



## **Gender Equality Strategy 2024-2027**

Bond University is dedicated to championing gender equality. We aim to cultivate a diverse and inclusive community where individuals are recognised, supported, and valued for their unique talents. Our dedication to gender equality is embedded across the institution, from recruitment, promotion and professional development to leadership opportunities and workplace policies. By fostering and nurturing an environment that respects and embraces the diversity of our workforce, we aim to create a workplace that not only reflects the principles of equality but also promotes innovation, collaboration, and success.

This Gender Equality Strategy is a roadmap for achieving meaningful progress in fostering a workplace that prioritises and values gender equality. By setting clear goals, we are committed to creating an inclusive and equitable workplace for all. Regular monitoring and adjustments will be made to ensure this strategy's success and meet the evolving needs of our ever-changing workforce.

Bond University established Gender Equality Statements of Commitment and a Gender Equality Strategy in December 2015. The Gender Equality Committee (GEC) was established to support the application of Bond University's gender equality commitments and ensure gender equality among staff.

The current Bond University Gender Equality Strategy was formulated in 2018 and reviewed every two years by the GEC. The GEC undertook a university-wide consultation in 2022 to evaluate progress on the strategy against the strategy's five goals and 13 measures of success; results were reported in March 2023. Findings were that three measures had been achieved, being 1, Community Awareness of the University's commitment, 5, Women in Leadership, and 6, Attracting Women to Bond University. Nine measures were deemed "In Progress", and one measure 13, Intersectionality, had not been sufficiently progressed.

The consultation coincided with the formation of the Office of Staff Engagement and Development to promote staff well-being, including staff awareness of and support for gender equality initiatives. It also coincided with a significant university-wide governance and policy review that included policies on parental leave and flexible working practices. Moreover, the governance review resulted in the movement of the GEC from its status as a standing committee of the University's Academic Senate to a committee of an expanded Inclusion Portfolio under the Office of the Provost. The GEC's Terms of Reference were changed to ensure the Committee's functions considered not only academic staff but also professional and general staff. Membership was updated accordingly to ensure greater male and non-binary representation. The inclusion of the new Chief People Officer position as a member of the committee will provide for greater alignment between Committee initiatives and Human Resource Office activities. Concurrently, the Bond University Ally Network was reinvigorated within the Inclusion Portfolio.

The GEC expects that measures of success affected by the formation of the new Office, key policy updates and the expansion of the Inclusion Portfolio will lead to a number of additional measures being achieved. The Committee has undertaken to include greater student engagement beyond student membership as well.

The GEC agreed in November 2023 to update the strategy and consider aligning the goals and measures of success therein with those of the Gender Equality Indicators (GEIs) articulated by the Australian Commonwealth Government Workplace Gender Equality Agency (WGEA). Aligning with the national regulatory body reflects how Bond University addresses national priorities and facilitates clear and transparent reporting.

The following table aligns the five Bond University goals with the six WGEA indicators. It prioritises the order established by the Bond University Gender Equality Strategy while ensuring that the GEIs are articulated.

Bond University Gender Equality Goals	WGEA Gender Equality Indicators
Goal 1: Promote an organisational culture and a working environment that is inclusive and equitable	GEI 5 – consultation with employees on issues concerning gender equality in the workplace
Goal 2: Achieve equal opportunity for women in leadership and management roles	GEI 1 – gender composition of the workforce GEI 2 – gender composition of governing bodies of relevant employers
Goal 3: Address gender pay equality gaps	GEI 3 – equal remuneration between women and men
Goal 4: A flexible workplace that enables staff to balance work and life responsibilities	GEI 4 – availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
Goal 5: A workplace that acknowledges and supports gender diversity and intersectionality	GEI 6 – sexual harassment, harassment on the ground of sex or discrimination

### Updated Strategy

Based on alignment with the WGEA Gender Equality Indicators and findings from the Gender Equality Consultation last year, we have updated the Bond University Gender Equality Strategy for 2024-2027. Consultations for the updated strategy were made with senior management the Human Resources Office, and key stakeholders in the University community. It was ratified by the GEC on 14 March 2024.

This strategy recommends high-level objectives and goals for the University. Implementation plans will be developed to define the specific actions, performance metrics, timeframes and responsibilities that will be pursued in support of this strategy, and the resources that will be invested.

The implementation plan will be informed by the actions identified in the prior strategy, actions suggested through the most recent consultation, and actions suggested by WGEA GEIs, which have been documented and shared by the GEC Chair. Details and progress against the implementation plan will be provided at GEC meetings.

The following goals and their measures of success inform the strategy.

<b>Goal 1: Promote an organisational culture and a working environment that is inclusive and equitable. (WGEA GEI 5)</b>	
	<b>Measures of Success</b>
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 related policies	1.1.1 Community awareness that Bond University supports and values gender equality
	1.1.2 Bond University staff are aware and informed of the Gender Equality Statement and Gender Equality Strategy
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
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 that principles of equality and respect for diversity are transparent in planning documentation and well understood
<b>Goal 2: Achieve equal opportunity for women, men and non-binary employees. (WGEA GEI 1,2)</b>	
	<b>Measures of Success</b>
2.1 Female and non-binary Bond University staff are supported and encouraged to undertake leadership and management roles	2.1.1 Women and non-binary academics hold positions on the University Management Committee and in Faculty leadership
2.2 Bond University is an employer of choice for women, men and non-binary people, with a particular focus on diversity in disciplines where it was previously not achieved	2.2.1 Women and non-binary employees, especially academic staff from disciplines where they are underrepresented, are attracted to take up and maintain positions at the University, including leadership and management roles
	2.2.2 Women and non-binary employees, especially academic staff from disciplines where women are underrepresented, are supported to succeed in their roles
	2.2.3 Bond staff are supported to successfully manage parental leave responsibilities
	2.2.4 Bond staff are supported in their career progression through structured programs, mentoring and coaching

<b>Goal 3: Address gender pay gaps to maintain equal pay for equal work. (WGEA GEI 3)</b>	
	<b>Measures of Success</b>
3.1 Provide an equal opportunity work environment with pay equality for all	3.1.1 Gender pay equality is achieved and transparently reported
<b>Goal 4: Provide a flexible workplace that enables staff to balance work and life responsibilities. (WGEA GEI 4)</b>	
	<b>Measures of Success</b>
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 all staff 4.1.2 Increase access to workplace flexibility by staff. 4.1.3 Flexible work arrangements and work-life balance are embedded in University culture
<b>Goal 5: Develop a workplace that acknowledges and supports gender diversity and intersectionality. (WGEA GEI 6)</b>	
	<b>Measures of Success</b>
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
5.2 Create a safe and respectful workplace by preventing and addressing sexual harassment, harassment based on gender, and discrimination	5.2.1 Continuously review training programs to prevent harassment and discrimination.