

NHMRC Gender Equity Strategy

Vision: A health and medical research sector that is equitable, gender inclusive¹, and enriched by diversity – where research design, participation, and workforce reflect and respond to the full spectrum of lived experiences and talents needed to build a healthy Australia.

Mission

NHMRC-led action and funding promote gender equity in Australia's health and medical research and the research workforce.

Principles

- Gender equity strengthens health and medical research and the research workforce.
- Diversity in health and medical research and the research workforce will lead to better health outcomes for the Australian community.
- Everyone benefits from research environments that are safe, respectful and inclusive for researchers and participants.

Strategies

- Evaluate and adapt NHMRC policies and activities to achieve gender equity and measure our performance against set goals.
- Increase transparency of NHMRC processes and funding outcomes.
- Build commitment to gender equity as a common goal across the health and medical research sector.
- Collaborate with government, research institutions, industry, business and the community to achieve gender equity.

Priority	Goal	Actions	KPI
1. Gender equity in the NHMRC grant program	NHMRC grants support gender equity in health and medical research.	✓ Maintain or strengthen funding policies and processes that promote gender equity in NHMRC-funded research teams and research, including research participants. ✓ Strengthen guidance and training for peer reviewers to consider track record relative to opportunity, including career disruptions and circumstances. ✓ Continue to apply special measures² under the <i>Sex Discrimination Act 1984</i> to facilitate gender equity in the grant program, until the data demonstrates they are no longer required.	Improved gender equity in the research and researchers NHMRC funds.
2. Evidence and transparency about gender equity	NHMRC actions and initiatives are based on transparent evidence.	✓ Maintain or strengthen transparency in reporting on NHMRC grant applications and outcomes by gender. ✓ Collect and use data to understand structural disadvantages by gender, considering the impact of intersectionality, to inform policy and process improvements. ✓ Pilot and evaluate new initiatives to strengthen the evidence base on effective interventions.	Transparent data are available to the sector and used by NHMRC to support initiatives that foster gender equity in research.
3. Leadership and advocacy for gender equity and inclusion	Health and medical research environments are safe, respectful and inclusive, and gender equity is recognised as a common goal.	✓ Engage with others to encourage the advancement of gender equity and inclusion in research and the research workforce. ✓ Consider national and international initiatives that are achieving gender equity and inclusion. ✓ Maintain NHMRC requirements for Administering Institutions' gender policies and report on their effectiveness. ✓ Raise the profile of gender positive role models.	NHMRC promotes gender equity and inclusion in the health and medical research sector.

¹ Gender inclusive refers to creating environments where people of any gender identity feel acknowledged and valued, including women and men, cis- and trans-gender, and non-binary and gender diverse people.

² Under the *Sex Discrimination Act 1984*, special measures refer to positive actions taken with the purpose of achieving substantive equality.

NHMRC acknowledges the Traditional Custodians of country throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to Elders both past and present