

# REPORT ON EQUITY, DIVERSITY & INCLUSION, 2018-2019

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# Introduction

This 2018-2019 report on equity, diversity and inclusion

- provides an overview of key 2018-2019 equity, diversity and inclusion initiatives and achievements;
- reports on key staff and student equity, diversity and inclusion data.

Equity, diversity and inclusion continues to be central to Griffith's values. This was demonstrated in our consultations with staff, students and the wider Griffith community as part of the development of the Strategic Plan 2020-2025.

This report demonstrates that there is much Griffith should be proud of relating to equity, diversity and inclusion. In this reporting period we

- were once again recognised as Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality (EOCGE);
- were awarded the Bronze award in the SAGE Pilot of Athena SWAN;
- were an Employer of Choice finalist in the Women in Technology 2018 and 2019 awards;
- were a finalist in the Australian HR Awards for the Best Diversity and Inclusion Program; and
- won recognition for the *Best rehabilitation and return to work management system* in the Safe Work and Return to Work Awards.

We continued to see progress on our KPIs for this reporting period including

- increasing the percentage of women at Associate Professor (D) and Professor (E) to 43.6% in 2019 (up 3.2% since 2017);
- increasing the percentage of women in research intensive profiles to 47.3% in 2019 (up 2.4% since 2017);
- increasing the percentage of women at HEW 10 and above to 46.5% in 2019 (up 2.7% since 2017);
- increasing the number of Aboriginal and Torres Strait Islander staff from 56 staff in 2017 to 63 staff in 2019;
- exceeding the national Aboriginal and Torres Strait Islander student 2018 participation and retention rates (but below Queensland participation rates);
- exceeding the national students low socio-economic (Low SES) background 2018 participation rate (but performing below the Queensland rate); and
- reducing gender pay gaps.

In 2020 the University will progress its new strategy that aims to

- increase our Indigenous Australian staff to 2% with clear plans to reach population parity;
- renew our commitment to supporting a diverse range of students into education;
- increase under-represented groups in our staff, including at leadership levels.

Our new University KPIs will be to

- increase the participation rate of First Peoples students to 3% by 2025;
- increase the participation rate of Low SES students to 19% by 2025;
- achieve 77% retention for Indigenous students by 2025; and
- achieve equal representation of women in leadership positions (D and E and HEW 10 and above).

We look forward to reporting on our progress on these important goals and new University KPIs.

**Professor Debra Henly, Senior Deputy Vice Chancellor**

# Reporting against 2018-2019 strategic goals

## Targets in the University Strategic Plan 2018-2019

The University Strategic Plan 2018-2019 committed to the following targets related to equity, diversity and inclusion:

- At least 45% of level D and E academic staff to be female
- 50% of research-intensive staff to be female
- To increase by 5% per annum the number of Aboriginal and Torres Strait Islander staff in academic and general staff positions.

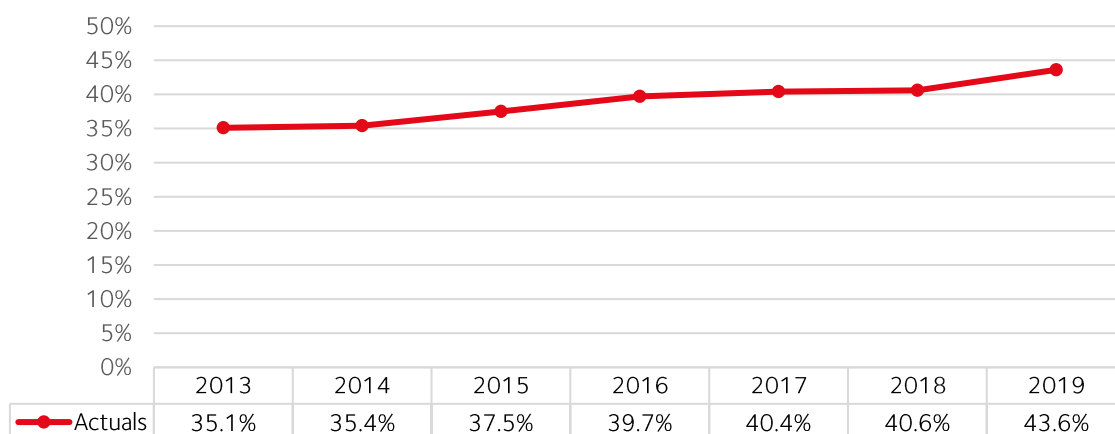
### Proportion of academic women at D and E

Griffith has increased the proportion of women at levels D and E each year since 2013. Further analysis shows that Health and Arts, Education and Law Groups exceed 45% women at D and E, whereas Sciences Group and Griffith Business School do not (2019: Sciences 20.0%, GBS 39.5%). We have also seen an overall increase in the percentage of women in research intensive profiles since 2015 (Figure 2), but have not yet reached 50%.

