### Gender Equality Blueprint 2018 - 2022

#### Vision

To be exemplars for the sector in gender equality and inclusivity *(La Trobe Strategic Plan 2018-2022, pg 5)*

#### Goals

<table>
<thead>
<tr>
<th>Build and retain the talent pipeline for gender diversity</th>
<th>Gender pay equity and economic security</th>
<th>A safe, inclusive and representative workforce</th>
<th>A contemporary and flexible work environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leader owned and lead</td>
<td>Embedded in work, systems and behaviours</td>
<td>Empowered through the Cultural Qualities</td>
<td></td>
</tr>
</tbody>
</table>

#### Principles

- WGEA annual citation
- SAGE Bronze Medal, followed by Silver Medal Accreditation
- Achievement of agreed Gender Equality goals and targets

#### GENDER EQUALITY

- 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

#### INDICATORS OF SUCCESS

- **GENDER EQUALITY**
  - WGEA annual citation
  - SAGE Bronze Medal, followed by Silver Medal Accreditation
  - Achievement of agreed Gender Equality goals and targets

- **LA TROBE**
  - Student Satisfaction and Net promoter Score
  - Employee Opinion Survey results

#### FOUNDATION ACTIONS

<table>
<thead>
<tr>
<th>Year 1 2018</th>
<th>Years 2-3 2019-2020</th>
<th>Years 4-5 2021-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Continue to maintain WGEA Employer of Choice citation</td>
<td>• Continue to maintain WGEA Employer of Choice citation</td>
<td>• Continue to maintain WGEA Employer of Choice citation</td>
</tr>
<tr>
<td>• Continue to deliver on Male Champions of Change initiatives</td>
<td>• Continue to deliver agreed Male Champions of Change initiatives</td>
<td>• Complete submission and achieve Silver Medal accreditation through SAGE</td>
</tr>
<tr>
<td>• Finalise submission for 2019 SAGE Bronze Medal accreditation application</td>
<td>• Complete submission and achieve Bronze Medal accreditation through SAGE</td>
<td>• Deliver years 3-4 of SAGE actions</td>
</tr>
<tr>
<td>• Design a narrative, communications plan and external multimedia marketing plan to promote La Trobe as a Gender Equality exemplar</td>
<td>• Deliver years 1-2 of SAGE actions</td>
<td>• Design the 2023-2027 Gender Equality Blueprint</td>
</tr>
<tr>
<td>• Update the external website and intranet to incorporate gender equality</td>
<td>• Continue to review messaging and multimedia opportunities to promote Gender Equality – internally and externally</td>
<td>• Incorporate the Blueprint into the 2023-2027 La Trobe Strategic Plan</td>
</tr>
<tr>
<td>• Partner with PIPU to design holistic gender equality reporting</td>
<td>• PIPU reports to inform decisions and design Gender Equality initiatives</td>
<td>• Design a multichannel plan, in support of the 2023-2027 Gender Equality Blueprint</td>
</tr>
<tr>
<td>• Design long-term programs for specific school/departments/campuses achievement of gender targets/goals</td>
<td>• Deliver years 1 and 2 of SEG endorsed programs to support specific schools/department/campuses gender targets/goals</td>
<td>• Review PIPU reporting and design of new programs of work</td>
</tr>
<tr>
<td>• Partner with policy review leaders to embed Gender Equality principles and goals</td>
<td>• Continuous review of policies to incorporate Gender Equality</td>
<td>• Deliver years 3 and 4 of SEG endorsed programs to support specific schools/department/campuses gender targets/goals</td>
</tr>
<tr>
<td>• Review Gender Equality questions for EoS (2018)</td>
<td>• Review Gender Equality questions for EoS (2019-2020)</td>
<td>• Review relevant policies every three years to ensure Gender Equality continues to be embedded</td>
</tr>
<tr>
<td>• Introduce fellowship positions and Care’s Support Travel Fund</td>
<td>• Review future fellowship options and consider new and innovative ways to support Gender Equality</td>
<td>• Gender Equality targets are considered as part of the La Trobe Collective Agreement 2021-2025 negotiations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Launch of SEG endorsed Gender Equality fellowships and other initiatives</td>
</tr>
</tbody>
</table>
## Gender Equality Blueprint 2018 - 2022

### Year 1 2018
- Design and launch the Women and Gender Diversity in Leadership development framework
- Identify high performing women and gender diverse staff, and design a talent and growth program
- Establish professional development and networking events for women and gender diverse staff
- Review the recruitment strategy and design methodologies to attract women and gender diversity
- Establish a women and gender diversity leadership sponsorship program
- Review pilot WAPS program outcomes

