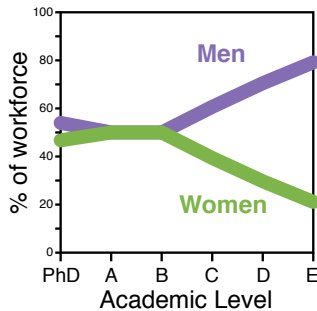




Gender Equity Toolkit

What is the issue?



Despite equal entry into STEMM, women are under-represented at more advanced career stages (data from SAGE website).

Factors that decrease representation of women and other groups can include poor mentoring & sponsoring, unconscious bias, carer responsibilities and more limited access to professional networks.

What works?

Quotas and affirmative action at the level of professional groups/institutions.

Active behaviour change (see overleaf) at the level of the individual.

Where can I get advice?

Diversity Council of Australia:

<https://www.dca.org.au/>

Diversity Works NZ:

<https://diversityworks.nz/>

What can I do?

1. **Be aware** of your unconscious biases.
2. **Be open** to doing things differently.
3. **Listen** to others' experiences- it takes courage for people to voice concerns.
4. **Be active** in promoting women and be especially mindful of intersectionality.

Being active includes things like:

Mentoring:

- Volunteer for mentoring schemes.
- Look for opportunities to sponsor folks.

Amplifying:

- Broadcast your colleagues' achievements.
- Nominate folks for awards, panels, talks, boards, jobs, etc.

Being inclusive:

- Welcome others into your conversations in professional and social situations.
- Be respectful of other's boundaries.

Advocating for equity in the workplace:

- Support carers and flexible working for both women and men.
- Be an advocate and amplify folks from under-represented groups in meetings.

And if you see others acting inappropriately or displaying bias:

- **Have a conversation with them** if you feel able to, or...
- **Report behaviour** for more serious issues.