We have targeted initiatives to increase the representation of women in Science, Technology, Engineering, Mathematics and Medicine through our Griffith Athena SWAN Action Plan. The proportion of academic women in the Sciences Group at D and E overall has remained stable; however there are now a slightly higher proportion of women at level E than at D compared to previous years due to successful promotions (2019: Level D 19.2%, Level E 20.6%). This is in part due to Athena SWAN initiatives such as targeted career development and mentoring to prepare for promotion. Sciences also had a specific target of 40% women in research intensive profiles which was successfully achieved in 2018 and 2019. A progress report on our actions has been included in Appendix 1.

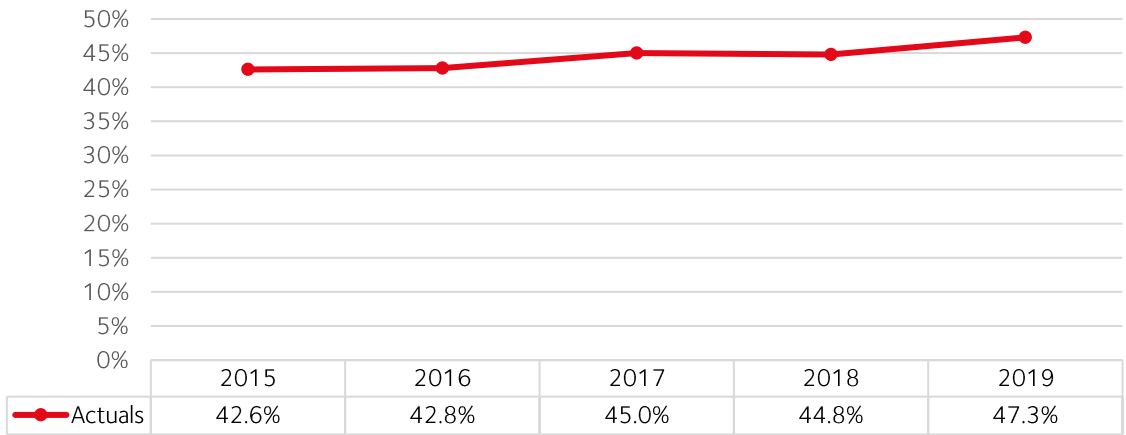
Other initiatives to increase the proportion of women include women-only promotions sessions and Women in Leadership and Leneen Forde Future Leaders programs.

**Figure 1: Percent Women at levels D and E (Associate Professor and Professor), 2013-2019.**



**Note:** The proportion of female full-time/fractional full-time academic staff FTE level D and E as a percentage of total level D and E academic staff FTE.

**Figure 2: Percent Women in research intensive profiles, 2015-2019.**

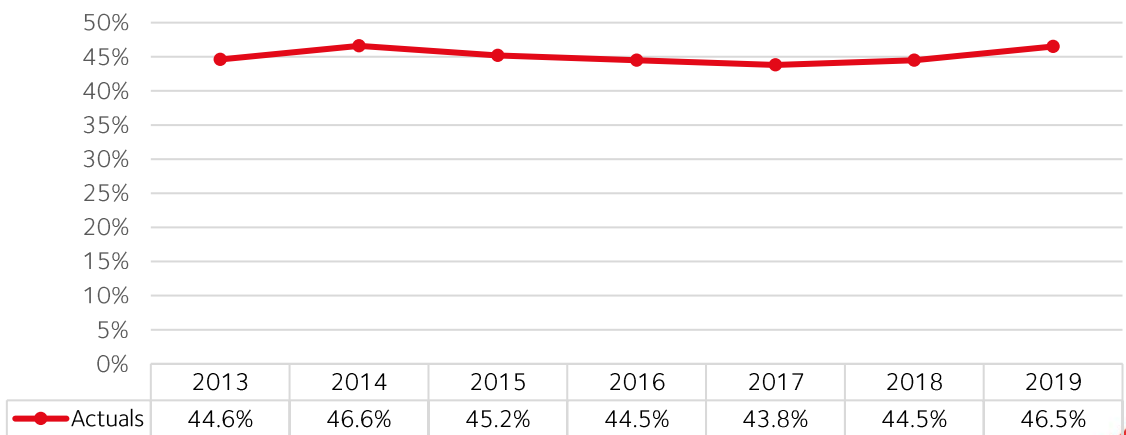


**Note:** The proportion of female research-intensive academic staff as a percentage of total research-intensive academic staff FTE. Research intensive staff are those defined as research only appointments with a research component of 80% or more, as well as teaching and research staff with a research component greater than 40%.

### Professional women above HEW 10

Women accounted for 46.5% of senior professional staff (HEW 10 and above) in 2019. This has increased each year since 2017, however is below the University’s target of 50%. The majority of these senior roles are found in Corporate Services. To improve the proportion of women at senior professional levels, a target of 50% women shortlisted for senior Corporate Services roles was established in 2018. Further analyses revealed that women are particularly underrepresented in Griffith Enterprise, Office of Digital Solutions and Campus Life at these levels.

