



2014-15 public report form submitted by The University of Adelaide to the Workplace Gender Equality Agency

Organisation and contact details

| Organisation | Legal name | The University of Adelaide |
|----------------------|---|-----------------------------|
| registration | ABN | 61249878937 |
| | ANZSIC | 8102 Higher Education |
| Organisation details | Trading name/s ASX code (if relevant) | |
| | Postal address | The University of Adelaide |
| | | North Terrace |
| | | ADELAIDE UNIVERSITY SA 5005 |
| | | AUSTRALIA |
| | Organisation | (08) 8313 4455 |
| | phone number | |
| Reporting | Number of | 4,636 |
| structure | employees covered | , |
| | in this report | |
| | submission | |
| | Other | |
| | organisations | |
| | reported on in this | |
| | report | |



Workplace profile

Manager

Total employees 183 105 503 29 46 29 No. of employees 355 130 Σ 28 79 148 18 9 26 53 0 0 **Employment status** Part-time permanent Part-time contract Part-time permanent Part-time contract Part-time permanent Part-time contract Part-time permanent Part-time contract Part-time permanent Full-fime permanent Full-time permanent Full-time permanent Full-time permanent Full-time permanent Part-time contract Full-time contract Full-time contract Full-time contract Full-time contract Full-time contract Casual Casual Casual Casual Casual Reporting level to CEO ņ ကု 4 0 7 Manager occupational categories Other executives/General managers CEO/Head of Business in Australia Key management personnel Grand total: all managers Senior Managers Other managers



Date submitted: Unique report number: ua9yeqax35

Non-manager

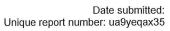
| Non-manager occupational | Employment | No. of employees (ex appre | No. of employees (excluding graduates and apprentices) | No. of gra | No. of graduates (if applicable) | No. of app appli | No. of apprentices (if applicable) | Total |
|--------------------------------|------------------------|---------------------------------------|--|------------|----------------------------------|---------------------|------------------------------------|-----------|
| categories | status | F F F F F F F F F F F F F F F F F F F | M | F | M | F | M | employees |
| | Full-time permanent | 212 | 326 | 0 | 0 | 0 | 0 | 823 |
| | Full-time contract | 324 | 475 | 0 | 0 | 0 | 0 | 799 |
| Professionals | Part-time permanent | 69 | 22 | 0 | 0 | 0 | 0 | 91 |
| | Part-time contract | 267 | 137 | 0 | 0 | 0 | 0 | 404 |
| | Casual | 287 | 304 | 0 | 0 | 0 | 0 | 591 |
| | Full-time permanent | 14 | 57 | 0 | 0 | 0 | 0 | 1.2 |
| | Full-time contract | 26 | 34 | 0 | 0 | 0 | 0 | 09 |
| Technicians and trade | Part-time permanent | 12 | 1 | 0 | 0 | 0 | 0 | 13 |
| | Part-time contract | 24 | 6 | 0 | 0 | 0 | 0 | 33 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 2 | 8 | 0 | 0 | 0 | 0 | 10 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Community and personal service | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 379 | 130 | 0 | 0 | 0 | 0 | 609 |
| | Full-time contract | 217 | 82 | 0 | 0 | 0 | 0 | 299 |
| Clerical and administrative | Part-time permanent | 159 | 7 | 0 | 0 | 0 | 0 | 166 |
| | Part-time contract | 139 | 20 | 0 | 0 | 0 | 0 | 159 |
| | Casual | 246 | 128 | 0 | 0 | 0 | 0 | 374 |
| | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |





| Non-manager occupational | Employment | No. ot employees (ex appre | No. of employees (excluding graduates and apprentices) | No. of gra appli | No. of graduates (if applicable) | No. of app applic | No. of apprentices (if applicable) | Total |
|---------------------------------|------------------------|-------------------------------|--|---------------------|----------------------------------|----------------------|------------------------------------|-----------|
| categories | sialus | Ė | M | F | M | 4 | Σ | employees |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Machinery operators and drivers | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 0 | ~ | 0 | 0 | 0 | 0 | 1 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Labourers | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 6 | ဗ | 0 | 0 | 0 | 0 | 12 |
| | Full-time contract | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Others | Part-time permanent | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total: all non-managers | | 2,388 | 1,745 | 0 | 0 | 0 | O | 4 133 |

Page 4 of 19







Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
 1.1 Recruitment?

