

# Gender Equality Blueprint 2018 - 2022

<b>Vision</b>	To be exemplars for the sector in gender equality and inclusivity ( <i>La Trobe Strategic Plan 2018-2022, pg 5</i> )			
<b>Goals</b>	<b>Build and retain the talent pipeline for gender diversity</b>	<b>Gender pay equity and economic security</b>	<b>A safe, inclusive and representative workforce</b>	<b>A contemporary and flexible work environment</b>
<b>Principles</b>	<b>Leader owned and lead</b>		<b>Embedded in work, systems and behaviours</b>	<b>Empowered through the Cultural Qualities</b>

## INDICATORS OF SUCCESS

### GENDER EQUALITY

- WGEA annual citation
- SAGE Bronze Medal, followed by Silver Medal Accreditation
- Achievement of agreed Gender Equality goals and targets
- Achieve and maintain Gender pay equity
- Uptake in workplace flexibility for all, and parental leave for men
- External awards for Gender Equality

### LA TROBE

- Student Satisfaction and Net promoter Score
- Employee Opinion Survey results

## FOUNDATION ACTIONS

Year 1 2018	Years 2-3 2019-2020	Years 4 -5 2021-2022
<ul style="list-style-type: none"> <li>• Continue to maintain WGEA Employer of Choice citation</li> <li>• Continue to deliver on Male Champions of Change initiatives</li> <li>• Finalise submission for 2019 SAGE Bronze Medal accreditation application</li> <li>• Design a narrative, communications plan and external multimedia marketing plan to promote La Trobe as a Gender Equality exemplar</li> <li>• Update the external website and intranet to incorporate gender equality</li> <li>• Partner with PIPU to design holistic gender equality reporting</li> <li>• Design long-term programs for specific school/departments/campuses achievement of gender targets/goals</li> <li>• Partner with policy review leaders to embed Gender Equality principles and goals</li> <li>• Review Gender Equality questions for EoS (2018)</li> <li>• Introduce fellowship positions and Carer's Support Travel Fund</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to maintain WGEA Employer of Choice citation</li> <li>• Continue to deliver agreed Male Champions of Change initiatives</li> <li>• Complete submission and achieve Bronze Medal accreditation through SAGE</li> <li>• Deliver years 1-2 of SAGE actions</li> <li>• Continue to review messaging and multimedia opportunities to promote Gender Equality – internally and externally</li> <li>• PIPU reports to inform decisions and design Gender Equality initiatives</li> <li>• Deliver years 1 and 2 of SEG endorsed programs to support specific schools/department/campuses gender targets/goals</li> <li>• Continuous review of policies to incorporate Gender Equality</li> <li>• Review Gender Equality questions for EoS (2019-2020)</li> <li>• Review future fellowship options and consider new and innovative ways to support Gender Equality</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to maintain WGEA Employer of Choice citation</li> <li>• Continue to deliver agreed Male Champions of Change initiatives</li> <li>• Complete submission and achieve Silver Medal accreditation through SAGE</li> <li>• Deliver years 3-4 of SAGE actions</li> <li>• Design the 2023-2027 Gender Equality Blueprint</li> <li>• Incorporate the Blueprint into the 2023-2027 La Trobe Strategic Plan</li> <li>• Design a multichannel plan, in support of the 2023-2027 Gender Equality Blueprint</li> <li>• Review PIPU reporting and design of new programs of work</li> <li>• Deliver years 3 and 4 of SEG endorsed programs to support specific schools/department/campuses gender targets/goals</li> <li>• Review relevant policies every three years to ensure Gender Equality continues to be embedded</li> <li>• Gender Equality targets are considered as part of the La Trobe Collective Agreement 2021-2025 negotiations</li> <li>• Review Gender Equality questions for EoS (2021-2022)</li> <li>• Launch of SEG endorsed Gender Equality fellowships and other initiatives</li> </ul>