**Figure 3: Percent Women at Level 10 and above, 2013-2019.**

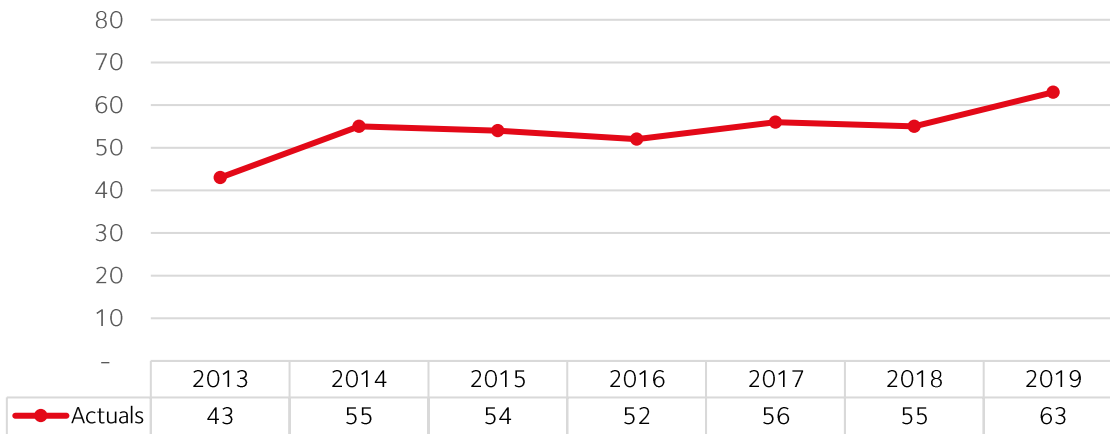


**Note:** The proportion of female full-time/fractional full-time general staff FTE HEW Level 10 and above as a percentage of total HEW Level 10 and above general staff FTE.

## Aboriginal and Torres Strait Islander staff

In 2019 we saw a significant rise in the number of Aboriginal and Torres Strait Islander staff from previous years. According to Australian Government (2019) data, Griffith continued to have the highest number of Aboriginal and Torres Strait Islander academic staff in Queensland. New initiatives to attract and retain Aboriginal and Torres Strait Islander staff established in 2019 included a First Peoples Staff Network and First Peoples Employment Talent Pool. A comprehensive First Peoples Employment Plan will be developed in 2020.

**Figure 4: Number of Aboriginal and Torres Strait Islander staff, 2013-2019.**



Note: The number of Aboriginal and Torres Strait Islander full-time/fractional full-time staff.

## Strategic aims in the Equity, Diversity and Inclusion Plan 2018-2019

The Equity, Diversity and Inclusion Plan 2018-2019 committed to increasing the access and retention rate of Aboriginal and Torres Strait Islander students and students from “equity backgrounds”.

### Aboriginal and Torres Strait Islander students

Griffith continued to exceed the national participation rate and increased in 2018 from 2014. In 2016 and 2018 we also exceeded the retention rate for Aboriginal and Torres Strait Islander student nationally.

**Table 1: Aboriginal and Torres Strait Islander student participation rates, 2014-2018.**

	2014	2015	2016	2017	2018
Griffith University	2.09	2.31	2.53	2.57	2.66
Queensland Universities	2.07	2.28	2.50	2.60	2.74
National Universities	1.54	1.60	1.74	1.83	1.90

Note: the participation rate is the percentage of all commencing students who were identified as being an Aboriginal and/or Torres Strait Islander person.

**Table 2: Aboriginal and Torres Strait Islander student retention rates, 2014-2018.**

	2014	2015	2016	2017	2018
Griffith University	72.98	72.59	75.43	73.49	73.35
Queensland Universities	74.18	74.04	74.36	73.28	72.06
National Universities	73.03	73.14	73.67	73.81	72.30
Griffith University Domestic Total	80.54	80.33	80.51	79.70	80.54

Note: the retention rate is the proportion of all non-graduating students enrolled in the base year who are enrolled in any Griffith program in the next year.

## Students from Low Socio-Economic Backgrounds

In 2017 and 2018 Griffith improved on results from previous years and exceeded national participation rates for students from a low socio-economic background. The University's strategic KPIs set a target of 19% participation rate of Low SES students by 2025. Griffith has had a comprehensive widening participation and retention strategy since 2009. Griffith commissioned an independent review of all HEPPP-funded activities to ascertain their effectiveness in attracting and retaining low socio-economic background students. This has informed the delivery of programs from 2019 onwards.