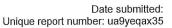
| ✓ Yes (you can select policy and/or strategy options) ✓ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
|---|
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |
| 1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |
| 1.3 Performance management processes? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy |
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |
| 1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |







| 1.5 Talent identification/identification of high potentials? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy |
|---|
| ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority |
| 1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |
| 1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No |
| ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority |
| 1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| |
| 1.9 Key performance indicators for managers relating to gender equality? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |







reached' column.

| Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority 1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place: |
|---|
| 1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below: The University of Adelaide's Enterprise Agreement provides for a fair and equitable process for performance management. The University has targets in its Strategic Plan for the number of women in leadership positions by the end of 2015. The University has launched a gender equity best practice framework, "The Dornwell Framework", which provides an operational plan for improving gender equity through new policies, supportive programs and strategies and organisational practices. As part of the academic promotions process at the University of Adelaide, staff are eligible to apply for special consideration if their career has been interrupted or impeded due to maternity/parental leave or caring responsibilities (as per the University's Enterprise Agreement). As part of the University's Strategic and Operational Plan, one strategy to help address gender equity is the implementation of the "Adelaide Women" Leadership Development Program which was run for the second year in 2014. The program was designed to develop women leaders with the potential and willingness to move into senior leadership roles and provides targeted development activities for senior women who have been identified as having the aspirations and ability to progress into more senior leadership positions. |
| Gender equality indicator 2: Gender composition of governing bodies |
| Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No |
| 2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place include what percentage target has been set relating to the representation of women, and the year the target is to be reached. |

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the ' Year to be

Page 7 of 19





| | Organisation name | NUI (N percer | der and MBER NOT ntage) of person/s | NUMB perce othe | der and BER (NOT ntage) of or board mbers | % target for representation of women on each board | Year to be reached |
|----|-----------------------|---------------------|---|-----------------------|---|---|--|
| | | F | M | F | M | (enter a percentage number from 0-100) | format; if no target has been set, leave blank) |
| 1 | University Council | 0 | 1 | 8 | 11 | 0 | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | , | z z |
| 5 | | | | | | | |
| 6 | | | | | | | |
| 7 | | | | | | | |
| 8 | | | | | | | |
| 9 | | | | | | | |
| 10 | | | | | | | |
| 11 | 1 | | | | | | |
| 12 | | | | | | | |
| 13 | | | | | | | |
| 14 | | | | | | | |
| 15 | | | | | | | |
| 16 | | | | | | | |
| 17 | | | | | | | |
| 18 | ě | | | | | | |
| 19 | | | | à | | | |
| 20 | | | | | | | |
| 21 | | | | | | | |
| 22 | | | | | | | |
| 23 | | | | | | | |
| 24 | | | | | | | |





| | Organisation | NUN (N percen | er and //BER OT tage) of erson/s | NUMB perce othe | der and ER (NOT ntage) of r board mbers | % target for representation of women on each board | Year to be reached |
|----|--------------|---------------------|--|-----------------------|---|--|--|
| | name | F | M | F | M | (enter a percentage number from 0-100) | (in YYYY format; if no target has been set, leave blank) |
| 25 | | | | | | | |
| 26 | | | | | | | |
| 27 | | | | | | | |
| 28 | | | | | | | |
| 29 | | | | | | | |
| 30 | | | | | | | |

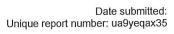
| 27 | | | | | | | | | |
|------|---|--|---------------------------------------|----------------------------------|--|--|--------------|--|--|
| 28 | | | | | | | | | |
| 29 | | | | | | | | | |
| 30 | | | | | | | | | |
| tick | organisation lis the box confirm ⁄es, the data pr | ted as ha ing this i ovided in | aving a go s an accu i question | overning larate NUN 2.1 refle | body/board //BER, and l ct numbers | in the table in que NOT a PERCENT not percentages. | | | |
| | 2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why): | | | | | | | | |
| | Not a priority Other (provide details): Section 12(2) of the University of Adelaide Act provides that: (2) Where a person is appointed to the Council, the appointing authority must recognise that the Council is, as far as practicable, to be constituted of equal numbers of men and women who— (a) have a commitment to education and, in particular, to higher education; and (b) have an understanding of, and commitment to, the principles of equal opportunity and social justice and, in particular, to access and equity in education. | | | | | | | | |
| _` | y/board membe Yes Standal Dolicy is Standal Standal | rs for AL one polic contain one strat | L organis y ed within egy | ations co | overed in thi | election strategy f s report? | or governing | | |
| | No No, in place for No, currently un No, insufficient h No, do not have | der deve numan re | lopment esources | staff | ments (prov | vide details why): | | | |
| | No, don't have e | expertise | | | | | | | |





