

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

Since 2019, progress has been significant in the reduction in the gendered gap in formal flexibility uptake between men and women. 2022 Staff survey respondents indicated that 85% of women and 83% of men had the flexibility they needed.

However, as flexible working at RMIT continues to evolve, formal flexibility arrangements across the University have reduced (25.5% 2019 – 20.4% 2023). This evolution has enabled more staff to manage work and other life commitments more effectively without the need for formal flexible working arrangements in place. RMIT has seen an overall reduced formal flexibility rate due to the adoption of informal arrangements. This can present a barrier to analysis due to the decrease in trackable formal arrangements.

RMIT is using substantive equity to transform our recruitment practices in STEM. We have seen a continued increase in the representation of women in leadership, with 52% of executive roles in 2023 being filled by women, compared to 51% in 2021, and 30% in 2015. The increased representation of diverse groups at RMIT has provided visible role models to our students, community, and workforce.

Leaders and members of the STEM Diversity and Inclusion Advocacy Group (DIAG) in each STEM 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 has been extended to non-STEM areas, supporting leadership in the development strategies and targets to support gender equity and reduce segregation. Data dashboards continue to be developed in partnership with RMIT Data teams, to support local areas in their strategic work to address gender equality within their areas of influence.

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. These plans build on and complement holistic, large-scale and priority strategic actions across the institution (in partnership with other complimentary plan/strategies across RMIT), as well as local area priorities. Extensive work has been completed as part of the SAGE Cygnet Awards program, with two cygnets being awarded to RMIT to date, with three future cygnet applications providing the pathway to silver.

Governing body

- 2.9 Where your organisation has control over its governing body appointments, and control over other governing bodies (for example subsidiaries), a selection policy or strategy must be in place that supports gender balance on the board. Confirm this is in place by ticking the applicable box/es below:**

Formal Policy; Formal strategy

2.10 Where your organisation has control over its governing body appointments, and control over other governing bodies (for example subsidiaries), 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, if targets are not met by the year to be reached, you will have an opportunity to explain why.

- a) Confirm the name of organisation submitting this application:

RMIT University

- b) Does this organisation have control over governing body appointments of ALL the organisations covered in this application?

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 of through an election process.

Current representation on RMIT Council: 7 females, 5 males. RMIT's Chancellor Peggy O'Neal AO commenced as Chancellor in January 2022.

- c) For all organisations included in this application where your organisation has control over their governing body, complete the table below.

Also, for renewing applicants where the representation of women was Less than 40% in your 2021-23 application, add details of the target/s set below:

| Organisation name | Data from 2021-23 application | | Current % of women * | Current percentage target if less than 40% | What year is target to be reached? |
|-------------------|-----------------------------------|-------------------------------------|----------------------|--|------------------------------------|
| | % women on governing body in 2021 | % target set in 2021-23 application | | | |
| 1. | | | | | |
| 2. | | | | | |

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* If the current percentage of women is 40 percent or more, please tick 'yes' below to confirm that a target will be set if this drops below 40 percent:

d) If the target has not been met by the year to be reached, please explain why (if the target has been met, or the year to be reached is still in the future, enter NA):

N/A

2.10.1 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?

No

a) If the target has not been met by the year to be reached, please explain why (if the target has been met, or the year to be reached is still in the future, enter NA):

N/A

2.10.2 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?

No

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

N/A

#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 employer gender 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 employer 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.

Employer gender pay gap (previously referred to as organisation-wide pay gap)

The employer 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 employer gender pay gap 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 employer 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:

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

The employer 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 an employer 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 employer 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 employer 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 employer 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

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:

Yes, gender pay equity objectives are contained in our policy and strategy

3.1.1 What gender pay equity 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:

| | |
|--|-----|
| | Yes |
| a. To achieve gender pay equity | Yes |
| b. To be transparent about pay scales and/or salary bands | Yes |
| c. To ensure managers are held accountable for pay equity outcomes | Yes |
| d. To implement and/or maintain a transparent and rigorous performance assessment process | Yes |
| 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) | Yes |
| <p>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.</p> <p>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.</p> <p>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.</p> | |

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 an employer gender pay gap; this must be carried out on a number of areas.

3.2.1 Please confirm your organisation completed the analysis of ALL its workforce to determine if there was an employer gender pay gap in both of the past two years if you are renewing employer, or in the past year if you are a new applicant:

Yes, this analysis occurred in 2021-22 and 2022-23 (for renewing organisations)

3.2.2 Please confirm your gender pay gap analysis was conducted for full-time and part-time employees on all the areas below:

- Base salary

- Total remuneration (including allowances, bonuses, performance payments, discretionary pay, overtime, and superannuation)
- Performance pay
- Starting salaries
- Annual salary increases
- Salaries on promotion

Yes our pay gap analysis was conducted as required above

- a. To understand whether you have within-gender pay gaps on the basis of other diversity characteristics (e.g. pay gap between Indigenous and non-Indigenous women), do you also calculate gender pay gaps for other areas of diversity?