**Table 3: Students from a Low Socio-economic background participation rates, 2014-2018.**

	2014	2015	2016	2017	2018
Griffith University	14.99	15.20	15.09	18.40	18.40
Queensland Universities	20.04	20.08	20.38	21.08	21.32
National Universities	16.54	16.71	17.59	17.76	17.79

Note: the participation rate is the percentage of all commencing students who were identified as being from a Low SES background.

## Gender Pay Equity

### Organisation-wide

The Griffith Athena SWAN Action Plan committed to reducing Griffith's organisational gender pay equity gap by one percent each year. Griffith achieved this target between 2018-2019 and 2019-2020 with a 1.3% reduction (see Table 4). The University-wide pay gap is largely explained by the greater proportions of women at lower HEW levels.

**Table 4: University-wide gender pay gap, 2018-2019 to 2019-2020**

	2018-2019		2019-2020	
	Base Salary	Total Remuneration	Base Salary	Total Remuneration
<b>Overall (University-wide)</b>	<b>16.20%</b>	<b>17.84%</b>	<b>15.18%</b>	<b>16.54%</b>

Note: Negative indicates pay gap in favour of women. Positive indicates pay gap in favour of men. Griffith WGEA data sets used. 2018-2019 = 31 March 2018 to 30 March 2019. 2019-2020 = 31 March 2019 to 30 March 2020.

## By level

In the reporting period we saw a reduction in the gender pay gaps that were in favour of men at each academic level (Table 5). In 2019-2020 cohort, all gender pay gaps were less than two percent for each level except for at Professor (E) which was 4.86 percent in favour of men.

**Table 5: Gender pay gap by academic level, 2018-2019 to 2019-2020**

	2018-2019		2019-2020	
	Base Salary	Total Remuneration	Base Salary	Total Remuneration
<b>Academic A</b>	0.59%	0.82%	-0.34%	-0.1%
<b>Academic B</b>	0.34%	0.53%	0.06%	0.05%
<b>Academic C</b>	1.22%	2.24%	1.40%	1.99%
<b>Academic D</b>	1.66%	1.37%	0.74%	1.3%
<b>Academic E</b>	2.50%	5.55%	1.96%	4.86%

Note: Negative indicates pay gap in favour of women. Positive indicates pay gap in favour of men.  
Griffith WGEA data sets used.

In the 2019-2020 cohort, the gender pay gaps were no greater than 2.35% at each HEW level (Table 6). Gaps were slightly in favour of women at HEW 3-5 and men at HEW 6-9.

**Table 6: Gender pay gap by professional staff level, 2018-2019 to 2019-2020**

	2018-2019		2019-2020	
	Base Salary	Total Remuneration	Base Salary	Total Remuneration
<b>HEW 3</b>	-1.30%	-0.68%	-1.86%	-1.78%
<b>HEW 4</b>	-0.1%	-0.86%	-0.62%	-1.53%
<b>HEW 5</b>	-0.41%	-0.25%	-0.78%	-0.62%
<b>HEW 6</b>	1.28%	2.39%	0.8%	2.35%
<b>HEW 7</b>	0.88%	2.94%	0.02%	1.76%
<b>HEW 8</b>	0.94%	1.41%	0.98%	1.44%
<b>HEW 9</b>	-0.41%	-0.55%	1.27%	1.01%
<b>HEW 10</b>	-0.37%	1.29%	0.41%	0%

Note: Negative indicates pay gap in favour of women. Positive indicates pay gap in favour of men.

Data for HEW 1 and 2 is not presented in this table due to low numbers.

Griffith WGEA data sets used.



In 2019, like-for-like pay equity reviews were considered as part of senior remuneration processes. Gender pay gaps in favour of men were either removed or reduced as a result of these processes except at the Associate/Deputy Director level (Table 7).

**Table 7: Executive, Director and Associate/Deputy Director gender pay gap, 2018-2019.**

	2018		2019	
	Base % gender pay gap	Total Rem % gender pay gap	Base % gender pay gap	Total Rem % gender pay gap
<b>Executive</b>	7.33	5.83	1.64	0.84
<b>Directors</b>	2.80	-0.11	0.29	-1.00
<b>Associate/Deputy Directors</b>	4.99	4.11	7.21	5.92
<b>Senior Professional</b>	3.47	2.31	2.35	0.34
<b>Academic Managers (Deans/HoS)</b>	3.15	3.91	2.72	2.49

Note: Negative indicates pay gap in favour of women. Positive indicates pay gap in favour of men. Some categories feature small numbers, and there is diversity of “work values” within these categories.

Aligned with Griffith Athena SWAN goals, more women were included in the 2019 loadings process (from 40.6% to 48.6%). While loading gender pay gaps were significantly reduced in this year, they were still at 13.22 percent in favour of men.

