## Organisation and contact details

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## Workplace profile

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## Workplace profile

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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Others</td>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grand total: all non-managers</td>
<td></td>
<td>3,428</td>
<td>2,283</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal ‘policy’ and/or ‘formal strategy’ in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select “NO, Insufficient resources/expertise” to any option, this may cover human or financial resources.

1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1 Recruitment

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.2 Retention

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.3 Performance management processes

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
1.4 Promotions
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.5 Talent identification/identification of high potentials
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.6 Succession planning
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.7 Training and development
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.8 Key performance indicators for managers relating to gender equality
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.9 Gender equality overall
☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

<table>
<thead>
<tr>
<th>Category</th>
<th>Managers</th>
<th></th>
<th>Non-managers</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>4</td>
<td>1</td>
<td>50</td>
<td>44</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>0</td>
<td>0</td>
<td>16</td>
<td>5</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of appointments made to MANAGER roles (including promotions)</td>
<td>24</td>
<td>17</td>
</tr>
<tr>
<td>Number of appointments made to NON-MANAGER roles (including promotions)</td>
<td>1509</td>
<td>989</td>
</tr>
</tbody>
</table>

1.12 How many employees resigned during the reporting period against each category below?

<table>
<thead>
<tr>
<th>Category</th>
<th>Managers</th>
<th></th>
<th>Non-managers</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>13</td>
<td>12</td>
<td>57</td>
<td>34</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>4</td>
<td>0</td>
<td>21</td>
<td>4</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>13</td>
<td>5</td>
<td>54</td>
<td>45</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>5</td>
<td>2</td>
<td>26</td>
<td>8</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
<td>53</td>
<td>29</td>
</tr>
</tbody>
</table>

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

The University recently launched its Operating Plan 2020-2024 – this outlines the University’s priorities and actions over the next four years. One of the six streams of work of this plan is ‘Our People’ which includes an increase in the representation of women in leadership as a key success measure. The University’s innovative academic promotions scheme, implemented in 2017, continued to attract high application rates for both genders. The scheme significantly boosted application rates for women, and has had equitable success rates, which remained high during the reporting year.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term “governing body” in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.
2.1 Please answer the following questions relating to each governing body covered in this report.
Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.
If your organisation’s governing body is the same as your parent entity’s, you will need to add your organisation’s name BUT the numerical details of your parent entity’s governing body.

2.1a.1 Organisation name?
Macquarie University Council

2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>0</td>
</tr>
</tbody>
</table>

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>7</td>
</tr>
</tbody>
</table>

2.1d.1 Has a target been set to increase the representation of women on this governing body?

☐ Yes
☐ No (you may specify why a target has not been set)
☒ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Do not have control over governing body/board appointments (provide details why):
☐ Not a priority
☐ Other (provide details):

2.1g.1 Are you reporting on any other organisations in this report?

☐ Yes
☒ No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

☒ Yes (select all applicable answers)
☒ Policy
☒ Strategy
☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ In place for some governing bodies
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Do not have control over governing body appointments (provide details why)
☐ Not a priority
☐ Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

A gender equity progress report is provided to the Council and the Executive Group each year. These reports outline relevant gender equity data and indicators, progress against the Workplace Gender Equity Strategy, and future priorities, actions, and recommendations.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?

☐ Yes (select all applicable answers)
   ☒ Policy
   ☒ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Salaries set by awards/industrial or workplace agreements
   ☐ Non-award employees paid market rate
   ☐ Not a priority
   ☐ Other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

☐ Yes (provide details in question 3.2 below)

☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Salaries set by awards/industrial or workplace agreements
   ☐ Insufficient resources/expertise
   ☐ Non-award employees paid market rate
   ☐ Not a priority
   ☐ Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?

☐ To achieve gender pay equity
☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
☐ To be transparent about pay scales and/or salary bands
☐ To ensure managers are held accountable for pay equity outcomes
☐ To implement and/or maintain a transparent and rigorous performance assessment process
☐ Other (provide details):

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

☐ Yes - the most recent gender remuneration gap analysis was 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 (you may specify why you have not analysed your payroll for gender remuneration gaps)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ 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)
☐ 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)
☐ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).