No

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:**

Yes

- 3.4 The following information relates to your organisation’s employer gender pay gap.**

Complete the table below, providing gender pay gap information for each organisation included in this application.

For renewing organisations, also, add information from your 2021-23 application for all the organisations you included that had an employer gender pay gap (the organisation-wide or overall gender pay gap) and target, to determine if progress has been made.

| Organisation name | 2021-23 application: % target for org-wide, employer gender pay gap | Year 2021-23 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? |
|--------------------|---|--|--|--|------------------------------------|
| 1. RMIT University | 5 | 2023 | 6 | 4 | 2025 |
| 2. | | | | | |
| 3. | | | | | |
| 4. | | | | | |

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

3.4.1 Has your WGEA employer gender pay gap target been met by the year to be reached since your 2021-23 EOCGE application?

No

a) If the target has not been met by the year to be reached, please explain why:

RMIT has a target of 5% pay gap by 2025, with dedicated actions in train to address this gap. RMIT's pay gap has remained steady whilst long term effects from COVID continue to come to fruition, especially in the higher education sector. Due to the change in overall employment figures during 2020 which saw RMITs pay gap widen, reducing this figure in the 2021-2023 period demonstrates sustainable prioritised work. RMIT has continued to make inroads into the pay gap as a result of our current and previous Gender Equality Action Plan.

RMIT continues to be below the higher education industry gender gap in total remuneration of 10.5%, and below the national gender gap of 13% (at the latest update from the Workplace Gender Equality Agency).

3.4.2 Your organisation must have taken actions to reduce your employer gender pay gap? Please confirm actions have been taken and provide details below:

Yes

In addition to targets, RMIT has continued the implementation of organisation wide, and local level gender equality action plans.

In 2021, RMIT successfully introduced Workday, which has been continuously updated throughout 2022-2023. Workday assists managers in their efforts to promote gender equality by providing access to real-time data intelligence on gender equity. This reporting provides information into gender representation for each manager, an analysis of salaries and loadings, and gender pay gap.

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.

Scenario modelling continues to be used to understand the relationship between the balance of gender numbers at different classification levels, and the effect this has on the gender pay gap at RMIT. This modelling allows RMIT to understand where targeted action could be taken to significantly reduce pay gap. Whilst there remains to be an overall pay gap within RMIT, the gap is not consistent across all pay groups, role types or remuneration components. Scenario modelling shows that if representation of women and men were equal at Academic Levels D and E, and Professional levels HEW 5, HEW 6 and HEW 7, the pay gap would reduce approximately 2%.

3.4.3 Does your organisation publish its WGEA employer gender pay gap publicly?

Yes

a) If yes, please provide a link below to where it is published:

<https://www.rmit.edu.au/about/our-values/diversity-and-inclusion/gender-equality>

Remuneration reviews

3.5 Women and men on parental leave (paid and unpaid) must be included in annual reviews of salaries and annual bonus payments. Confirm this occurs:

Yes

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

Yes

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:

N/A

#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 strategy that supports those with family or caring responsibilities that cover employees who return to work from parental leave, parents at all stages of their children's lives, employees with eldercare responsibilities and employees with caring responsibilities for those with a disability. Confirm these are in place:**

Yes all these are included in our policy and strategy

Parental leave

- 4.2 Your organisation must have the following employer-funded parental (EFPL) leave provisions in place for PRIMARY carers (or if you make NO distinction between primary and secondary carers, for all employees and partners in partnership structures who take parental leave).**

Please indicate below whether your employer-funded parental leave makes a distinction between primary and secondary carer's leave.

We do make a distinction between primary and secondary carer's leave

You must confirm all the following are in place:

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)

- a) How many weeks of employer-funded paid primary carer's leave do you offer?
18

Yes, all the following requirements for our employer-funded parental leave for secondary carers are in place:

- The scheme is paid in addition to the government scheme (not just topping up the government-funded scheme)
- Your employer-funded paid parental leave includes superannuation
- 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 stillborn baby
- There is no requirement for anyone to repay any portion if they do not return to work
- The amount of leave available to women is equally available to men
- There is flexibility in how this can be taken (e.g. part-time for part of the paid duration)

- 4.2.1 If your employer-funded paid parental leave for primary carers is less than 18 weeks, superannuation must also be paid on the difference between what your**

organisation offers and 18 weeks, calculated at the minimum wage (e.g. if you offer 12 weeks of primary carer's leave, you need to pay superannuation on the 12 weeks at the employee's full salary, and 6 weeks at the minimum wage).

Please confirm:

No, we provide 18 weeks or more of employer-funded paid parental leave for primary carers, so the requirement is not applicable.

4.3 (If you make NO distinction between primary and secondary carers, this section does not apply to you).

Your organisation must have the following employer-funded parental leave provisions in place for SECONDARY carers. You must confirm all the following are in place:

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)

a) How many weeks of employer-funded paid secondary carer's leave do you offer?

