

Gender Equality

The Gender Equality Award recognises those organisations that: (a) actively encourage, promote and instil a commitment to achieving equality across all gender identities in their workforce through gender equity initiatives and programs; and (b) recognise that gender equality is critical to the organisation’s success.

Supported by Elizabeth Broderick AO: Elizabeth Broderick AO is an Australian lawyer, who was the Australian Sex Discrimination Commissioner for over eight years from 2007 to 2015 and has a United Nations special rapporteur for Discrimination against Women and Girls since 2017.

[Learn more.](#)

Criterion	Defined as:	Suggested evidence:
Specific		
Engagement	The program or initiative is understood and supported by staff of the organisation.	Demonstration of communication of the initiative/program and engagement of staff in the program.
Flexible work practices	The program or initiative identified and addressed issues with work organisation impacting on the attraction, retention and development of women.	Examples of flexible working options, use of technology for teleworking and meeting, regular meeting scheduling i.e. early morning, requirements for travel, irregular hours etc.
Training and development	The program or initiative identifies and addresses issues with learning and development opportunities for women.	Examples of flexible learning and development opportunities i.e. distance, promotion & progression opportunities and how they are managed etc.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The program or initiative represents a new and creative approach to the challenge faced by the organisation.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.
Culture	The program or initiative incorporates a cultural change approach to diversity where principles are embedded in the DNA of the organisation.	Examples of cultural change programs, relating to the initiative i.e. how has the organisation introduced the initiative in a way that they are embraced by staff and become a way of life.
Impact, Metrics & Outcomes	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.	Evidence of improvements and outcomes identifiable as resulting from the program or initiative including metrics on engagement, retention, climate surveys etc.

2022 CRITERIA



Sustainability	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
Leadership	The program or initiative is supported or lead by the CEO and/or senior leadership team within the organisation.	Statement of support from senior leadership team, evidence of their participation in driving and implementing diversity policies etc.