4.1 Did you take any actions as a result of your gender remuneration gap analysis?
☐ Yes – indicate what actions were taken (select all applicable answers)
☒ Created a pay equity strategy or action plan
☒ Identified cause/s of the gaps
☒ Analysed commencement salaries by gender to ensure there are no pay gaps
☒ Analysed performance rating to ensure there is no gender bias (including unconscious bias)
☒ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
☒ Trained people-managers in addressing gender bias (including unconscious bias)
☒ Set targets to reduce any organisation-wide gaps
☒ Reported pay equity metrics (including gender pay gaps) to the governing body
☒ Reported pay equity metrics (including gender pay gaps) to the executive
☒ Reported pay equity metrics (including gender pay gaps) to all employees
☒ Reported pay equity metrics (including gender pay gaps) externally
☒ Corrected like-for-like gaps
☒ Conducted a gender-based job evaluation process
☒ Implemented other changes (provide details):
   The University has started a project to improve the way pay allowances are recorded and analysed – this will inform future pay reviews and actions.

☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
☐ No unexplainable or unjustifiable gaps identified
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries set by awards/industrial or workplace agreements
☐ Non-award employees are paid market rate
☐ Unable to address cause/s of gaps (provide details why):
☐ Not a priority
☐ Other (provide details):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia’s skilled workforce.
5. A “PRIMARY CARER” is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?

☑ Yes. (Please indicate how employer funded paid parental leave is 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)

☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
  ☑ 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)

☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
  ☑ 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)

☐ No, not available (you may specify why this leave is not provided)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Government scheme is sufficient
  ☐ Not a priority
  ☐ Other (provide details):

5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:

  14

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

Primary carers are eligible for 14 weeks of paid parental leave for birth or adoption of a child upon commencement of employment, and an additional 12 weeks of paid leave after one year of service.

The University also offers 6 weeks paid parental leave at half pay for foster carers.

A staff member who is a surrogate is entitled to 6 weeks paid leave for the purpose of childbirth and recovery from childbirth.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?
  • In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

☐ <10%
☐ 10-20%
☐ 21-30%
☐ 31-40%
☐ 41-50%
☐ 51-60%
☐ 61-70%
☐ 71-80%
☐ 81-90%
☐ 91-99%
☐ 100%
5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption
- Surrogacy
- Stillbirth

6. A “SECONDARY CARER” is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- Yes
- No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
- No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
- No (you may specify why employer funded paid parental leave for secondary carers is not paid)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Government scheme is sufficient
  - Not a priority
  - Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

20

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

4 weeks of paid partner's leave at the birth or adoption of the child.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?

- In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

- Adoption
- Surrogacy
- Stillbirth

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.
7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

<table>
<thead>
<tr>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Managars</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>18</td>
<td>7</td>
</tr>
<tr>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>0</td>
<td>6</td>
</tr>
</tbody>
</table>

Non-managers

<table>
<thead>
<tr>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>150</td>
<td>33</td>
</tr>
<tr>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>0</td>
<td>38</td>
</tr>
</tbody>
</table>

8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>

8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-managers</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

☑ Yes (select all applicable answers)
☑ Policy
☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Don’t offer flexible arrangements
☐ Not a priority
☐ Other (provide details):

9.1 You may indicate which of the following are included in your flexible working arrangements strategy:

☑ A business case for flexibility has been established and endorsed at the leadership level
☑ Leaders are visible role models of flexible working
☑ Flexible working is promoted throughout the organisation
☐ Targets have been set for engagement in flexible work
☐ Targets have been set for men’s engagement in flexible work
☐ Leaders are held accountable for improving workplace flexibility
☐ Manager training on flexible working is provided throughout the organisation
☐ Employee training is provided throughout the organisation
☐ Team-based training is provided throughout the organisation
☐ Employees are surveyed on whether they have sufficient flexibility
☐ The organisation’s approach to flexibility is integrated into client conversations
The impact of flexibility is evaluated (e.g., reduced absenteeism, increased employee engagement)
Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

☒ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not a priority
☐ Other (provide details):

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (e.g., employer-subsidised childcare, breastfeeding facilities)?