# Key Achievements 2018-2019

## First Peoples

**First Peoples Staff Network:** The First Peoples Staff Network was established to bring together and support Aboriginal and Torres Strait Islander staff at Griffith. This initiative provides Aboriginal and Torres Strait Islander staff an opportunity to collaborate and communicate, whilst also promoting various opportunities including First Peoples staff lunches, professional development and upskilling and Aboriginal and Torres Strait Islander community events and initiatives.

**First Peoples Employment Talent Pool:** The First Peoples Employment Talent Pool was re-established to allow Aboriginal and Torres Strait Islander people, who are interested in a career at Griffith, to register interest and submit their CV. Applicants who register with the First Peoples Employment Talent Pool also receive regular job alerts that suit their relevant experience.

**National Reconciliation Week and NAIDOC Week Celebrations:** Griffith was an active participant in National Reconciliation Week and NAIDOC Week Celebrations including the National Reconciliation Walk and Talk event, Flag raising ceremonies, traditional Aboriginal and Torres Strait Islander music and dancing and smoking ceremonies.

## Gender Equity

**Employer of Choice for Gender Equality:** In February 2019, Griffith was cited as an [Employer of Choice for Gender Equality](#). This is the 18th consecutive year we have received this recognition. Due to the increasing reporting requirements, Griffith has decided to not pursue the WGEA Employer of Choice citation into 2020. We continue our commitment to gender equity through our Athena SWAN Action Plan and other related plans.

**SAGE Pilot of Athena SWAN – Bronze Award:** In December 2018, it was announced that Griffith University was successful in being granted the [SAGE Pilot of ATHENA SWAN - Bronze Award](#). Appendix 1 provides our Progress Report against the Griffith University Athena SWAN Action Plan, 2018-2022.

**Australian HR Awards:** Griffith University was a finalist in the Best Workplace Diversity and Inclusion Program in the Australian HR Awards. The nomination recognised our organisation-wide efforts and the implementation of the MATE Bystander Program in Corporate Services. This program which was developed initially under the leadership of Professor Paul Mazerolle, focuses on violence prevention, particularly gendered violence. An online version has now been created and made available to all staff and students, including as part of orientation activities.

**It's on All of Us Week:** Griffith ran its second annual *It's on All of Us* Week from 1-5 April 2019. This initiative promoted to staff and students a shared responsibility to prevent violence against women and create respectful and safe campus communities. Events included panel discussions, a self-defence workshop, MATE bystander workshop, drop-in counselling sessions and Ninety Percent short film screening.

**Johnson & Johnson WiSTEM2D program:** Griffith partnered with global medical and pharmaceutical organisation Johnson & Johnson in a program designed to recruit, retain and engage women in undergraduate degrees in Science, Technology, Engineering, Mathematics, Manufacturing and Design (WiSTEM2D).

Griffith was the first university in Australia to contribute to this partnership, joining around 20 other organisations worldwide. This year the program provided six students with mentorship and scholarships totalling \$40,000.

**Women in Leadership Program:** Women in Leadership programs were held in both 2018 and 2019. The Women in Leadership program features professional development opportunities on designing a fulfilling career, personal branding, governance and management structures and career decisions panel. Participants are also able to access mentoring, executive job shadowing and an opt-in to other Griffith leadership programs.

**Leneen Forde Future Leaders Program:** Eleven women are participating in the Leneen Forde Leaders Program for 2018-2020. Participants have access to two high quality events at which participants have the opportunity to meet and interact with senior leaders, a career planning session with a senior member of the University, a formal sponsorship arrangement, participation in 360 degree feedback and central University funding up to \$2,000 for each participant to attend leadership development programs or implement a leadership project, which may be supplemented further by the Group or Element.

**Gender Equality Research Network:** The Gender Equality Research Network (GERN) has been established to support and showcase remarkable Griffith research on gender equality, women's leadership, and gender inclusivity. GERN also launched the Gender Card podcast to mark International Day for the Elimination of Violence Against Women.

## LGBTIQ+ inclusion

**Community Events:** Griffith staff and students showed their support for vulnerable through various events including Wear it Purple Day, International Day Against Homophobia, Biphobia, Interphobia & Transphobia (IDAHOBIT) and the Brisbane Pride March.

**LGBTIQ+ inclusion video:** In November 2019 Griffith released a [LGBTIQ+ inclusion video](#) featuring the Vice Chancellor and Deputy Vice Chancellor (Engagement) and members of the Griffith community. This video was promoted via social media channels.

**Gender Affirmation/ Transitioning Workshop and Guidelines:** Griffith has released workplace Affirmation/Transitioning Guidelines to assist trans employees, their co-workers, managers, human resources staff, and others who may be involved in the workplace gender affirmation.

In February 2019, Griffith welcomed Sarah Cox, Relationship Manager, Pride in Diversity who presented on Gender Affirmation /Transitioning in the Workplace. This workshop featured staff who had affirmed their gender and parents of children who had transitioned.

