

- The overview began by setting out the refreshed terms of reference for the GEAR team. The GEAR team is chaired by Vice Chancellor Professor Simon Biggs.
- The GEAR team is an advisory board that provides early advice in processes, policy and practice relating to gender equity for work that sits within the university's strategic priority of "Empowering our People". GEAR team members communicate with the broader JCU community about the SAGE Cygnet process, and work with other equity-focussed groups.
- The Coordinator, Dr Ryl Harrison supports the Chair of the GEAR, and coordinates GEAR meetings and forums.
- The Academic Leads, Associate Professor Karen Joyce - CSE, and Professor Stewart Lockie - Promotions, are leading JCU's two Cygnet processes in 2023/2024.

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*JCU's overall Gender Equity approach*

- Women attending the GEAR Forum for the first time were interested in understanding how the two Cygnet appl