

2020 - 2022 Gender Equality Strategy

Goal 1: An organisational culture and a working environment that is inclusive and equitable

To develop an organisational culture and a working environment that is inclusive and equitable the University will:

Goal	Measure of Success	Actions	Responsibility
1.1 Promote awareness, externally and internally, that Bond University is an inclusive organisation that supports and values gender equality as exemplified by the Gender Equality Statements of Commitment, the Gender Equality Strategy and all related policies.	1.1.1 Community awareness that Bond University supports and values gender equality	Promote gender equality, diversity and inclusion including LGBTI and intersectionality through a range of internal and external communication channels including for example: <ul style="list-style-type: none"> ▪ The “thought leadership” strategy that can showcase women in STEMM research ▪ Utilising images for internal and external use that are inclusive and demonstrate diversity ▪ Updates on the daily digest on activities that demonstrate diversity and inclusivity ▪ Supporting events that showcase and discuss equality, diversity and inclusivity ▪ Incorporating messages and highlighting strategies supporting equality, diversity and inclusivity in Faculty Newsletters ▪ Promoting the ALLY network broadly across the University 	Vice-President Engagement
	1.1.2 Bond University staff are aware and informed of the Gender Equality Statement and Gender Equality Strategy	Support the Bond University Women’s Network (BUWN) as a lead communication channel and network for promotion of and as a forum for exemplars. Utilise BUWN as a central resource support with targets for increased membership	Chair of Bond University Women’s Network
		Every two years undertake a broad consultation with staff to obtain direct feedback in relation to progress of the Gender Equality Strategy	Chair of Gender Equality Committee
1.2 The Vice Chancellor and staff at all levels of management support gender equality, externally and internally, by being role models for inclusion within their areas of responsibility	1.2.1 The management culture at Bond University imbues and values inclusiveness and gender equality	Senior staff to encourage participation in internal and external forums, conferences that relate to gender equity and diversity	Vice Chancellor, Human Resources, members of the UMC, Associate Deans and all Bond University managers
		Conduct training programs for managers that reinforces gender equality and equips managers with the skills to recognise and address unconscious bias	Vice Chancellor, Human Resources, members of the UMC, Associate Deans and all Bond University managers
1.3 Integrate gender equality into planning and strategy at the University-wide and organisational unit level	1.3.1 Bond University strategies to ensure gender equality is transparent in planning documentation and well understood	Ensure the University’s People and Culture Plan incorporates gender equity outcomes	Executive Director, Strategy, Systems and People
		Ensure Academic Senate Gender Equality Committee monitors the implementation of the Gender Equality Strategy Action Plan	Chair of Academic Senate

Goal 2: Achieve equal opportunity for women in leadership and management roles

To improve the representation of women the University will:

Goal	Measure of Success	Actions	Responsibility
2.1 Female Bond University academics are supported and encouraged to undertake leadership and management roles	2.1.1 Women hold positions on the University Management Committee, in Faculty leadership and at all academic levels in numbers that are commensurate with the gender mix of academics employed by the University.	Apply Australian Institute of Company Directors recommendation of 30% for representation of women on Bond University Council	Vice Chancellor and members of the UMC
		Ensure progress towards gender balance on all influential committees (no less than 30% representation of one gender with an ideal target of 40%)	
		Set gender equality targets for representation of women on advisory boards (no less than 30% representation of one gender with an ideal target of 40%)	
		Establish the position of Faculty Promotion Advisor in each Faculty to advise and support staff regarding promotion processes and publicise their availability to academic staff eligible for promotion	Vice Chancellor and Deputy Chair Academic Promotions Committee Director, Human Resources
		Monitor effectiveness of policies to support greater certainty of tenure for long-term, fixed term/casual staff and advancement of junior staff	
		Define consistent position descriptions and policies regarding appointment, development and advancement for Clinical Academic staff	
2.2 Bond University is an employer of choice for women, especially for those from disciplines where women are underrepresented	2.2.1 Women, especially those from disciplines where women are underrepresented, are attracted to take up and maintain positions at the University, including leadership and management roles	Women are encouraged and supported to apply for academic promotion where appropriate through an annual presentation to staff and one on one consultation regarding academic promotions	Deputy Chair Academic Promotions Committee
		Statistical monitoring of gender related academic promotions data and transparent reporting	Human Resources
		Implement recruitment strategies that attract senior women, particularly in underrepresented disciplines	Vice Chancellor and members of the UMC
	2.2.2 Women, especially those from disciplines where women are underrepresented, are supported to succeed in their roles	Ensure recruitment and selection training on gender equity and inclusion has been completed for all panel chairs and members	Human Resources
		Maintain records of gender breakdown on recruitment, promotions, and retention activity	Director, Human Resources
		Undertake analysis of qualitative and quantitative data and information to determine risk and issues potentially impacting on women across the University	Human Resources
	Undertake annual Academic PDR process where career goals, achievements and development goals are discussed. Staff should be supported to incorporate parental leave and childcare into their career plans, including provision for transitional return to work as part of the	Relevant Faculty Leadership	