☒ Yes
☐ No (you may specify why non-leave based measures are not in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

11.1 Please select what support mechanisms are in place and if they are available at all worksites.
• Where only one worksite exists, for example a head-office, select “Available at all worksites”.

☒ Employer subsidised childcare
☐ Available at some worksites only
☒ Available at all worksites
☒ On-site childcare
☐ Available at some worksites only
☒ Available at all worksites
☒ Breastfeeding facilities
☐ Available at some worksites only
☒ Available at all worksites
☐ Childcare referral services
☐ Available at some worksites only
☐ Available at all worksites
☐ Internal support networks for parents
☐ Available at some worksites only
☐ Available at all worksites
☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
☐ Available at some worksites only
☐ Available at all worksites
☒ Information packs to support new parents and/or those with elder care responsibilities
☐ Available at some worksites only
☒ Available at all worksites
☒ Referral services to support employees with family and/or caring responsibilities
☐ Available at some worksites only
☒ Available at all worksites
☒ Targeted communication mechanisms, for example intranet/forums
☐ Available at some worksites only
☒ Available at all worksites
☒ Support in securing school holiday care
☐ Available at some worksites only
☒ Available at all worksites
☐ Coaching for employees on returning to work from parental leave
☐ Available at some worksites only
☐ Available at all worksites
Parenting workshops targeting mothers
- Available at some worksites only
- Available at all worksites
Parenting workshops targeting fathers
- Available at some worksites only
- Available at all worksites
- None of the above, please complete question 11.2 below

12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreements
  - Not aware of the need
  - Not a priority
  - Other (please provide details):

13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?

- Yes (select all applicable answers)
  - Employee assistance program (including access to a psychologist, chaplain or counsellor)
  - Training of key personnel
  - A domestic violence clause is in an enterprise agreement or workplace agreement
  - Workplace safety planning
  - Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
  - Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
  - Access to unpaid leave
  - Confidentiality of matters disclosed
  - Referral of employees to appropriate domestic violence support services for expert advice
  - Protection from any adverse action or discrimination based on the disclosure of domestic violence
  - Flexible working arrangements
  - Provision of financial support (e.g. advance bonus payment or advanced pay)
  - Offer change of office location
  - Emergency accommodation assistance
  - Access to medical services (e.g. doctor or nurse)
  - Other (provide details):
    - Information and resources for staff affected by domestic and family violence, their colleagues and managers.
    - University is also a participant in the Respect.Now.Always program preventing sexual violence.
- No (you may specify why no other support mechanisms are in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not aware of the need
  - Not a priority
  - Other (provide details):

14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer's leave
- purchased leave
- unpaid leave.
Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

☐ Yes, the option/s in place are available to both women and men.
☐ No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.
- Unticked checkboxes mean this option is NOT available to your employees.

<table>
<thead>
<tr>
<th></th>
<th>Managers</th>
<th></th>
<th>Non-managers</th>
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<td>Formal</td>
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<tr>
<td>Flexible hours of work</td>
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<td>Compressed working weeks</td>
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<td>Time-in-lieu</td>
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<td>Telecommuting</td>
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<td>Part-time work</td>
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<td>Job sharing</td>
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<td>Carer’s leave</td>
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<td>Purchased leave</td>
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<td>Unpaid leave</td>
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</tbody>
</table>

14.3 You may specify why any of the above options are NOT available to your employees.
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
- MQ Primary Carer Conference Support Scheme – academic staff who have primary carer responsibilities can apply for funding to accommodate childcare/family care to enable them to attend and present at conferences
- Restart Grant Scheme provides grants to academic staff who are returning to work after parental leave
- Carers Hub web portal provides information and resources for parents and carers, and for their managers
- Flexible Work Policy, Procedure and best practice resources and toolkits are available for managers and staff.

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and 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 (you may specify why you have not consulted with employees on gender equality)
☐ Not needed (provide details why):
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace?

