

UWA Gender Equity Action Plan 2026-2030

Addressing Gender Equity is a central priority within UWA's Diversity, Equity and Inclusion (DEI) Strategy 2022-2025 which reiterates our ongoing commitment to inclusion and diversity. The strategy is informed by the UWA 2030 vision and will be refreshed in 2026.

Informed by UWA's values, this Gender Equity Action Plan is developed to progress in our Science in Gender Equality (SAGE) Athena Swan accreditation, as well as gender equity opportunities identified through Workplace Gender Equality annual submissions and in response to the National Code against Gender Based Violence.

UWA considers "gender equity" in its broadest and most inclusive sense to include women, trans binary, trans non-binary, gender diverse people, and people who identify in ways other than the gender binary.

Initiative	Actions	Commence
Develop UWA and localised Gender Equity Action Plans (GEAP)	<ul style="list-style-type: none"> • Informed by values, strategies and data analysis, develop a GEAP in consultation with key stakeholders. • Schools and Divisions develop action plans to address gender equity at the local level 	2025
Leadership Accountability	<ul style="list-style-type: none"> • Gender equity metrics are embedded in senior leaders' performance plans to ensure governance oversight • Leaders accountable for actively contributing to gender pay equity through hiring, salary setting, and career progression decisions. • Report to leadership and governance bodies to maintain transparency and accountability. 	2026
Building data capability	<ul style="list-style-type: none"> • Work towards enhancing demographic data in consultation with key stakeholders with lived experience with a view to enabling greater support and a safe environment. 	2026

Inclusive Recruitment	<ul style="list-style-type: none"> • Develop Employee Value Proposition to embed Gender Equity • Develop talent acquisition strategies for widening and deepening the pool and actively search and engage women and trans and gender diverse candidates. • Hiring managers and Talent review Academic Level D/E position descriptions to attract a wider pool of women and trans and gender diverse candidates. • Use inclusive language and highlight flexible work practices/job share opportunities to Academic Level D/E position descriptions to attract and encourage women and trans and gender diverse candidates to apply. 	2026
Career Development	<ul style="list-style-type: none"> • Launch targeted development, sponsorship, and mentoring programs focusing on transition points to senior academic/professional roles • Explore barriers for teaching and research-intensive staff and implement strategies to mitigate • Leadership development programs have focus on inclusive leadership to support gender equality. • Review outcomes for people returning from parental leave or other extended breaks, with tailored supports to aid reintegration and progression. • Investigate and establish career interruption recovery programs to address "loss of momentum" in progression or discretionary pay. • Collect and track data to inform retention strategies, identify systemic issues and share findings with relevant leadership and other stakeholders. 	2026
Promotions	<ul style="list-style-type: none"> • Assess criteria and decision-making for promotion and pay progression at senior levels • Explore barriers for women and trans and gender diverse candidates, particularly in academic and STEM faculties. • Build Talent mapping and Succession planning framework to embed Gender Equity • Develop mentoring, sponsorship, and stretch assignments • 	2026
Equal Remuneration	<ul style="list-style-type: none"> • Embed remuneration university-wide framework for salary equity including transparent pay progression and review processes. • Conduct Annual gender pay gap audits with relevant and targeted analysis of pay disparity, including pay distribution, career progression gaps, and structural barriers, forming the basis of targeted interventions. 	2026
Expand flexible work and parental leave participation	<ul style="list-style-type: none"> • Implement initiatives encouraging more men and trans and gender diverse people to take up flexible work and parental leave to balance participation across genders. 	2026

	<ul style="list-style-type: none"> • Engage with staff to investigate barriers for taking parental leave and returning to work with flexible arrangements. • Engage with staff to discover if there are barriers to accessing flexible, part-time or job-share options • Develop a framework supported by tools, training, and resources to ensure part-time and job-share arrangements are well-designed, supported, and successful in practice • Develop a framework supported by tools, training, and resources to ensure part-time and job-share arrangements are well-designed, supported, and successful in practice. 	2027
Build a Culture of Safe, Respectful and Inclusion Communities	<ul style="list-style-type: none"> • UWA embeds commitments in response to the National Code against Gender Based Violence • Staff complete the mandatory training of Creating Safe, Respectful and Inclusive communities 	2026
UWA wholistic approach and response to gender equity	<ul style="list-style-type: none"> • Engage with key stakeholders to develop a whole of university gender equity strategy for UWA covering staff and students 	2027