| No, not a priority No, other (provide details): We have the Independent Council Selection Committee for Appointed Council members, plus 10 Elected members that the Council Secretariat runs and managers. | |
|--|----|
| 2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1. | of |
| Full- Part- Full- Part- time time time time time females females males males | |
| Equity partners who ARE key management personnel (KMPs) (excluding your managing partner) | |
| Equity partners who are NOT key management personnel (KMPs) | |
| 2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below: | |
| Gender equality indicator 3: Equal remuneration between women and men | |
| 3 Do you have a formal policy or strategy on remuneration generally? | |
| Standalone policy □ Policy is contained within another policy | |
| ☐ Standalone strategy | |
| ☐ Strategy is contained within another strategy ☐ No | |
| ☐ No, currently under development☐ No, insufficient human resources staff | |
| No, included in workplace agreementNo, don't have expertise | |
| No, salaries set by awards or industrial agreements | |
| No, non-award employees paid market rateNo, not a priority | |
| No, other (provide details): | |
| 3.1 Are specific gender pay equity objectives included in your formal policy or formal | |
| strategy? □ Yes (provide details in questions 3.2 and/or 3.3 below) □ No | |
| No, currently under development | |
| No, insufficient human resources staffNo, don't have expertise | |
| No, salaries set by awards or industrial agreements □ No, non-award employees are paid market rate | |
| ☐ No, not a priority | |
| ∐ No, other (provide details): | |

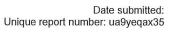
4 Has a gender remuneration gap analysis been undertaken?







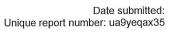
| ☐ Yes. When was the most recent gender remuneration gap analysis undertaken? ☐ Within last 12 months ☐ Within last 1-2 years ☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details): |
|--|
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details): |
| 4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below: |
| Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities |
| Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details): |
| 5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.26 |
| 5.2 How is employer funded paid parental leave provided to the primary carer? By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) |
| Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? ☐ Yes, one week or greater ☐ Yes, less than one week ☐ No ☐ No, currently being considered |







| No, insufficient hum No, government sc No, don't know how No, not a priority No, other (provide o | heme is sufficient to implement | | | |
|---|---|-------------------|--------------------------|---------------------|
| 6.1 Please indicate provided for secondary 2 | | eks of employ | ver funded parental le | eave that are |
| 7 How many femutilised parental leave | (paid and/or unpaid | d) during the p | | ? |
| | Primary care Female | r's leave Male | Secondary car Female | rer's leave Male |
| Managers | 3 | 0 | 1 | 3 |
| Non-managers | 187 | 1 | 2 | 76 |
| 8 What proportion | n of your total work | oforce has acc | ess to employer fun | ded paid parenta |
| | y carer's leave 100 | | Secondary carer's 100 | leave |
| % | 100 | | 100 | |
| ✓ Yes☐ Standalone✓ Policy is co☐ Standalone | policy ntained within anot strategy contained within an development an resources staff kplace agreement ertise ble arrangements | her policy | on flexible working a | rrangements? |
| caring responsibilities? Yes Standalone Policy is co Standalone | policy ntained within anot strategy | her policy | o support employee: | s with family and |
| Strategy is No No, currently under No, insufficient hum No, included in worl No, don't have expe No, don't offer flexib No, not a priority No, other (provide of | an resources staff kplace agreement ertise ble arrangements | other strategy | , | |





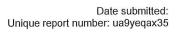


| caring responsibilities? Yes No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details): |
|---|
| 11.1 To understand where these measures are available, do you have other worksites in addition to your head office? ☑ Yes ☐ No |
| 11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare Head office only Other worksites only Head office and some other worksites All worksites including head office |
| ☐ On-site childcare ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☑ Breastfeeding facilities ☐ Head office only ☐ Other worksites only ☒ Head office and some other worksites ☐ All worksites including head office |
| ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Internal support network for parents ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Return to work bonus ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Referral services to support employees with family and/or caring responsibilities ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only |