4

Yes, all the following requirements for our employer-funded parental leave for secondary carers are in place:

- The scheme is paid in addition to the government scheme (not just topping up the government-funded scheme)
- This leave includes superannuation
- 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
- There is no requirement for anyone to repay any portion if they do not return to work
- The amount of leave available to men is equally available to women
- 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 (for first and subsequent children),

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 these occur:Yes

4.5 Your organisation must actively encourage men to take parental leave. Confirm this occurs:

Yes

4.5.1 How has your organisation actively encouraged men to take parental leave a) in the past two years if you are a renewing employer, or b) in the past 12 months if you are

a new applicant? 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
RMIT has promoted the benefits of both parents (of any gender) taking advantage of parental leave benefits, recognising that it is beneficial for families at the same time as promoting improvements in workplace gender equality and societal gender equality. Promotion of these entitlements is done via a number of platforms:

- RMIT Parent and Carer Yammer page (sharing of resources and development opportunities)
- RMIT WorkLife – e.g., sharing stories of male staff taking parental leave (reference article: 'Recognising and supporting parents on Global Day of Parents) 1st June 2022.

Article quote from Tim Gardner, Employer Branding Manager:

“Having a manager whose first response was “just let me know what you need” was the most reassuring thing I could have asked for.”

“As an employee who was initially on a 12-month contract, I was nervous about informing my manager, but those nerves weren't necessary as she couldn't have been more supportive.”

“The new hybrid working policy has also made parenthood much easier, only needing to come into the office when my role requires me to do so.”

“RMIT's parental leave policy is among the best in the country, and it's great to know I will have time away from work to be there as my child develops.”

“Additionally, this allows my wife to return to work and continue to develop her career.”

Promotion of leave entitlements to manager population through Leader Life, guiding and encouraging managers to promote entitlements to their teams. Promotion to all staff support and development programs for parents such as;

- Keep in Touch program
- Managing the Transition back from Parental Leave
- Managing the Transition to Parental Leave
- Parental Seminars Benestar

In 2023 3.3% of RMIT employees accessing primary carer parental leave were men (down from 5.1% in 2022). While this is still a significant underrepresentation, it has increased from 2.3% in 2018, indicating that more men are accessing parental leave entitlements. Of those taking secondary carer's leave 3.3% in 2021 were women compared to 5.7% in 2023 (decrease from 16.67% in 2022).

While there still is underrepresentation here, RMIT continues to strive and elevate conditions and supports for parents and carers including the interventions outlined in the Parent and Carer Cygnet which articulates deep work for the equitable access and support of all carers and parents at RMIT. It is also reinforced in RMIT's Gender Equality Action Plan 2022-2025.

4.6 Your organisation must track the following metrics relating to paid parental leave annually. Confirm this has occurred in i) each of the past two years if you are a renewing organisation or ii) in the past year if you are a new applicant:

- utilisation of parental leave by women and men (manager and non-manager)
- employer-funded parental leave for primary carers is in place
- promotions during parental leave
- voluntary and involuntary departures (including dismissals and redundancies) within 12 months of return from parental leave:

Yes, all the above metrics were tracked as required

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 all the following. Confirm these are included:

- keep-in-touch program while on parental leave
- on-boarding support
- 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

Yes, all the above are included in our action plan

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":

Communicating widely on the importance of supporting parents and carers; Information packs to support new parents and/or those with elder care responsibilities; Training for managers on how to support employees with these responsibilities; Conducting education seminars on the various stages of parenting and caring specifically targeted to both men and women; Providing on-site childcare; Providing access to online webinars/podcasts with expert advice on parenting and caring; Coaching for employees on returning to work from parental leave; Other - provide details

Onsite childcare is provided at select RMIT Campuses. In 2023 RMIT has partnered with Converge Employee Assistance Program and invested in

specialist hotline and services for Carer needs, disability, eldercare and parent line and supports. All RMIT staff can have access to 6 sessions including social support services and financial services support. The Converge hotlines to specialise services is creating opportunities for staff to specialists in this area.

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 box/es below:

Formal policy; Formal strategy

4.9.1 Select what support your organisation provides:

Providing paid or unpaid leave; Providing an employee assistance program;
Training key staff; Including a domestic violence clause in enterprise agreement or equivalent; Referring to domestic violence support services for expert advice

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:

In addition to supporting staff with caring responsibilities, RMIT is committed to addressing to gender-based violence (GBV), sexual assault and sexual harassment (SASH), intimate partner violence (IPV), family violence (FV), and other related forms of violence and harm across our community.

This includes addressing the intersecting forms of inequality and disrespect that contribute to violence by building a culture of collective care, respect and health and safety. RMIT's Health, Safety and Wellbeing (HSW) unit is responsible for delivering the university's 'Addressing Gender-Based Violence Strategic Action Plan 2023-2027' which is being supported by an iterative 5-year learning and development plan guided by best practice. RMIT's learning and development plan is grounded in relevant theory and reflective practice, is trauma-informed, takes an intersectional approach to ensure cultural safety, sensitivity and accessibility, and is supported through strong partnerships, co-design and collective change.

