

# Edith Cowan University's Gender Equality Strategy 2019-2021



Vision	ECU has a strong commitment to achieving gender equality as an educator and an employer. <i>ECU Strategic Plan 2017-2021</i>	
	ECU is a beacon for gender equality	
Goals	Athena SWAN Bronze Institutional Award	Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality Citation
	Promote equality, diversity and social responsibility	
Principles	Executive sponsored, University Executive and Council endorsed	Aligned to ECU values and high performance culture

## Indicators of Success

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| <ul style="list-style-type: none"> <li>✓ Athena SWAN Bronze Institutional Award</li> <li>✓ Retain WGEA Employer of Choice for Gender Equality Citation</li> <li>✓ Review and reduce Gender Pay Gap</li> <li>✓ Maintain or improve Gender Equality score in 2019 Times Higher Education Impact World Global Rankings</li> </ul> | <ul style="list-style-type: none"> <li>✓ Demonstrate alignment to the 6 Opportunities outlined in the Australian Academy of Science Women in STEM Decadal Plan 2019</li> <li>✓ 40% representation of women in leadership roles</li> <li>✓ Increase in Primary Carer's Leave taken by male staff</li> <li>✓ Improved access to flexible working</li> </ul> |
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## Actions

2019	2020	2021
<ul style="list-style-type: none"> <li>• Promote Athena SWAN Action Plan initiatives</li> <li>• Develop Athena SWAN impact measures</li> <li>• Maintain WGEA Employer of Choice Citation</li> <li>• Continue to sponsor CEDA Women in Leadership series events</li> <li>• Review Employment Opportunities webpage to ensure gender neutral language used, and initiatives promoted</li> <li>• Continue work with Schools and Centres to promote workplace flexibility across ECU</li> <li>• Set Gender Pay Gap targets and develop strategies to reduce the gap</li> <li>• Maintain at least 40% representation of women in leadership roles</li> <li>• Promote Primary Carer's Leave to male staff</li> </ul>	<ul style="list-style-type: none"> <li>• Promote Athena SWAN Action Plan initiatives</li> <li>• Progress two schools applying for Athena SWAN Bronze departmental awards</li> <li>• Increase % female staff in School of Engineering and School of Science</li> <li>• Increase % male staff in School of Nursing &amp; Midwifery</li> <li>• Increase female academic staff participation in professional development events</li> <li>• Implement policies, procedures and resources to support staff prepare for career breaks and return to work</li> <li>• Operational Plans to contain specific initiatives to redress gender inequalities</li> <li>• Set targets for manager and employee engagement in flexible work</li> <li>• Achieve White Ribbon Workplace Accreditation</li> </ul>	<ul style="list-style-type: none"> <li>• Promote Athena SWAN Action Plan initiatives</li> <li>• Progress two schools applying for Athena SWAN Bronze departmental awards</li> <li>• Increase in the number of women in STEM progressing through the academic pipeline</li> <li>• Provide flexible working opportunities consistently across ECU</li> <li>• Increase availability of flexible childcare facilities and specialist child friendly spaces on campus</li> <li>• Executive Team KPIs addressing gender inequities and setting appropriate targets and actions incorporated into performance agreements</li> <li>• Maintain at least 40% representation of women in leadership roles across ECU</li> </ul>