| | er worksite d office an | s only d some oth | ner worksi | tes | | | | |
|---|---|--|---|---|-------------|-------------------------------|------------|-----------|
| All w | orksites ir | ncluding he | ad office | | | | | |
| ☐ None of the a | above, ple | ase compl | ete questi | on 11.3 bel | low | | | |
| 11.3 Please ր at which worksit | orovide de es they ar | etails of any e available | other noi | n-leave bas | sed meası | ures that ar | e in place | and |
| 12 Do you l experiencing fan ⊠ Yes | have a for nily or dor | mal policy nestic viole | or formal | strategy to | support e | mployees \ | who are | |
| ⊠ Polic ⊡ Stan | dalone str | ined within ategy | | - | | | | |
| No No, currently No, insufficie No, included No, not award No, don't hav No, not a pric | under devent human in workplate of the new expertise or the new expertise or ity | resources ace agreem eed e | staff | r strategy | | | | |
| are experiencing ☑ Yes - please selected): ☑ Empl ☑ Acce ☐ Train ☐ Refer ☑ Othel | family or indicate the oyee assists to leave ing of hunger (provide a staff train under devent human e of the nee expertiserity | domestic value type of not service port service details): ning & refervelopment resources seed | violence? neasures gram ces (or othes ral to supp | | ore than o | one option | can be | es who |
| 14 Please ti conditions or pra ndicates that a p | ctices are | available t employmen | o your em | below to in ployees (p ndition or p | lease note | e that not ti not in place | cking a bo | ns, ox |
| | | male | | ale | | male | M | ale |
| Flexible hours | Formal | Informal | Formal | Informal | Formal | Informal | Formal | Informal |
| of work Compressed | | | | | | | | |
| working weeks | | | | | | | | |
| Time-in-lieu | | | | | | | | |
| Telecommuting | \boxtimes | | \boxtimes | | \boxtimes | | | |
| Dort time work | | | N | | N/2 | | N 1 | |







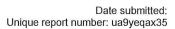
| | | | agers | | | anagers | Section. | |
|--|--------------|------------------|-------------|-----------------|---------------|------------------|----------|---------------|
| | Fe Formal | male Informal | Formal | ale Informal | Fer Formal | male Informal | Formal | lale Infor |
| Job sharing | | | \boxtimes | | \boxtimes | | | |
| Carer's leave | | | | | | | | |
| Purchased leave | | | | | | | | |
| Unpaid leave | | | | | \boxtimes | | | |
| 14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details): 14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below: • Staff are eligible (as per the Enterprise Agreement) to convert up to 12 weeks of their paid maternity/adoption leave entitlement to a return-to-work bonus which can be used to access conference leave; to convert to part-time while being paid full-time; access to leave for relevant seminars, study, training courses; or to employ a research assistant (for academic staff). • Staff are also eligible to apply to work reduced hours to care for a child or children for up to 10 years duration (as per the EA). • Please note that the response to Q8 refers to 100% of all eligible staff – i.e. all staff other than casuals who have been employed for a continuous period of not less than 1 year (for both primary and secondary carer's leave). | | | | | | | | |
| Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace 15 Have you consulted with employees on issues concerning gender equality in your workplace? Yes No No, not needed (provide details why): No, insufficient human resources staff No, don't have expertise No, not a priority | | | | | | | | |
| No, other (provide details): 15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? ☐ Survey | | | | | | | | |







| ☐ Consultative committee or group ☐ Focus groups ☐ Exit interviews ☐ Performance discussions ☐ Other (provide details): |
|---|
| 15.2 What categories of employees did you consult? All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details): |
| 15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below: • Local level consultation occurs by the Human Resources Branch. • There is a University-wide Committee for Gender, Equity and Diversity matters, which undertake employee consultation. • There are local committees and working groups for Gender, Equity and Diversity with local senior representation (Associate Deans). • All employees have the option of having an exit interview and are welcome to discuss and report on all issues, including those relating to gender equity. • Employees take part in regular performance discussions at which they can discuss issues concerning gender equality in the workplace where necessary. • There will be an all-staff survey conducted in 2016 and will include questions for staff on issues concerning gender equality in the workplace. |
| Gender equality indicator 6: Sex-based harassment and discrimination 16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? Yes |
| 16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff |





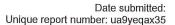


| ☐ No, | don't have expertise not a priority other (provide details): |
|-------------------------|--|
| 🛛 Yes | Does your workplace provide training for all managers on sex-based harassment and ination prevention? - please indicate how often this training is provided ('At induction' AND one of the ptions can be selected): At induction |
| ☐ No, ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority other (provide details): |
| 17.1 | Should you wish to provide additional information on any of your responses under |