26 May 2023 All staff communications continually reinforces staff supports including launch of revised procedures for staff experiencing family and domestic violence. This procedure has provided increased leave for staff experiencing family and domestic violence. Additional paid family and domestic violence leave is now available to all RMIT employees, regardless of role or contract type.

#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

5.1 Your organisation must have a flexible working policy AND strategy on flexible working arrangements that include all the following. Confirm below these are included:

- a business case for flexible working that is endorsed at leadership level and communicated to all the workforce
- manager accountability for flexible working

Yes, the above are included

5.1a. Your approach to flexibility must be integrated into client/customer interactions to challenge assumptions that work cannot be done flexibly. Confirm this occurs:

Yes

5.1a.i. Describe the outcome of your efforts:

At RMIT, approximately one out of every four staff members opts for a structured form of flexibility in their work arrangements. This may include part-time work, leave purchase programs, or compressed work weeks.

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, with formal flexibility rates declining over time with the introduction of working from home guidelines for staff. Informal flexible working arrangements are commonplace between manager and team member, which can be seen in the decrease of formal flexible rates decreasing slightly from 25.5% in 2019 to 20.4% in 2023.

The gendered gap on formal flexibility rates has decreased over time, with a 9.7% reduction from 2019 (19.7%) to 10.0% (2023).

RMIT has sustained staff experience i.e., the WGEA threshold – I have the flexibility I need to manage work and other commitments (85% of women and

83% of men) and there is no need for targets.

We see through our promotion of flex arrangements (both formal and informal) an understanding of work life needs, health, and care, is the priority of our workforce and RMIT community.

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

RMIT has been active in promoting flexible working to all staff, in order to make work more manageable for a variety of reasons. Our flexibility resources are gender neutral and supportive of both men and women working flexibly in the arrangement that best suits them and their teams.

2021 - 2023 saw continued promotion of resources and supports for Parents and Carers, Carers (for those with a disability and eldercare), as well as Flexible work and Accessibility. These resources and supports feature all members of our community and showcase those of all genders, with and without caring responsibilities. 2023 saw RMIT launch a principles-based approach to hybrid working that balances the benefits of remote working with helping staff get back to connecting in-person. With a return to face-to-face teaching and learning, the approach makes a conscious effort to build a greater sense of belonging and wellbeing, energy and connection for our students and staff in our physical spaces. Our RMIT newsletter, WorkLife (example: 'Embracing hybrid working for the longer-term' - 18th April 2023), regularly publishes articles promoting flexibility to all staff for a variety of needs. Flexible working is also promoted via other internal channels such as Stuff You Need To Know and Yammer (Viva Engage). All staff communications regarding flexibility link to the Hybrid Working at RMIT and Flexible working intranet pages - a platform to promote our Hybrid Working approach, the business case for supporting flexibility and examples of staff, both men and women, working flexibly for various reasons. The Staff Flexibility website also outlines a step-by-step guide to use the following policies, processes, and frameworks in place to support entrenched flexibility in all aspect of work: Working Flexibly Guide, Working Flexibly Checklist Pack, Flexibility Team Meeting Agenda Template, Working Flexibly FAQs, Managing Flexibly FAQs.

RMIT continues to promote hybrid ways of working to encourage and support flexibility requirements of staff. To support these conversations, staff have access to the following collateral on the RMIT Staff Intranet: Individual hybrid working agreement form (for staff), Conversation guide (for staff), One page overview of the hybrid ways of working approach and principles, Learning hybrid team's module for leaders (learning module for managers), Leader ways of working guide (for managers), Conversation guide for individuals and teams. Staff also had access to Hybrid

Working Information Sessions in 2023 (recorded and available on demand), which provided staff with an overview of RMIT's continued approach to Hybrid Working and provided opportunities to ask questions relating to Hybrid Working.

HR staff work closely with managers across RMIT providing support and guidance in promoting a positive culture of flexibility at RMIT. People Connect is a staff help line for employment related questions. All staff and managers are able to connect and get advice through People Connect on ways to support them in seeking and having/managing requests for flexible working arrangements approved. The People Connect team undergo training by the Diversity and Inclusion team, equipping them with the knowledge and skills needed to promote and communicate the available supports for flexible work. Furthermore, People Connect maintains a repository of knowledge articles that serve as helpful resources in promoting and implementing flexible working practices.

RMIT has regularly engaged our leadership groups and all managers in supporting flexibility and hybrid working, both throughout the pandemic and during RMIT's transition back to campus learning. RMIT promotes a range of flexible resources, through our online training programs and compliance, as well as all staff having access to Linked In Learning options to support flexible management'.

The Talent Acquisition team promote flexibility to prospective employees through job ads and media.

