Gender equity at Monash

Our challenges

Diversity
We celebrate the diversity of our staff and students and continue to strive to create an inclusive community. Diversity of experience enriches the University and enables us as to address the complex challenges of the day.

In the past two decades, Monash has taken a strong and constructive approach to gender equity. We have pioneered initiatives such as the Senior Women’s Shadowing Program; entrenched the principle of “achievement relative to opportunity” into all of our decision making processes; supported academic women seeking promotion.

Leadership
Our leadership should reflect the diversity of our workforce and student population. Women make up more than half of our student population and workforce yet comprise one third of the University’s senior staff and leadership team.

The representation of women in senior roles has grown exponentially in the past two decades. In 2001, the percentage of women in academic leadership positions at Monash was well below the national sector average.

We are now developing targeted strategies to better support those faculties who have traditionally struggled to recruit, retain and advance female staff. This approach recognises that the challenges differ in each faculty or professional services area and we need to be flexible and creative in finding solutions that will see more women elevated.

Why does gender equity matter?
Monash operates within a highly competitive market where talent attraction and management is critical to our overall performance and success. If we want to fulfil our ambition and achieve excellence, we need to seek and develop talent wherever it may lie.

If we are to be the best, we need to have the best researchers, the best educators and the best leaders. We need to continue to find ways to attract talented and capable women into our organisation and ensure all women are supported and enabled to excel.