## Staff and students with a disability

**Safe Work and Return to Work Awards:** Members of the Health, Safety and Wellbeing Team won recognition for the *Best rehabilitation and return to work management system* in the Safe Work and Return to Work Awards. Griffith's Injury Management Team was also a finalist in the *Best Demonstrated Leadership in Return to Work* award.

**Review of the Employee Lifecycle from a Disability Inclusion perspective:** An action coming out of the Griffith SAGE Pilot of Athena SWAN was to conduct a review of the employee lifecycle from a disability inclusion perspective. This review found a number of opportunities to further embed disability inclusion in our practice including in the areas of policy; candidate attraction, recruitment, selection and onboarding; staffing; digital accessibility; funding reasonable accommodations; professional development for staff; understanding performance relative to opportunity; data collection and physical accessibility.

**I am more than my disability campaign:** Griffith initiated a new campaign promoting the success of remarkable students and graduates with disabilities who defy expectations. This campaign has received positive feedback and highlights the unique and diverse abilities and identities of the individuals.

**Transitioning to Your Professional Employment event:** The Careers team within student disability services collaborated with the Australian Network on Disability (AND) to bring employees, traineeship opportunities, government departments and employment services together to share information with students.

## Other key achievements

**Review on Workplace Harassment and Bullying:** Griffith conducted a review to ensure that we may maximise a culture of respect aligned with our stated values. Eighteen actions were endorsed by Griffith's Executive Group.

## Appendix 1: Implementation of the Athena SWAN Action Plan

On 5th December 2018, it was announced that Griffith University was successful in being granted a SAGE Pilot of ATHENA SWAN - Bronze Award. Griffith has committed to report on progress to Council for the duration of the Plan.

	Progress made since October 2018	Actions scheduled for 2020
<b>CAREER PIPELINE – HDR/PHD STUDENTS IN STEMM</b>	Action was taken in 2018 to examine opportunities in the HDR scholarship assessment and ranking process (at the doctoral study level) to increase the proportion of women in specific STEMM areas. The outcome of this action was an adjustment to the considerations against which scholarship applications are assessed and ranked to address women applying for study in under-represented areas of STEMM. This adjustment has been in effect since 2018 and is informed by data updated annually to reflect the most recent HERDC.	Continue to support summer scholarships and research programs to attract women undergraduate students to undertake PhDs.
<b>FIXED TERM ENTITLEMENTS</b>	<p>The new Enterprise Agreement includes provision for fixed-term staff to receive full superannuation entitlements regardless of term of appointment.</p> <p>The Leneen Forde Future Leaders Program has been extended to include women on fixed-term appointments.</p>	
<b>REPRESENTATION IN RESEARCH ROLES</b>	The Sciences Group has reviewed the distribution of research-intensive profiles at their Sciences Equity Committee and have achieved 40% women in these roles in 2019.	A formal strategy for distribution of research-intensive profiles in Sciences Group will be established once the workload allocation review has been confirmed.
<b>GENDER PAY EQUITY</b>	<p>Like-for-like pay equity reviews were considered as part of senior pay processes including the following:</p> <ul style="list-style-type: none"> <li>• Senior Staff Remuneration Committee (Executive and Director's)</li> <li>• VC's Staffing Committee (Associate Directors and above HEW 10)</li> <li>• Salary Loadings</li> </ul> <p>Achievements are featured in Tables 4-6 of this report.</p>	A comprehensive pay equity report is in the process of being developed and will be published in 2020.

<p><b>MONITORING AND REPORTING</b></p>	<p>Recruitment and selection, promotions, parental leave and research data by gender and level has been monitored and reported on through the Athena SWAN committee. Promotions data improved between 2018 and 2019 due to targeted conversations with prospective staff.</p> <p>Aboriginal and Torres Strait Islander employment data has been included in KPI dashboards and is monitored and reported regularly by the First Peoples Employment Consultant.</p>	<p>Dashboards for monitoring at the Group level that will be developed include:</p> <ul style="list-style-type: none"> <li>• retention data by level</li> <li>• pay equity data by level</li> <li>• recruitment and selection by academic/general positions</li> <li>• promotion by level and</li> <li>• parental leave return rates.</li> </ul>
<p><b>ATTRACTION, RECRUITMENT AND SELECTION</b></p>	<p>Textio, a software product which analyses gender bias in recruitment advertisement language, has been deemed not fit for purpose within our current processes. An initial review of our job templates indicated that they were inclusive and well balanced.</p> <p>In the Sciences Group we have included the statement “Female applicants are particularly encouraged to apply and while this position is advertised as full time, a fractional appointment with flexible working can be negotiated.” for all academic positions.</p> <p>Our “open advertisement” and “advertising complete” letters to selection committees now include specific targets on shortlists and Griffith’s larger KPIs (HEW 10 and above, Level D and E).</p> <p>A recruitment and selection checklist has been drafted and will be sent out for consultation once the new Recruitment and Selection Policy has been approved.</p>	<p>Unconscious bias training extended to chairs of selection committees, with opportunities for all other staff. Options for an online unconscious bias module are being investigated.</p> <p>Performance/Achievement Relative to Opportunity Guidelines and other resources for recruitment and selection, promotions and performance reviews to be developed.</p> <p>The revised Recruitment and Selection Policy is with EG for approval.</p> <p>Recruitment data reports to be developed.</p>
<p><b>ONBOARDING</b></p>	<p>Sciences and Health Groups have both establishing processes to provide mentoring opportunities to new academic women.</p>	<p>Both Groups will continue to provide mentoring opportunities to new academic women.</p>
<p><b>PROMOTIONS</b></p>	<p>Promotions outcomes for women improved in 2019 due Dean (Academic) and Heads of Schools having targeted conversations with staff prior to application (See <b>Appendix 2</b> for Promotions application and success data by gender).</p> <p>Women-Only promotions briefing sessions included further information on non-traditional careers paths, performance and outputs relative to opportunity, profiles not reflecting 40:40:20, and demonstrating impact of service.</p>	<p>Continue to provide career development opportunities to Griffith women.</p>