Leadership accountability and training

5.2 Your organisation must require all the following to be in place, confirm this occurs by ticking both boxes below:

People managers must complete training on how to manage flexible working

This training includes addressing gender stereotypes and/or barriers that prevent men from requesting flexible working arrangements

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:

Yes

5.3.a Provide details on how managers (including the CEO) do this:

RMIT offers showcases examples illustrating managers and staff engaging in flexible work arrangements. A key example of this is the 'Flexibility at Work' video, accessible through RMIT's internal 'Flexible Working' intranet page. This video showcases a number of managers, professional and academic staff, and their utilisation of flexible work options to balance their careers, personal lives, and family

responsibilities. James Mahoney, Manager of Service Improvement (seen below), shares his perspective in the video, discussing the benefits of flexible working in managing his family commitments.

(https://www.youtube.com/watch?v=o1_UKALTHbg&ab_channel=RMITUniversity)

Another example is RMIT's Chief People Officer Bridgid Connors, who is a visible advocate for flexible working, showcasing ways in which staff can structure leave options in order to support their health and family. Below is an example of Bridgid's emails to the RMIT People Team, sent on Friday 9th June 2023:

Dear Team

Well here we are entering another long weekend in Australia and it's worth taking the time to enjoy the next one isn't until the end of September(29th) and for our colleagues in Vietnam, I think the next one is the very important celebration of National Day (Ngày Quốc Khánh) on September 2.

And if that all feels too far away, remember that we have mid-semester slowdown the week of Monday 28 August – a perfect time to take some annual leave and enjoy some time away from work. And there's always the option of making your own long weekends.

I like to take a lot of small breaks throughout the year so I can get to different states to catch up with family or a weekend away somewhere. I know that others like to take longer breaks and travel, have an adventure or stay local and nest. What do you prefer?

Whether you like a quick long weekend getaway or a longer break, take time to get out in nature. The research is well and truly in on the benefits to our physical, mental and emotional wellbeing. The article below has some great tips and tricks and whilst written from the perspective of getting teams out in nature to boost creativity and productivity, it's highly relevant to us as individuals and for our lives away from work. Take the time to read this if you are curious about some of the research and looking for a little inspiration to get out and about. I promise we won't be holding our next People townhall on a mountain, although I suspect there would be some amongst us who would love that.

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. Select which types of flexible working options below are offered:**

Flexible hours of work; Compressed working weeks; Time-in-lieu; Working from home (generally not a permanent arrangement but would include hybrid working); Remote working (generally a permanent arrangement where work is conducted outside of the employer's workplace); Part-time work; Job sharing; Purchased leave; Unpaid leave; Other – provide details
Carers leave.

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

Yes

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

Visible role modelling of our leader is important in both hybrid and flexible working at RMIT. It is critically important and is acknowledged the lack of flexibility in leadership in workplaces is a barrier to equitable representation and equality for all genders.

With each staff survey we closely monitor as a key measure the experience of managers and non-managers in support of flex working. In 2022, Managers indeed where more engaged (86% Agreed and Strongly Agreed) then non managers (83%) in response to the question - ("I have the flexibility I need to manage work and other commitments).

In Academia we particularly focus on promotion of advancement of senior leaders and mid-career academics by monitoring promotion of part time staff and through enabling clear pathways to represent academic achievement through the use of RMIT's protocols on Achievement Relevant to Opportunity.

5.6 The following sub-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.

5.6.1 For non-managers:

Using the survey results from question 9.1 in this year's application, ("I have the flexibility I need to manage work and other commitments"), indicate if the score for males is lower than the equivalent score for females, and if so, what target has been set:

- a. Is the difference between these two scores greater than 5%?

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

5.6.2 For managers:

Using the survey results from question 9.1 in this year's application, ("I have the flexibility I need to manage work and other commitments"), indicate if the score for males is lower than the equivalent score for females, and if so, what target has been set:

- a. Is the difference between these two scores greater than 5%?

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

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:

N/A.

#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 sexual harassment, gender-based harassment and discrimination, 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 sexual harassment, gender-based harassment and discrimination, and bullying. Confirm this is in place:

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 sexual harassment

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

Training

6.3 All your workforce (including all managers, non-managers, contract and casual staff, and Partners in Partnership structures) must have completed training on the prevention of sexual harassment, gender-based harassment and discrimination, and bullying. Please confirm that this training includes all the following:

- a legislative definition of sexual harassment, gender-based harassment and discrimination, 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

Note: An email with an attached policy and/or advising rights and responsibilities relating to sexual harassment, gender-based harassment and discrimination, and bullying is NOT considered to be training.

Yes our training includes all of the above

6.4 All the above must have completed this training at induction and at least every two years. Confirm this occurs:

Yes at induction

Yes at least every two years

6.5 Your organisation must not have had a judgment or adverse final order made against it by a court or other tribunal relating to sexual harassment and gender-based harassment or discrimination in the last three years. Confirm this is the case below:

Yes, our organisation has not had a judgment or adverse final order made against it as outlined above in the last three years

6.6 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).