Other

Gender equality indicator 6, please do so below:

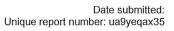
- Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)
- Adelaide Women Leadership Development Program: to support the University's strategic direction, the Adelaide Women Leadership Development Program was designed to develop women leaders with the potential and willingness to move into senior leadership roles. The "Adelaide Women" Program ran for the second year in 2014 for high potential professional and academic women. It provides targeted development activities for senior women identified as having the aspirations and ability to progress into more senior leadership positions at the University of Adelaide. Program evaluation data indicates the program has been impactful at the individual and organisational level in helping to develop leadership confidence, capability and aspirations for the female participants.
- The Dornwell Framework: introduced by the Vice-Chancellor in 2015, the Dornwell Framework aims to help find the right balance and address gender inequity and promote a family friendly environment through a range of targeted policies and practices. In addition to targets for increasing the number of women in leadership at the University in the Strategic and Operational Plans, this Framework provides an operational plan for achieving greater gender equity through new policies, supportive programs and strategies and improved organisational practices.
- The Gender, Equity and Diversity (GED) Committee reports regularly to the Vice-Chancellor's Executive Committee. The GED Committee has four key University-wide priorities: improving the representation of women in the University (particularly in senior positions), improving access, retention, participation and success for Indigenous staff and students, improving all aspects of the University's capacity for working well with staff and students with a disability, and improving cultural awareness and support for international students.







- Associate Deans for Gender, Equity & Diversity/Diversity & Diversity (Inclusion: the University of Adelaide has appointed local leaders, based in the Faculties to work with the Executive Deans to promote diversity and inclusion. All Faculties have an Associate/Deputy Dean or Director for Gender, Equity & Diversity or Diversity & Diversity & Diversity & Diversity & Deans and Directors are members of the University's GED Committee, as well as their Faculty-based local Committees for gender, equity, diversity related issues.
- Greater Diversity Forum: a forum was held in September 2014, developed with the aim of growing the University of Adelaide's share of women, Aboriginal and Torres Strait Islander peoples and others of diverse backgrounds. It acknowledged that to be a stronger University there is a need to recruit from the widest possible pool of talent so that outstanding individuals apply, remain and succeed here. This forum provided new ideas and concrete strategies to help meet this aim and the targets set in the University's Strategic Plan for greater representation of women in senior leadership. The Greater Diversity Forum included invited speakers with outstanding track records in promoting and fostering gender, equity and diversity who shared the reasons behind their commitment to equity, their strategies for success, models of best practice and aspirations for the future.
- Barbara Kidman Fellowships: the University of Adelaide Barbara Kidman Women's Fellowship Scheme is designed to support female academics to enhance and promote their career. The Fellowships are named after Dr Barbara Kidman who, in the 1900s, defied society's expectations of women in scientific roles. The Scheme is open to female academic staff whose research momentum has been affected by caring responsibilities, resulting in a break in their career or reduced working hours.
- The Academic Women's Forum (AWF): AWF is a group of academic women who meet to share information, ideas, and make contacts across the University. The AWF hold workshops and other forums on special themes (such as promotion and building track records) and pursue action through official channels on topics of concern to academic women. They also discuss issues of interest or concern to academic women, including conditions of service, workloads, research, representation within the University, how to manage interrupted careers, and how gender influences university culture.
- Women's Professional Development Network (WPDN): WPDN is a network designed to support the professional and personal development of women employed by the University of Adelaide through activities that have been shown to promote leadership, personal job satisfaction, positive work attitude and career advancement. WPDN run a program of events and connect members to a variety of professional development opportunities, including networking events, a book club, meditation courses, mentoring scheme, and professional development workshops.
- The Vice-Chancellor's Women in Research Excellence Awards: the inaugural Vice-Chancellor's Women's Research Excellence Awards have been established to recognise, celebrate and promote women's research excellence at the University of Adelaide by providing funding to be used to further research productivity for female early and mid-career researchers.







CEO sign off confirmation

| Name of CEO or equivalent | | | | | |
|---------------------------|------|---------------|--|--|--|
| Confirmation CEO h | Yes | | | | |
| CEO Signature: | Mell | Date: 22/6/15 | | | |