### Build and retain the talent pipeline for gender diversity

<table>
<thead>
<tr>
<th>MEASURES OF SUCCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 50% of women in senior leadership positions (professional HEO10 and above, and Academic Level D and above)</td>
</tr>
<tr>
<td>Increased representation of women and men in non traditional roles</td>
</tr>
<tr>
<td>Talent pool has enabled an increase in internal promotions and appointments</td>
</tr>
<tr>
<td>Gender balance of applicants across all stages of recruitment</td>
</tr>
<tr>
<td>Retention of women in critical and leadership roles</td>
</tr>
</tbody>
</table>

### Gender pay equity and economic security
- Analyse and report the gender pay gap for 2018, including additional analysis:
  - Pay Gap analysed by School/Department
  - Pay Gap analysed by select like-for-like roles
- Implement agreed outcomes from MCOC Economic Security committee
- Design a remuneration strategy that incorporates gender pay equity priorities and actions
- Conduct annual analysis, and reporting to address gender pay gaps.
- Continue to implement agreed outcomes from MCOC Economic Security committee
- Review process in which new job offers are evaluated and remunerated to reduce gender pay gap risks.
- Annually review performance ratings, allowances and loadings from a gender pay equity perspective
- Annual analysis, and reporting to address gender pay gaps.
- Continue to implement agreed outcomes from MCOC Economic Security committee
- Review and launch new remuneration strategy, including a refresh of the policy
- Consider women’s economic security as part of the 2021-2025 collective agreement
- Reduced La Trobe wide pay gap (between +/- 2%)
- Reduced pay gap at senior levels
- Reduced pay gap in all schools and departments
- Number of MCOC initiatives successfully embedded
- Vice Chancellor continues to be a pay equity ambassador

### A safe, inclusive and representative workforce
- Design and launch the La Trobe Culture Strategy and The Way We Work values and behaviours program
- Review Promoting Positive Workplace Behaviours induction module
- Design contemporary sex-based harassment education programs, services and support materials
- Embed The Way We Work into all aspects of the employee life cycle
- Refresh and relaunch Promoting Positive Workplace Behaviours induction module
- Launch and embed contemporary sex-based harassment education programs and support materials
- Review the Culture Strategy and The Way We Work in preparation for the 2023 – 2027 Strategic Plan
- Review and update Promoting Positive Workplace Behaviours induction module
- Review contemporary sex-based harassment education programs and support materials
- Positive results on diversity and inclusion questions in staff surveys, including in relation to the incidence of discrimination and harassment
- Compliance in staff completing the Promoting Positive Workplace Behaviours

### A contemporary and flexible work environment
- Design the 2018-2022 Flexible Working strategy, program of work and comms plan/narrative.
- Build and implement the flexible working support materials
- Review and relaunch the Parental Leave pack
- In partnership with the Judith Lumley Centre, launch, analyse and release results from flexible working survey
- Implement Flexible Work Strategy Years 1-2 program of work.
- Reposition all roles as flexible
- Embed manager education programs in support of flexible working
- Build and implement a transition to retirement program
- Review and relaunch a ‘keep in touch’ program
- Build and implement a return from sabbatical/long term leave workplace reintroduction program
- Implement Flexible Work Strategy Years 3-4 program of work
- Use results to inform the 2023-2027 Flexible Work Strategy.
- Consider flexible working as part of the 2021-2025 collective agreement
- Review all flexible working programs and materials
- Continue to partner with the Judith Lumley Centre around flexible working survey refresh.
- Increased use of flexible working
- Uptake of part time employment for men
- Positive results and employee feedback on flex and work/life balance in surveys
- Uptake of men taking paid parental leave
- Increased retention for staff returning from long term leave

### Years 2-3 2019-2020
- Implement years 1 – 2 of the Women and Gender Diversity in Leadership development framework
- Embed and update talent and growth programs for high performing women and gender diverse staff
- Promote professional development and networking events for women and gender diverse staff
- In partnership with recruitment, implement plans to attract women and gender diverse staff, including refreshed recruitment staff training
- Embed the women and gender diversity leadership sponsorship program
- Continue to embed WAPS program

### Years 4-5 2021-2022
- Implement years 3 – 4 of the Women and Gender Diversity in Leadership development framework
- Review and update programs for high performing women and gender diverse staff
- Review and update professional development and networking events
- Monitor and review impact of plans to attract women and gender diverse staff, and partner with recruitment to implement new actions
- Review and update women and gender diversity leadership sponsorship program
- Review and update WAPS program

### MEASURES OF SUCCESS
- Reduced La Trobe wide pay gap (between +/- 2%)
- Reduced pay gap at senior levels
- Reduced pay gap in all schools and departments
- Number of MCOC initiatives successfully embedded
- Vice Chancellor continues to be a pay equity ambassador