

Gender discrimination is not just about pay. It also includes barriers moving into leadership positions, consideration for promotions, higher levels of burnout and daily microaggressions such as offensive statements or insensitive questions.

**This might look like:**

- Across the Australian workforce, few or no women in leadership positions or on the board<sup>1</sup>
- Lack of flexible work and/or childcare
- Being paid less than those of a different gender who are similarly or less qualified and who hold similar or fewer job duties
- Being held to different or higher standards; being evaluated more harshly
- Unwelcome sexual advances
- Not being included in social activities
- Being ignored or dismissed in meetings, credit for work or ideas being taken by others
- Being disciplined for things that employees of a different gender do but do not get punished for
- Insulting or derogatory remarks because of gender identity or sexual orientation

**DEIB strategies to consider**

- Ensure interview processes and promotion considerations include range of individuals of different gender, age, and race and are measured objectively.
- Complete salary audits and promote pay transparency.
- Offer flexible working both in location and hours.
- Evaluate workplace policies and procedures particularly those which may include gender-related material with the aim to have gender neutral language throughout.
- Implement objective hiring processes such as interview scoring sheets, or skills tests and take a team approach to post-interview evaluations.
- Create mentoring programs supporting women to build relationships and career related skills and support the growth of women leaders.
- Provide education for all employees on unconscious bias.

**Benefits of gender equality**

- Employer of choice – ability to attract and retain more staff
- Stronger culture, productivity and performance
- Mitigate risk of harm to employees
- Increased organisational reputation
- Wider range of abilities and experiences within the organisation

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<sup>1</sup> Department of the Prime Minister and Cabinet Australia (2023). National Strategy to Achieve Gender Equality – Discussion Paper