Universities across Australia committed to changing the course on sexual assault and harassment in 2017, with RMIT outlining its response and actions to address via the 'Respect Progress Report 2017-2022: <https://www.rmit.edu.au/about/our-values/respect-rmit>

This initiative – a nation-wide response to the Australian Human Rights Commission's report on sexual assault and sexual harassment at Australian universities – has 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. Other initiatives are RMIT include:

- The launch of RMITs 'Addressing Gender-based Violence Strategic Action Plan 2023-2027' in 2023. This plan guides work in the prevention of gender-based violence, through an intersectional lens, and in response to incidents. The safety and support of victim-survivors is at the heart of the plan.
- 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.
- 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.
- Continued promotion and provision of remote support to students experiencing gender-based violence
- 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.

#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.

7.1 Your organisation's CEO is required to have been ACTIVELY involved in at least one external event focused on gender equality in i) the past two years if you are a renewing employer, or ii) the past 12 months if you are a new applicant.

Confirm below this has occurred. Please note: you do not need to provide every statement the CEO has made, just one that meets the criterion will suffice.

Yes

7.1.a Provide the name and job title of the person who made this statement:

RMIT Vice-Chancellor Professor Alec Cameron & Deputy Vice-Chancellor, College of Business and Law Professor Julie Cugin

7.1.b What date was the communication made?

11/07/2022

7.1.c How was the statement communicated?

Statement made on both internal and external communication channels to signal the launch of RMIT's Gender Equality Action Plan (GEAP)

7.1.d Provide the statement made by the CEO or governing body member:

Outlining and addressing RMIT's path to gender equality – 11th July 2022

RMIT Vice-Chancellor and President Professor Alec Cameron noted that when we

address barriers based on gendered expectations, the workplace experience is better for everyone.

“RMIT has a core commitment to equality. We embrace the diversity of our staff and students, and we are determined to ensure our people are not held back by prejudice of any type,” he said.

“Our future impact will be dependent on attracting and retaining the best people and providing the opportunity for all our staff and students to fulfill their potential.

“To achieve this, we must be unrelenting in our expectation of gender equality and our pursuit of respect and fairness for all.”

Deputy Vice-Chancellor, College of Business and Law, Professor Julie Cugin said that, in adopting this plan, RMIT remains steadfast on the value a diverse community brings.

“Research has consistently shown gender diversity not only helps to empower individuals, but it improves business outcomes by supporting greater productivity, innovation, engagement and wellbeing,” Julie said.

“At RMIT we know that when it comes to achieving true gender equality, diversity in numbers isn’t enough.

“We need to create a culture in which women feel comfortable bringing their unique ideas, experiences and perspective to work.

“Our Gender Equality Action Plan will play an important role in ensuring RMIT is a place where women can thrive and realise their full potential at work.”

Externally published and accessible 2022-2025 Gender Equality Action Plan webpage - <https://www.rmit.edu.au/about/our-values/diversity-and-inclusion/gender-equality/gender-equality-action-plan>

Procurement

7.2 Your organisation must have procurement guidelines in place that encourage gender equality across its supply chain. Confirm this is in place below:

Yes

7.2.1 Provide details about the guidelines that are in place:

As one of Australia's largest tertiary institutions, RMIT has a significant impact through the University's operational footprint and supply chain. RMIT is committed to the triple bottom line approach regarding environmental, social and financial sustainability. As outlined in RMIT's Procurement and Expenditure Policy, all procurement decisions will take account of RMIT's responsibilities and obligations regarding a range of responsible business practices including diversity, inclusion and accessibility (including gender equality).

Full details of the policy and RMIT's commitment to sustainable procurement can be found on the sustainable procurement webpage.

RMIT's Supplier Registration Process specifically encourages support of Female Managed/owned Enterprise. RMIT currently has 253 enterprises listed as being managed or owned by women in our Enterprise Resources Planning System (meaning they are officially registered as an approved RMIT supplier). As part of the supplier registration process at RMIT, prospective suppliers are also asked to confirm their compliance with the Workplace Gender Equality Act 2012.

Industry and community action

7.3 Your organisation's CEO is required to have been ACTIVELY involved in at least one external event focused on gender equality in i) the past two years if you are a renewing employer, or ii) the past 12 months if you are a new applicant.

Confirm below this has occurred (if your CEO was involved in more than one event that meets this requirement, you only need to provide details of one).

Yes, our CEO was actively involved in an external event as required

7.3.1 Please provide details of the external events:

a) Describe the details of the event, including the date:

RMIT in partnership with the AWSN - Australian Women in Security Network hosted a round table event with Minister Clare O'Neil on 3rd April 2023.

b) What was the role of your CEO at the event?

Keynote / welcome speech.

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

This can be something that is carried out annually (e.g. renewal of a sponsorship program), or if it is a larger initiative (e.g. a research project), it could be something that spans a couple of years.

Examples include being involved in a schools' program, a gender equality industry network, sponsorship of a gender equality program, commissioning a research project etc.

