

Gender Equity and Inclusion Strategic Overview

Vision: To position Curtin as a leader in gender equity and inclusion, to ensure the University is operating sustainably, and that we are providing culturally responsive and safe environments within which to learn and collaborate.

Mission: To build and nurture inclusive, socially just, values driven communities within the University. To eliminate gender-based discrimination and identify and challenge cultural, social and institutional norms and barriers to achieving gender equity.

Guiding principles: Intersectionality; transparency; equity; lived experience; person centred; inclusive design; sustainable; responsive

	Leadership & Career Pathways	Flexibility & Care	Respect & Safety	Governance
Pillars Objectives	Attract and retain a diverse talent pool and ensure equitable career progression and development opportunities. Ensure gender balanced leadership and implement reflective leadership models.	Foster flexible and inclusive working and learning environments which support and value all staff and students and nurture their potential.	Nurture safe and inclusive environments in which all members of the university can thrive. Value lived experience of all staff and students.	Institute governance and reporting structures which embed gender equity and inclusion. Demonstrate commitment to gender equity and inclusion through inclusive and transparent communication and initiatives.
Strategic Plan	People (Community Belonging + Student Experience + Staff Engagement) Planet (Social Responsibility)	People (Community Belonging + Staff Experience + Staff Engagement)	People (Community Belonging + Student Experience + Staff Engagement)	People (Community Belonging + Student Experience + Staff Engagement)
Impact through ...	Equity in Senior Leadership (academic & professional) Increased connection across promotion cohorts Improved pipelines Improved retention and recruitment Identify leadership pathways for Professional Staff	Continuous GPG analysis / implement intersectional data analysis Working and learning environments which support student and staff Processes which recognise the relative opportunities of all staff and students Implementation of an Ethic of Care	Improved physical, cultural and emotional safety for staff and students Accurate reporting through improved systems Respect@Curtin Framework outcomes	GEI and DIB Governance Framework Project working groups Recommendations to DIBC/ Executive Sponsor DIB Increased sense of belonging Strategic overview of GEI at Curtin Targeted approach to KPIs / KPI setting Increased efficacy

Athena Swan Cygnets	Institutional Context Associate Professor Samantha Owen and Ms Elizabeth Baca		
	Leadership Pathways Professors Linley Lord and Karina Jorritsma with Associate Professor Samantha Owen and Ms Elizabeth Baca		Inclusion: Diverse Sex, Sexuality and Gender (DSSG) Ms Hayley Caratti, Ms Elizabeth Baca with Associate Professor Samantha Owen
	Growing and strengthening the pipeline of women in Science and Engineering Pipeline Dr Ina Kristiana with Professor Mark Ogden Academic Promotion Associate Professor Samantha Owen and Ms Elizabeth Baca		Re-establishing Curtin's Commitment to Gender Equity and Inclusion <i>What has been done to reinforce and recenter our commitment to GEI in the institution?</i> Associate Professor Samantha Owen and Ms Elizabeth Baca