

Report on GEAR Forums - November 2022

GEAR Forums provide an opportunity for the GEAR team to update women in the JCU community on JCU's actions towards gender equity, and to provide a space where women are welcome to raise and discuss equity issues that are important to them, and share their views. The GEAR team is currently producing a de-identified report that summarises the kinds of issues discussed across the Forums. GEAR Forum reports are used to inform the ongoing work of JCU in achieving gender equity.

On the 15th and 17th November 2022, approximately 40 JCU women joined two GEAR Forums. Each forum began with an update on JCU's Gender Equity Action Plan. There was then space for open discussion to talk through whatever issues women wanted to raise. Below we give a brief summary of the discussion at the Forum.

Update to GEAR Forum from Coordinators

- The overview began by acknowledging the change in context, particularly since the Action Plan was endorsed – for example the Headline Restructure that has meant changes in some Action Owners.
- Some actions have been delayed due to the University's current focus on the Professional Services Change.
- Other actions have been delayed to ensure they are part of more systematic changes.
 - For example, the eRecruitment system due for roll-out in early 2023 will address some data-related actions, and related policies and training programs will be delayed to incorporate the new system.
- Two actions related to a University-

equity & diversity data by HR, and gendered considerations of academic workloads, especially regarding outreach work.

Forum Discussion Summary

Recruitment

- It was suggested the template for Academic job advertisements, particularly for more entry-level jobs include fewer essential criteria (currently max 6) and a greater number of desirable criteria (currently max 2). This may increase the representation of women in applicant pools given research showing women who do not meet all essential criteria are less likely to apply than men in the same position.
- Similarly, there was discussion of the need for careful consideration in selection criteria so they are tailored to a specific position, to avoid the inclusion of criteria that are not actually requirements of the position.
- There was also a question about the gender breakdown of interview panels at JCU given bias against women in recruitment (and other domains). The SBS Gender training, available to selection panel members, covers topics related to this but the topic also requires in

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