7.4.1 Confirm below that your organisation has been involved in a program or initiative to address gender equality issues in the past two years:

Yes

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

RMIT supports annual, long standing activities in STEMM with a focus on areas of underrepresentation such as Data, IT, and Engineering. One of the initiatives is STEMM Outreach, running for over 15 years. It connects high school students, particularly young women, with positive role models in tertiary education and industry. The outreach activities include mentoring programs, interactive STEMM activities, work experience, and camps. In 2022, over 1200 students participated in these opportunities, facilitated by current RMIT women studying STEMM programs who are trained and supported as paid Ambassadors. Scholarships and access mechanisms, such as equity adjusted ATAR scores, are also provided to support students and promote STEMM to high school students. These scholarships often include paid internships and mentoring, allowing participants to focus on their studies and engage in extracurricular activities. By increasing the visibility of women in the university community, these scholarships contribute to changing masculine cultures in the industry.

RMIT has also partnered with MYOB to create a bespoke education model for MYOB's DevelopHer program. This program offers paid full-time internships for women pursuing a career in software development. Participants study alongside RMIT cohorts and receive tailored coaching sessions and mentoring. Upon completion, they receive a Graduate Certificate or credits toward a Computer Science Degree from RMIT, as well as full-time employment at MYOB as a graduate developer. Additionally, RMIT has partnered with Apple to expand coding education opportunities for students from diverse and underrepresented groups. Through two new Apple Foundation programs, in collaboration with RMIT and the University of Technology in Sydney (UTS), four-week courses on the fundamentals of Swift coding are provided, aiming to spark a passion for technology and increase coding opportunities for learners.

7.5 Your organisation's CEO (regardless of gender) must aim to achieve gender balance on internal and external speaking panels by taking actions as listed below.

- insisting that as a condition of acceptance, genuine efforts are made for women/men to participate in a meaningful way
- requesting confirmation of who the other panellists/speakers/participants are, and what attempts have been made to achieve gender balance on the panel

- 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
- confirm this has occurred by ticking the relevant boxes below:
Yes, our CEO has taken the actions listed above

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:

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.

The Big Industry Challenge: Gender Equity

The Big Industry Challenge (BIC), run in partnership with Common Purpose, gave RMIT students the opportunity to connect with leading companies and organisations and solve a complex gender equity challenge facing industry. The event saw 17 industry contributors, including Lord Mayor of Melbourne, Sally Capp, Microsoft, the American Chamber of Commerce, and Drummond Street Services, providing students with tangible insights into workplaces across sectors of Melbourne.

#Lived experience check

Lived experience: Employee engagement and survey

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 give them access to the final submission in all the following ways. Confirm below that this has occurred:**

- the group or committee responsible for the implementation and oversight of our gender equality strategies has been consulted in the development of our EOCGE application
- all the workforce (including Partners in Partnership structures) has been informed that our organisation is applying for the citation
- 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

Yes

8.2 For renewing applicants, provide the date that your 2021-23 EOCGE application was made available to your workforce in the text box below). (For new applicants, enter N/A.)

16/03/2022

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?

15/11/2022

9.1.b Select which survey method your organisation used by ticking in the applicable option below:

The questions were incorporated into an existing survey (e.g. biennial employee engagement survey)

9.1.c Confirm all options below were incorporated into your survey methodology by ticking all the boxes below:

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:

Tailored communications and support from local levels were used. Advocates across groups and networks at RMIT promoted the survey, ensuring staff from diverse backgrounds were aware, encouraged to share their perspectives, and given time to do so.

9.1.d Which survey question was used for question 1? Select from below:

WGEA prescribed Question 1: "My immediate supervisor/manager genuinely supports equality between genders."

9.1.e Which survey question was used for question 2? Select from below:

WGEA prescribed Question 2: " I have the flexibility I need to manage work and other commitments."

9.1.f Which survey question was used for question 3? Select from below:

WGEA prescribed Question 3: " "In my organisation sexual harassment and gender-based harassment is not tolerated"

Lived experience: Survey analysis

Your organisation'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? Select the applicable option below:

400 or more survey responses were received

9.3 Provide the total number of survey responses achieved by gender in the table below:

| | |
|-------------------------------------|------|
| Total number of female respondents: | 2309 |
| Total number of male respondents: | 1631 |

| | |
|---|------|
| Total number of respondents (male plus female): | 3940 |
|---|------|

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

9.6 Provide the following results from your survey:

| | Total NUMBER of 'agree' and 'strongly agree' responses (Agreement threshold) | Total percentage of 'agree' and 'strongly agree' responses (agreement threshold) |
|-------------------|--|--|
| Survey question 1 | 3301 | 84 |
| Survey question 2 | 3315 | 84 |
| Survey question 3 | 3457 | 88 |

Action on results

9.7 Your organisation must take action against gender equality issues identified. Did your organisation identify gender equality issues through this consultation process? Tick the relevant box below:

No

Lived experience - CEO interview

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 20-30 minute telephone interview with a WGEA representative regarding their leadership and commitment to gender equality. CEOs who 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?

Select the relevant box below:

Yes

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

Vice-Chancellor and President, Professor Alec Cameron was interviewed on 17th February 2022 following successful application of previous WGEA EOCGE.