	The Health and Sciences Groups have provided a range of career development and training opportunities for specific women in 2019.	
<b>WOMEN IN RESEARCH</b>	<p>Sciences are currently considering positions in Engineering. They worked and received guidance from People and Wellbeing to document demonstratable evidence of having implemented measures to attract women in this discipline.</p> <p>15 women in the Sciences Group were provided intensive career development in 2019.</p> <p>A Research Leadership program was developed through the Office of Research.</p>	Strategies to be developed to improve proportion of women applying for Fellowships in the Sciences and Health Groups.
<b>CAREER DEVELOPMENT AND ADVANCEMENT</b>	<p>A Leadership Capability Framework has formally been released with equity, diversity and inclusion embedded as a core capability.</p> <p>We have evaluated the Academic Staff Career Development process using a user centred design approach.</p>	<p>Sciences and Health Groups to support six women become Higher Education Academy Fellows.</p> <p>Develop strategies to increase the proportion of women in Sciences who engage in the Academic Studies Program</p>
<b>FLEXIBLE WORKING AND MANAGING CAREER BREAKS</b>	<p>The Enterprise Agreements include pro-rata parental leave for staff with less than 12 months service (1 weeks paid parental leave for every completed month of service).</p> <p>The Griffith Pay, Conditions and Benefits website has been reviewed and amended to include flexibility and inclusive leave information.</p> <p>Parental Leave applications now include a link to the extended leave toolkit. This can be accessed by staff and their supervisor.</p> <p>The Griffith STEM Academic Parental Leave support fund has been integrated into <a href="#">Government's Women's Research Assistance Program (WRAP)</a> which will be funded centrally. The Carer funding scheme to support carers to attend conferences has been supported by the Sciences and Health Groups.</p>	<p>Automated communication when a staff member goes on parental leave to be developed.</p> <p>The following are being prepared in 2020:</p> <ul style="list-style-type: none"> <li>• A longer-term plan for the Government Women's Research Assistance Program (WRAP) and STEM Carer's Support Fund</li> <li>• Designing Flexible Work Policy and Procedure</li> <li>• A review of parenting and breastfeeding rooms.</li> </ul>
<b>POLICIES</b>	The Workplace Harassment, Bullying and Discrimination Policy, Staff Sexual Assault and Sexual Harassment Policy and Reporting and Resolution of Staff Sexual Assault, Harassment Bullying and Discrimination Procedures were approved by Executive Group in August 2018.	The Recruitment and Selection Policy will be reviewed in 2020.