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):
  - Faculty and departmental diversity and inclusion committees
  - Consultation on the next iteration of the WGES Towards Gender Equity 2.0 conducted in 2019
  - Consultation with the Executive Group members via regular gender equity agenda item at the Executive Group meetings
  - Gender Equity Week events / feedback surveys

15.2 Who 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 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

The 2019 Your Say Survey data was analysed by gender, and data has been presented and discussed by the University-Level Gender Equity committee, and by Faculty/Portfolio level D&I committees. The data analysis was provided and presented in order to inform future action.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreement
  - Not a priority
  - Other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

- Yes
- No (you may specify why a grievance process is not included)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - please indicate how often this training is provided:
  - At induction
  - At least annually
  - Every one-to-two years
  - Every three years or more
  - Varies across business units
  - Other (provide details):

- No (you may specify why this training is not provided)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

The University continued implementation of the Respect.Now.Always project and action plan to prevent and address sexual harassment and sexual assault at the University. This included development of student and staff policies, support frameworks and education and awareness campaigns.

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

1. Workplace Gender Equity Strategy 2.0: Following the success of its first Workplace Gender Equity Strategy 2017-19, the University launched its next iteration Towards Gender Equity 2.0 in 2019. At the heart of Towards Gender Equity 2.0 is a ‘fixing the system’ approach with a focus on ensuring our structures, policies, processes and organisational culture are inclusive. The strategy identifies 6 key areas for focus and action:
   - Building an equitable and inclusive organisational culture
   - Embedding leadership commitment and accountability for gender equity
   - Building out talent pipeline by attracting and recruiting more women
   - Improving the representation of women in senior leadership positions
   - Establishing a workplace culture of flexibility
   - Closing the gender pay gap

Annual progress reports on the WGES are presented to the Executive Group and to Council.

2. Each member of the Executive has a gender equity KPI, and reports on progress each year to the Vice-Chancellor

3. Macquarie is now a recognised WGEA Employer of Choice for Gender Equity

4. The University successful achieved a Bronze SAGE Athena SWAN award in 2019. This award recognises progress and planned action towards gender equity in Science, Technology, Engineering, Maths and Medicine in Higher Education. To achieve this internationally recognised award, we undertook a broad analysis of statistical and qualitative data to interrogate and understand our own context and the gendered outcomes of key processes such as recruitment, retention, progression as well as our university culture. In response to this analysis, we developed a 4-year action plan, which is included in our application. More information and full application available here - https://staff.mq.edu.au/work/diversity-and-community/gender-equity

5. In 2019 Macquarie became a Champion of the national Women in STEMM Decadal Plan. The national Women in STEM Decadal Plan was launched by the Australian Academy of Science in collaboration with the Australian Academy of Technology and Engineering in 2019 to guide organisations and stakeholders to achieve a transformative, systematic and sustained change towards gender equality in Australia’s STEM sector by 2030. The women in STEM Decadal Plan provides a framework to ensure the STEM ecosystem is moving towards a shared vision. It outlines six opportunities for all stakeholders - government, academia, industry, education and the broader community - who have the power to act and create change. As a
Champion organisation, Macquarie outlined how our progress and actions towards gender equity align with and support the National Decadal Plan. More information and full application available here - https://staff.mq.edu.au/work/diversity-and-community/gender-equity
Gender composition proportions in your workplace

Important notes:
1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce
1. the gender composition of your workforce overall is 59.9% females and 40.1% males.

Promotions
2. 60.3% of employees awarded promotions were women and 39.7% were men
   i. 80.0% of all manager promotions were awarded to women
   ii. 59.5% of all non-manager promotions were awarded to women.

3. 9.5% of your workforce was part-time and 4.0% of promotions were awarded to part-time employees.

Resignations
4. 63.9% of employees who resigned were women and 36.1% were men
   i. 64.8% of all managers who resigned were women
   ii. 63.7% of all non-managers who resigned were women.

5. 9.5% of your workforce was part-time and 18.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave
i. 7.7% of all women who utilised parental leave ceased employment before returning to work
ii. 2.4% of all men who utilised parental leave ceased employment before returning to work
iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
iv. 92.9% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:
- National Tertiary Education Union (NTEU)
- Community and Public Sector Union (CPSU)

CEO sign off confirmation

Name of CEO or equivalent: S.Bruce Dowton

Confirmation CEO has signed the report: [signature]

Date: 27/7/2020

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