#Gender and diversity data

11.1 Does your organisation collect data on gender other than male and female?

Yes

If yes, provide details of what data is collected:

RMIT's HR system WorkDay allows staff to provide information on their Gender (Female, Male, Trans/Gender Diverse, Non Disclosed, Other), Gender Identity (Man, Woman, Trans or Gender Diverse, My gender identity is not displayed) and Pronoun/s (he/him, she/her, they/them, other).

11.2 Does your organisation collect data on other areas of diversity (e.g. age, disability etc)?

Yes

If Yes, provide details of what data is collected:

RMIT's HR System Workday allows staff to provide additional information in relation to diversity indicators. These are:

- Gender representation
- Aboriginal and/or Torres Strait Islander identity
- Cultural and/or language and/or race/ethnicity background
- Disability and/or accessibility
- Sexual Orientation
- Age

11.3 If you have additional information in relation to the Gender and Diversity area, please provide in the the text box:

RMIT is continually advancing its efforts in intersectional data collection. The university's HR system, Workday, allows staff to make regular amendments and updates to their personal information data, with a number of future updates in the pipeline. One update will involve allowing staff to specify variations in sex characteristics, providing valuable insight into the presence of intersex individuals and any necessary support they might require.

#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 recent times.

By completing the questions below, 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. was your gender equality challenge?

From February 2022 until September 2023 the Prevention of Gender Based Violence (GBV) area within RMIT has been focusing on a number of key initiatives that aim to engage identifying men to be part of the solution for a more equal and safe dual university and workplace and to also challenge outdated ideas and norms that both hide and contribute to gender inequality and gender-based violence.

b. What was the initiative and who was involved?

Alongside of the launch of the two-year College of Vocational Education (CoVE) pilot project (2022-2023) Gender Equity & Justice - Community, Teaching & Learning, the Gender Based Violence (GBV) team has also been focusing on embedding a gender transformative and masculinity lens into core business.

There is a need to both apply and grow the evidence base in how prevention approaches and research can work in a dual sector environment. Not just in how policy and procedure work at an operations level, but how we engage students and staff as a community, the learning content we create and how we teach and undertake research with each other and the wider world. We know that to create equal and safe communities, we need to test and pilot ways of working that are reflective and reflexive of the environment and the people within them. This requires a level of bravery to both action national frameworks (the challenge of praxis) and also create innovation pieces of

work that aim to be whole of institutional and push our knowledge and evidence base on what works.

There are 4 key innovation pieces that highlight the overall change in approach and attempts to not only challenge gender inequality and the drivers associated with them, but also the approaches that aim to grow and expand the evidence base and seek solutions.

- The Gender Equity & Justice - Community, Teaching & Learning VE project (Feb 2022- Dec 2023) - this pilot project has been applying The Working Together with Men model (Hewson-Munro 2020) across RMIT's College of Vocational Education (CoVE) with the aim to begin norming language and approaches that are gender transformative and that aim to engage identifying men in gender justice allyship. This project has also focused on trialling and testing how outdate language, behaviours and stereotypes operate in our spaces and has focused on providing students and staff with several key events and activations.

- The Gender Justice Barbershops with international award winning She is Not Your Rehab and local stars The Streets Barber and Little Rebel Barbershop

- Addressing Gender Based-Violence Strategic Action Pan 2023-2027 – Launch of the first action plan associated with the prevention of gender-based violence for the whole of RMIT. This document shares the area's theory of change and principles that underpin all that we aim to do, the keyways we are embedding a masculinity and gender transformative lens and the key action areas that we will focus on for the next 5 years.

- The Safer Tent – A whole new style of health promotion is being applied to increase students and staff awareness of the main support service, Safer Community that is associated with responding to sexual harm, harassment, inequality and violence at RMIT. An interactive inflatable yurt is being activated across campuses for providing boutique workshops, pop up faux campfire s'more discussions and slowing students and staff down to have chats and promote support services.

c. What were the outcomes of the initiative?

- The Gender Equity & Justice - Community, Teaching & Learning

Over 1200 students and staff have been engaged in activities such as pro-feminist film afternoons, Man Box Bingo hallway pops, consent circles and classroom drop in's that promote the support services available. This larger piece of work also includes an industry partnership with the City of Melbourne, in which CoVE and HE students are co-designing with City of Melbourne staff and lived experience participants a first ever training film that aims to tackle street harassment and violence towards busking and live performance artists on the streets of Melbourne.

- The Gender Justice Barbershops

This innovative pilot acted as an opening and awareness raising event for the wider Gender Justice project from September 2022 in which over 250 students were engaged with pop-up barber shops that were co-facilitated with social and gender justice advocates that engaged students, especially men identifying in conversations that challenged outdated ideas and behaviours, as well as promoted overall health, safety and wellbeing. These barbershops also aimed to provide spaces of celebration, connection, and support for our gender non-conforming and LGBTQIA+ students and staff.

- The Safer Tent

Over 1900 students and staff have been engaged since the start of February 2023 in this new approach, which has seen a significant increase in the gender diversity of who is interacting and engaging with prevention staff, including an increase of young identifying men, which previously had not been the case in past promotional opportunities.

d. Provide other information, if relevant:

N/A.