

USC principles for achieving gender equity at events

USC is committed to the principles of equity, fairness and inclusivity, and actively promotes an environment in which the diversity of its staff, students and wider community members is valued.

These principles were developed as part of USC's commitment to the 2019 International Women's Day theme of 'Balance for Better' and broadens USC's commitment to embrace gender diversity as a whole.

Principles

Speaker panel selections are gender balanced.

Organising committees of USC events, including forums, workshops and conferences, are gender balanced.

Formal roles such as session chairs at USC conferences, MC's at events and panel chairs are gender balanced.

Invitations to speakers will be made early to facilitate their participation (in recognition that caring responsibilities tend to fall more heavily on women), with the option for an extended invitation to family members.

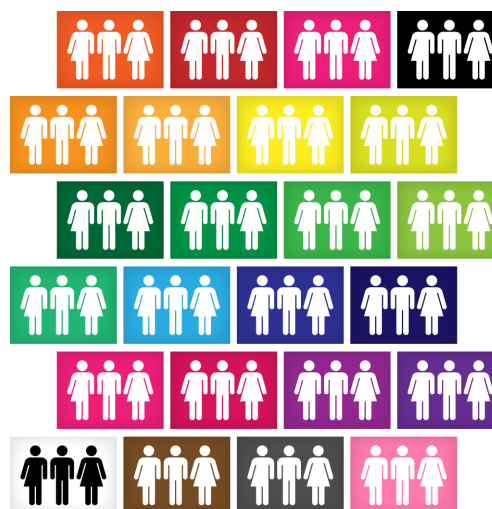
Promotion of USC events will reflect the diversity of the speakers.

Priority will be given to individual and department applicants for USC funding to support conferences/forums, seminars and events which demonstrate achievement of or active progression towards appropriate gender diverse representation.

As part of USC's commitment to redressing long term and/or systematic disadvantage, USC will continue to initiate and endorse events that are focused on equity groups.

Authorities/Responsibilities

All members of the USC community have a role to play in implementing these principles – including by speaking up about events that do not meet the above principles.



Members of the Professoriate, Research Centre Directors and USC's Executive and Senior Staff have a responsibility to advocate for gender diversity within and beyond USC, for example, by asking conference/panel organisers for confirmation of gender balance before accepting speaking invitations, and by offering speaker recommendations to assist in achieving gender equity at their chosen event.

All individuals and groups at USC who are responsible for the organising and facilitation of any form of event have a responsibility to strive to ensure gender diverse balance.

Monitoring

USC cost centre managers will report annually on progress in their area to USC's Equity and Diversity Committee.

MORE INFORMATION:

www.usc.edu.au/gender-principles