		annual PDR process		
		<ul style="list-style-type: none"> ▪ Ensure that all managers responsible for conducting PDRs undertake comprehensive training ▪ Review of PDR documentation and supplementary information 		
	2.2.3	Academic staff are supported to successfully manage parental leave responsibilities	<ul style="list-style-type: none"> ▪ Ensure that each academic, who is considering or has decided to take parental leave, is guided through the process through one-on-one interaction with the Equity and Diversity Officer ▪ Ensure a parenting support information kit is supplied to all staff taking parental leave ▪ Provide parental leave guidelines, checklists and training to line-managers and supervisors ▪ Establish a parent and carer support network with regular informal meetings for discussions and workshops to manage career breaks and caring responsibilities ▪ Where feasible, allocate academic staff returning from parental leave a Non-Teaching or Light-Teaching semester after a career break ▪ Explore the possibility of the University system to cover the costs of paid parental and partner leave from central funds to avoid the impact on Faculty and unit budgets ▪ Monitor and report on workload allocations for eligible academics 	Human Resources
	2.2.4	Academic staff are supported in their academic progression through structured programs, mentoring and coaching	<p>Monitor the effectiveness of the Early career researcher initiatives (for men and women) in supporting research careers</p> <p>Implement a structured academic mentoring program to empower academics to achieve their potential through supportive collegial relationships, based on evaluation of mentee needs</p>	Deputy Vice Chancellor (Academic)
				Deputy Vice Chancellor (Academic)

Goal 3: Addressing gender pay equality gaps

To address gender pay equality gaps, the University will:

Goal	Measure of Success	Actions	Responsibility
3.1 Provide an equal opportunity work environment with pay equality for all	3.1.1 Gender pay equality is achieved and transparently reported	Regular Pay Equality report (including the allocation of above base pay benefits) is submitted to the UMC	Human Resources

Goal 4: A flexible workplace which enables staff to balance work and life responsibilities.

To build a flexible workplace which enables staff to balance work and life responsibilities, the University will:

Goal	Measure of Success	Actions	Responsibility
4.1 Ensure that the policy framework of the University effectively supports the University's Statements of Commitment to Gender Equality and importance of work – life balance	4.1.1 Policies to support a flexible workplace and work – life balance are in place and are utilised by academic staff	Ensure that the content and tone of all policies are consistent with the University's Statements of Commitment to Gender Equality including regular review of the Flexible Working Arrangements and Family/Carers Policy	UMC Policy Sub-Committee
4.2 Encourage flexible work arrangements and work– life balance for academic staff	4.2.1 Flexible work arrangements and work – life balance are embedded in University culture	Promote the availability of flexible work initiatives and ensure equitable access for all staff through staff induction and staff intranet., including parent support	Human Resources
		Academic leaders (male and female) who are exemplars of work – life balance are highlighted as role models	Chair Bond University Women's Network
		Provide support and training for managers to assist them to manage flexible work arrangements	Human Resources
		Review and monitor processes, data and support for staff before, during and on return from parental leave	Human Resources
		Timetable principles require classes to be commenced after 9am and completed by 5pm wherever possible without impacting on the needs of our students (e.g. part-time students)	Deputy Vice Chancellor (Academic)
		Children included in staff social events to provide a family friendly and inclusive approach where appropriate e.g. Xmas Party and Live at Bond Events	Vice Chancellor

Goal 5 : A workplace that acknowledges and supports gender diversity and intersectionality

To ensure that the workplace supports Intersectionality, the University will:

Goal	Measure of Success	Actions	Responsibility
5.1.Ensure that the policy framework, University services and systems acknowledge and support gender diversity and intersectionality	5.1.1. Policies, systems and services are developed and/or configured to support staff for whom gender intersects with other forms of diversity	Resource a Bond Ally Network with appointed convenors	Human Resources
		Develop inclusive guidelines for recording non-binary gender diversity in University management systems	Director of Planning
		Provide information to support trans* and gender diverse staff and students as an online resource: Trans@Work Guide	Human Resources
		Improve records on recruitment, progression and retention of staff for whom gender intersects with other forms of diversity	Human Resources