



Summary of Action Plan 2018–2019

Internal action plans will outline the key activities that NHMRC will undertake to implement *NHMRC's Gender Equality Strategy 2018–2021* (the Strategy). Action plans will be reviewed and updated annually. A summary of the Action Plan 2018–2019 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 2018–2019](#) under the 'Investment' theme. The actions are grouped according to the strategic objectives of the Strategy.

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

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.
2	Considering the SAGE Pilot of Athena SWAN in the context of NHMRC's Administering Institutions (AIs) gender policy requirements.
3	Supporting cultural change in the health and medical research sector by encouraging all NHMRC AIs to meet the seven gender equality requirements in the NHMRC AI Policy.
4	Considering additional gender equality requirements that support environments which are free from bias, discrimination and sexual or other harassment.
5	Continuing to align NHMRC's gender equality work with other relevant government agencies, such as Australian Research Council, Department of Industry, Innovation and Science, the Workplace Gender Equality Agency and other agencies, as appropriate.

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

1	Assessing 2018 funding outcomes for men and women with and without career disruptions by gender.
2	Reviewing how the assessment of career disruptions is implemented in peer review.
3	Aiming to increase the proportion of women on NHMRC peer review panels.
4	Ensuring that the application and peer review processes in the New Grant Program support gender equality.
5	Considering whether unconscious gender bias in peer review processes should be addressed.

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

1	Reporting on application and funded rates by gender for NHMRC's 2018 competitive grant schemes.
2	Improving gender equality in Project Grants funded rates by providing additional funding for female Chief Investigator As in 2018 for funding in 2019, if appropriate.
3	Assessing application and funding rates in New Grant Program schemes by gender.