# Gender Equality Blueprint 2018 - 2022

	Year 1 2018	Years 2-3 2019-2020	Years 4 -5 2021-2022	MEASURES OF SUCCESS
<b>Build and retain the talent pipeline for gender diversity</b>	<ul style="list-style-type: none"> <li>Design and launch the Women and Gender Diversity in Leadership development framework</li> <li>Identify high performing women and gender diverse staff, and design a talent and growth program</li> <li>Establish professional development and networking events for women and gender diverse staff</li> <li>Review the recruitment strategy and design methodologies to attract women and gender diversity</li> <li>Establish a women and gender diversity leadership sponsorship program</li> <li>Review pilot WAPS program outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Implement years 1 – 2 of the Women and Gender Diversity in Leadership development framework</li> <li>Embed and update talent and growth programs for high performing women and gender diverse staff</li> <li>Promote professional development and networking events for women and gender diverse staff</li> <li>In partnership with recruitment, implement plans to attract women and gender diverse staff, including refreshed recruitment staff training</li> <li>Embed the women and gender diversity leadership sponsorship program</li> <li>Continue to embed WAPS program</li> </ul>	<ul style="list-style-type: none"> <li>Implement years 3 – 4 of the Women and Gender Diversity in Leadership development framework</li> <li>Review and update programs for high performing women and gender diverse staff</li> <li>Review and update professional development and networking events</li> <li>Monitor and review impact of plans to attract women and gender diverse staff, and partner with recruitment to implement new actions</li> <li>Review and update women and gender diversity leadership sponsorship program</li> <li>Review and update WAPS program</li> </ul>	<ul style="list-style-type: none"> <li>At least 50% of women in senior leadership positions (professional HE010 and above, and Academic Level D and above)</li> <li>Increased representation of women and men in non traditional roles</li> <li>Talent pool has enabled an increase in internal promotions and appointments</li> <li>Gender balance of applicants across all stages of recruitment</li> <li>Retention of women in critical and leadership roles</li> </ul>
<b>Gender pay equity and economic security</b>	<ul style="list-style-type: none"> <li>Analyse and report the gender pay gap for 2018, including additional analysis:                             <ul style="list-style-type: none"> <li>Pay Gap analysed by School/Department</li> <li>Pay Gap analysed by select like-for-like roles</li> </ul> </li> <li>Implement agreed outcomes from MCOC Economic Security committee</li> <li>Design a remuneration strategy that incorporates gender pay equity priorities and actions</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual analysis, and reporting to address gender pay gaps.</li> <li>Continue to implement agreed outcomes from MCOC Economic Security committee</li> <li>Review process in which new job offers are evaluated and remunerated to reduce gender pay gap risks.</li> <li>Annually review performance ratings, allowances and loadings from a gender pay equity perspective</li> </ul>	<ul style="list-style-type: none"> <li>Annual analysis, and reporting to address gender pay gaps.</li> <li>Continue to implement agreed outcomes from MCOC committee</li> <li>Review and relaunch new remuneration strategy, including a refresh of the policy</li> <li>Consider women's economic security as part of the 2021-2025 collective agreement</li> </ul>	<ul style="list-style-type: none"> <li>Reduced La Trobe wide pay gap (between +/- 2%)</li> <li>Reduced pay gap at senior levels</li> <li>Reduced pay gap in all schools and departments</li> <li>Number of MCOC initiatives successfully embedded</li> <li>Vice Chancellor continues to be a pay equity ambassador</li> </ul>
<b>A safe, inclusive and representative workforce</b>	<ul style="list-style-type: none"> <li>Design and launch the La Trobe Culture Strategy and <i>The Way We Work</i> values and behaviours program</li> <li>Review <i>Promoting Positive Workplace Behaviours</i> induction module</li> <li>Design contemporary sex-based harassment education programs, services and support materials</li> </ul>	<ul style="list-style-type: none"> <li>Embed <i>The Way We Work</i> into all aspects of the employee life cycle</li> <li>Refresh and relaunch <i>Promoting Positive Workplace Behaviours</i> induction module</li> <li>Launch and embed contemporary sex-based harassment education programs and support materials</li> </ul>	<ul style="list-style-type: none"> <li>Review the Culture Strategy and <i>The Way We Work</i> in preparation for the 2023 – 2027 Strategic Plan</li> <li>Review and update <i>Promoting Positive Workplace Behaviours</i> induction module</li> <li>Review contemporary sex-based harassment education programs and support materials</li> </ul>	<ul style="list-style-type: none"> <li>Positive results on diversity and inclusion questions in staff surveys, including in relation to the incidence of discrimination and harassment</li> <li>Compliance in staff completing the <i>Promoting Positive Workplace Behaviours</i></li> </ul>
<b>A contemporary and flexible work environment</b>	<ul style="list-style-type: none"> <li>Design the 2018-2022 Flexible Working strategy, program of work and comms plan/narrative.</li> <li>Build and implement the flexible working support materials</li> <li>Review and relaunch the Parental Leave pack</li> <li>In partnership with the Judith Lumley Centre, launch, analyse and release results from flexible working survey</li> </ul>	<ul style="list-style-type: none"> <li>Implement Flexible Work Strategy Years 1-2 program of work.</li> <li>Reposition all roles as flexible</li> <li>Embed manager education programs in support of flexible working</li> <li>Build and implement a transition to retirement program</li> <li>Review and relaunch a 'keep in touch' program</li> <li>Build and implement a return from sabbatical/long term leave workplace reintroduction program</li> </ul>	<ul style="list-style-type: none"> <li>Implement Flexible Work Strategy Years 3-4 program of work</li> <li>Use results to inform the 2023-2027 Flexible Work Strategy.</li> <li>Consider flexible working as part of the 2021-2025 collective agreement</li> <li>Review all flexible working programs and materials</li> <li>Continue to partner with the Judith Lumley Centre around flexible working survey refresh.</li> </ul>	<ul style="list-style-type: none"> <li>Increased use of flexible working</li> <li>Uptake of part time employment for men</li> <li>Positive results and employee feedback on flex and work/life balance in surveys</li> <li>Uptake of men taking paid parental leave</li> <li>Increased retention for staff returning from long term leave</li> </ul>