

2024 Gender Pay Gap Statement

Our commitment and approach to achieving gender equity

The University of Adelaide has a 150-year history in championing the rights of women in higher education. We were the first University in Australia (and second in the world) to admit women to all academic courses on an equal basis to men, then went on to be the first Australian University to elect a woman to Council. Today, we continue to make gender equity a key focus area, specifically incorporating a focus on diversity and inclusion as part of the current Strategic Plan.

We are proud to report tangible progress in ensuring that women are not only adequately represented but also hold prominent senior leadership roles (as an example a female Chancellor which is equivalent to chairing the board of directors in a corporate structure). We prioritise the principles of diversity, equity and inclusion, recognising their pivotal role in fostering fairer outcomes. Our commitment to building a workforce that mirrors the diversity of the population we serve, as well as broader society, is ingrained in our organisational ethos.

The University strives to achieve more than basic compliance under the Workplace Gender Equality Act 2012 and welcomes the opportunity to share our gender equity priorities.

Summary of results 2022-2023

The Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce. We have made progress year on year in reducing the pay gap while recognising we lag the Higher Education Industry Comparison Group average and continue to see a disproportionate concentration of men in the upper quartile and women in the lower quartile pay ranges.

The Key Management Personnel (KMP) ratio, while reported to have decreased in the 2022-2023 reporting period, will be closer to 50:50 in 2023-2024 reflecting the University's focus on ensuring appropriate representation of women in executive leadership roles.

The report findings indicate that there is an opportunity to further encourage men to consider flexible working arrangements and parental leave. We recognise that when employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention. Additionally, more gender-equal uptake of parental leave can also reduce a gender pay gap. The enhanced Flexible Work Arrangements outlined in the University of Adelaide Enterprise Agreement 2023-25 are anticipated to have a beneficial effect for the 2023-2024 reporting period.

We are pleased to report that we are managing the composition of our causal workforce well with a 50:50 ratio.

How we are promoting gender equality

Promoting equality, diversity, and inclusion is fundamental to our approach. The University of Adelaide is committed to improving gender equality at all levels, and has initiatives, activities and groups that are helping work towards this goal. We actively pursue our aspirations through our Dornwell Framework.

Some of our organisational-wide approaches include:

- SAGE (Science in Australia Gender Equity) Athena Swan: The University was accredited the SAGE Athena Swan Bronze Status in 2020 under the national program delivered by SAGE, promoting equity and gender diversity in science, technology, engineering, mathematics and medicine (STEMM).
- The Staff Gender Equity Committee (SGEC): a sub-committee of the Vice-Chancellor's Committee formed in 1999 meets regularly, taking a proactive and strategic role in progressing the gender equality agenda at the University.
- The Women's Professional Development Network: established in 1995 as a volunteer network to support women in their professional development, this network is run by professional staff women, for professional staff women.
- Barbara Kidman Fellowship scheme: designed to support female academics to enhance and promote their career. The Scheme offers opportunities to enhance, maintain, or re-invigorate research momentum, and assist the Fellowship recipients in applying for, and assuming, enhanced roles in the near future.
- The Fay Gale Centre for Research on Gender: develops, promotes and expands existing research excellence in the field of gender within the University of Adelaide, and builds on the University's commitment to promote social justice, equity and diversity in the community and its own workplace. This centre celebrates its 15th anniversary in 2024.
- Academic Women Mentoring program: a new pilot program to support women in achieving career fulfillment through the access to appropriate mentoring.

We seek to cultivate an inclusive culture that values and maximises the potential of our diverse community. Embracing diversity not only aligns with our core values but also enhances our capacity for innovation and collaboration. By fostering an inclusive environment, we are poised to better fulfill our core purpose as an organisation.

Our focus areas for 2024

1. Assess the effectiveness of various development initiatives targeted at female staff, identifying trends, strengths, and areas needing improvement.
2. Use internal benchmarking data to inform remuneration reviews for all senior appointments to support pay equality.
3. Implement 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.
4. Track remuneration, appointment and promotion rates by gender, allowing for real-time analysis and proactive intervention where disparities arise.
5. Analyse data on the uptake of flexible working arrangements and parental leave by male staff, identifying barriers and implementing targeted strategies to promote greater participation and gender balance in these programs.