

# Gender Equity Snapshot: how we are progressing our gender equity priorities

Gender Equity Priority Area	Initiatives and Impact
<p><i>Analysing data on the uptake of flexible working arrangements by male staff, identifying barriers and implementing targeted strategies to promote greater participation and gender balance in these programs.</i></p>	<p>Encouraging greater gender balance in the utilisation of flexible work arrangements is a key priority in our gender equity agenda.</p> <ul style="list-style-type: none"> <li>• Our analysis shows that there has been a small increase of utilisation of Flexible Working Arrangements by male staff across 2024.</li> </ul>
<p><i>Engaging staff on the topic of Flexible Working Arrangements for male staff to promote gender equity by challenging traditional gender roles and supporting shared caregiving responsibilities.</i></p>	<p>Over 100 male staff participated in engagements on experiences of Flexible Working Arrangements (FWA).</p> <ul style="list-style-type: none"> <li>• Work-life balance emerged as a consistent motivation across all groups, with childcare responsibilities being significant for staff aged 35-54.</li> <li>• Common barriers to uptake of FWAs included perceptions around workload, stigma, and managerial support.</li> <li>• Participants highlighted the need for clear policies, line manager support, and role modelling of other male staff FWA utilisation.</li> </ul> <p>These insights are now being carried forward into the AU Future Employee Experience project.</p>
<p><i>Providing opportunities for connection for members of the staff LGBTQIA+ community, ensuring that diverse perspectives are heard, fostering an inclusive environment where all genders and identities are respected and valued.</i></p>	<p>In October and November 2024, insights from around 20 members of the staff LGBTQIA+ community were captured. Key themes emerged:</p> <ol style="list-style-type: none"> <li>1. the need for greater visibility and celebration of LGBTQIA+ staff</li> <li>2. greater opportunities for training related to diversity &amp; inclusion</li> <li>3. stronger recognition from senior leadership.</li> </ol> <p>This engagement highlighted areas for the University to build future initiative that foster an inclusive and supportive environment for this staff cohort.</p>

## Gender Equity Priority Area

## Initiatives and Impact

*Understanding the experience of our people before, during and after parental leave and taking steps to improve this.*

Parental leave experience has been analysed beginning in September 2024.

- This work has included a survey and focus group to establish employee experiences of parental leave, followed by 3 co-design sessions of professional and academic staff from foundation universities.
- Emerging from these engagements have been some prototypes to consider piloting across 2025 which include initiatives aimed at staff networks, storytelling and enhanced information and resources relating to parental leave.

*Assessing the effectiveness of various development initiatives targeted at female staff, identifying trends, strengths, and areas needing improvement.*

The University is committed to improving the gender equity of its senior leadership, and mentoring programs are one example of empowering female staff through development programs.

The [Women's Professional Development Network \(WPDN\)](#) of the University of Adelaide is celebrating its 30<sup>th</sup> anniversary this year. It has run highly successful mentoring programs for professional women with more than 1200 participants since 1995 and many mentors returning year after year.

- In 2024, the Women's Professional Development Network (WPDN) Mentoring Program brought together 30 mentors and mentees in a refreshed Program.
- Feedback from participants highlighted increased confidence, enhanced leadership skills, and expanded professional networks, underscoring the positive impact of the initiative.

The [Academic Mentoring for Women \(AMW\)](#) program commenced at the University of Adelaide in 2024 and aims to:

- empower eligible academic staff to achieve career fulfilment by providing skills, strategies, and support to navigate barriers and clarify career goals.
- foster mentoring relationships and contribute to an inclusive and supportive workplace culture.

More than 40 mentor/mentee pairs were supported through the AMW program in 2024, with participants from all three faculties.

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<p><i>Implementing data-driven recruitment strategies that analyse hiring outcomes by gender, identifying potential biases and areas for improvement in the recruitment process to ensure inclusivity and diversity.</i></p>	<p>Across 2024, the University recruitment processes have included:</p> <ul style="list-style-type: none"> <li>• a shift towards gender-neutral language in job advertisements</li> <li>• regularly reviewing the gender distribution of applicants at each stage of the recruitment process. This helps identify if there are stages where a particular gender is disproportionately filtered out.</li> <li>• Recruitment for women-only roles has been undertaken in some areas to assist with gender balance in senior roles.</li> </ul>
<p><i>Tracking remuneration, appointment, and promotion rates by gender, allowing for real-time analysis and proactive intervention where disparities arise.</i></p>	<p>The University uses workforce insights, regular tracking, and staff movement analysis to monitor gender-related trends in remuneration, appointments, and promotions.</p> <ul style="list-style-type: none"> <li>• Across 2024 the focus on workforce insights and reporting increased.</li> <li>• Whilst gender imbalance remains a challenge, small improvements in gender parity, especially in mid-career and senior academic roles, and a gradual move towards gender balance in senior professional positions can be seen.</li> </ul>