

## Preserving Gender Equity as a Higher Education Priority During and After COVID-19

### Joint Sector Position Statement

As participating institutions, we acknowledge the gendered effects of COVID-19 and commit to...

1. Actively seek equal representation of women in COVID-19 response planning and decision-making as per the recommendations of the United Nations.
2. Formally monitor and report on gender equity impacts of COVID-19 related decision making (including compounding intersectional factors) within our own institutions and collaborate with other universities and sector partners to address emerging issues.
3. Continue our participation in the Science in Australia Gender Equity (SAGE) Athena SWAN initiative (as relevant).
4. Maintain gender equity and diversity programs and Key Performance Indicators for gender equity and diversity where they currently exist.
5. Preserve the gender equity progress which has been made to date and into which has been invested significant time, effort and resourcing over many years, by maintaining:
  - women’s representation at senior academic levels D and E
  - women’s representation at senior professional staff levels 10+
  - support for the progression of women as students, higher degree researchers, and early-mid career researchers
  - support for gender equity for those studying and working in non-traditional disciplines such as Science, Technology, Engineering, Mathematics and Medicine.

*Prepared by Higher Education Senior Equity Practitioners Advisory Group on Gender and COVID-19, including senior equity, diversity and inclusion leaders from:*

- *Griffith University*
- *La Trobe University*
- *Macquarie University*
- *Murdoch University*
- *University of New South Wales*
- *University of Sydney*
- *University of Technology, Sydney*
- *Western Sydney University*