<b>VISIBILITY AND EQUITABLE PARTICIPATION</b>	<p>The <a href="#">Griffith Celebrates our Remarkable Women video</a> was updated for 2019 and used in our candidate attraction efforts, particularly for STEM and senior positions. This video features on the Griffith jobs site, LinkedIn and SEEK sites.</p> <p>Equity, diversity and inclusion related staff websites are being restructured as part of the CS web redesign.</p>	<p>Continue to develop Remarkable Women at Griffith assets to specifically include women in STEM.</p> <p>Include in policy/procedure the University's stance on and support of gender balance on panels and conferences.</p> <p>Further strategies developed to increase Griffith STEM Academic Women's nominations for external awards.</p>
<b>LEADERSHIP</b>	<p>Targets for women in senior academic and professional roles were achieved in 2018 and 2019</p>	<p>An inclusive leadership guide to be developed. This will include guidance on the timing of meetings and gatherings.</p>
<b>TRANS* AND GENDER DIVERSITY INCLUSION</b>	<p>In 2019 we have completed the following actions which will contribute to our Australian Workplace Equality Index (AWEI) submission in 2020:</p> <ul style="list-style-type: none"> <li>• Student forms that were not compliant with <i>Australian Government Guidelines on the Recognition of Sex and Gender</i> have been updated.</li> <li>• Policies have been updated to reflect the diversity of genders (i.e. "his/her" has been replaced with "their").</li> <li>• <a href="#">Gender Affirmation/Transitioning Guidelines</a> are now live on the Equity, Diversity and Inclusion webpage.</li> <li>• The Griffith Pride Committee are currently consulting on a Griffith Pride Strategy for 2020-2022.</li> <li>• Gender-neutral toilets have been included in the new Academic building at Nathan (N79).</li> </ul>	<p>Plan to submit to AWEI in March 2020.</p> <p>Griffith Pride Strategy to be finalised for 2020-2022.</p> <p>Improvements to Harassment and Discrimination Contact Officer (HDCO) reporting to specify the type of harassment or discrimination, including against LGBTIQ+ people will be made early 2020.</p>
<b>INTERSECTIONALITY</b>	<p>A Review of the Employee Lifecycle from a Disability Inclusion perspective was completed in 2019. The review will inform disability action planning for 2020.</p> <p>The SBS cultural competency modules have been rolled out and are available on Learning@Griffith.</p> <p>The VC's awards for Excellence in Equity, Diversity and Inclusion were awarded to Chair of the Pride Committee for his work on LGBTIQ+ inclusion in 2018 and Wellbeing and Injury Management team for their work on disability inclusion and rehabilitation in 2019.</p>	<p>Develop a Staff Disability Inclusion Procedure.</p> <p>Develop strategies to ensure appointment and promotion panels include individuals who identify as belonging to multiple groups.</p> <p>Provide additional professional development opportunities to educate staff on intersectional matters.</p> <p>The Equity Champion role to be updated to include commitment to the Athena SWAN Charter principles and identifying people who have particular</p>



	<p>Images on the Equity, Diversity and Inclusion website were reviewed to reflect intersectionality.</p> <p>Women in Leadership panel events included a diversity of women.</p> <p>Equity Champions have been consulted on their role description. This will be defined further in 2020.</p>	<p>knowledge, for example, people with a disability, Aboriginal and Torres Strait Islander matters and LGBTIQ+ inclusion.</p> <p>Employment data to be analysed from an intersectional perspective to better understand where interventions are required.</p>
<p><b>FIRST PEOPLES</b></p>	<p>First Peoples employment data has been included in the KPI dashboard so that Groups may examine their progress on employment. This data is also monitored by the First Peoples Employment Consultant.</p> <p>Priority was given to Aboriginal and Torres Strait Islander women for entry into the Women in Leadership and Leneen Forde Future Leaders Programs. 15% of Women in Leadership 2018 cohort participants were Aboriginal and Torres Strait Islander staff.</p> <p>First Peoples Early Career Fellowships at Level A and B have been established and advertised in the Health and Sciences Group. In Sciences, the level A staff member commenced in October. Health Group have appointed two staff members who commenced in December.</p> <p>Two Corporate Services graduate positions were offered to Aboriginal and Torres Strait Islander peoples this year.</p>	<p>First Peoples cultural competency modules are a priority in the new Strategic Plan.</p> <p>First Peoples Employment Plan to be finalised in 2020.</p>
<p><b>RETENTION</b></p>	<p>A whole of university employee survey platform is being investigated with the possibility of an exit survey to allow us to monitor reasons for leaving by gender.</p>	<p>Survey platform proposed for 2020/2021.</p>

## Appendix 2: Academic promotions - application and success rates by gender, 2017-2019.

**Table 8: Level B promotion applications and success rates, 2017-2019.**

Year	Gender	Total Applications	Total Successful	% Successful
2017	Women	3	3	100.0%
	Men	3	3	100.0%
2018	Women	6	6	100.0%
	Men	1	1	100.0%
2019	Women			
	Men	2	2	100.0%

**Table 9: Level C promotion applications and success rates, 2017-2019.**

Year	Gender	Total Applications	Total Successful	% Successful
2017	Women	22	21	95.5%
	Men	23	20	87.0%
2018	Women	23	21	91.3%
	Men	15	12	80.0%
2019	Women	15	12	80.0%
	Men	17	14	82.4%

**Table 10: Level D promotion applications and success rates, 2017-2019.**

Year	Gender	Total Applications	Total Successful	% Successful
2017	Women	13	9	69.2%
	Men	19	9	47.4%
2018	Women	27	16	59.3%
	Men	17	9	52.9%
2019	Women	14	12	85.7%
	Men	16	14	87.5%

**Table 11: Level E promotion applications and success rates, 2017-2019.**

Year	Gender	Total Applications	Total Successful	% Successful
2017	Women	11	10	90.9%
	Men	11	7	63.6%
2018	Women	9	6	66.7%
	Men	9	4	44.4%
2019	Women	7	6	85.7%
	Men	5	5	100.0%