



Summary of Action Plan 2019–2020

Internal action plans outline the key activities that NHMRC will undertake to implement *NHMRC’s Gender Equality Strategy 2018–2021* (the Strategy). Action plans are reviewed and updated annually. A summary of the Action Plan 2019–2020 is provided below. All actions relate to the performance measure ‘Foster gender equality in research funding through NHMRC policies and processes’ in the [NHMRC Corporate Plan 2019–20](#) under the ‘Investment’ theme. The actions are grouped according to the strategic objectives of the Strategy.

1. NHMRC will work externally and with the research and government sectors to improve gender equality by:

1.1	Continuing to seek advice from NHMRC’s Women in Health Science Committee on strategies to improve the retention and progression of women in the health and medical research sector.
1.2	Publicising the profile of female role models, both senior and emerging, as well as women and men with carer responsibilities, on NHMRC’s website.
1.3	Reporting on NHMRC’s work in supporting gender equality.
1.4	Continuing to align NHMRC’s gender equality work with other relevant agencies and initiatives, such as the Australian Research Council, the Department of Industry, Innovation and Science, the Workplace Gender Equality Agency and Science in Australia Gender Equity (SAGE), as appropriate.

2. NHMRC will support gender equality in peer review by:

2.1	Reviewing the Relative to Opportunity and Career Disruption policy.
2.2	Monitoring the proportion of women on NHMRC peer review panels.
2.3	Continuing to seek advice from the Women in Health Science Committee on how the application and peer review processes in the new grant program can support gender equality.
2.4	Analysing data from selected new grant program schemes to investigate whether unconscious gender bias is likely to be occurring and, if so, how it might be effectively addressed.
2.5	Considering how issues of intersectionality (multiple sources of inequality that some researchers may face) could be understood in the context of NHMRC funding.
2.6	Reporting on application and funded rates by gender for NHMRC’s 2019 competitive grant schemes.

3. NHMRC will support equality in funded rates by gender by:

3.1	Analysing application and funding rates in new grant program schemes by gender.
3.2	Using funded rate data for the new grant program to inform decisions on what action is required to improve gender equality.