

**GENDER
EQUITY**

Knowledge • Skills • Solutions

**Become the voice for gender equality
in the workplace and community.**

**Enrol and take the first steps in
contributing towards a better world!**

Contact:



Gender Equity Pathway Course © Women's Health Victoria
Developed with the support of ACEVic
whv.org.au/our-focus/gender-equity
Women's Health Victoria acknowledges the support of the Victorian Government.

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**PATHWAY
COURSE**

**Short courses in
Gender Equity**

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Why develop short courses in gender equity?

The Royal Commission into Family Violence in Victoria looked at the causes and issues of family violence. It revealed that family violence is a gendered crime, as 75% of victims are women.¹

Gender inequality is at the core of violence against women and is a serious social issue in Australia. A number of new gender equity strategies and policies have been developed to address this issue.

Workplace gender equity is crucial for today's workplace. Gender equality boosts productivity, innovation and performance in all industries.

It improves workplace conditions and supports all employees to fully participate in the workforce and achieve their career aspirations.

Job applicants who possess gender equity knowledge and skills will be well placed to work within the changing workplace.

Who should do these courses

These courses are ideal for people who are interested in learning about gender equity, the emerging roles in gender equity work, and how the Australian workplace is changing.

Learners may be from a Culturally and Linguistically Diverse (CALD) background, women returning to the workforce, or anyone changing work, such as people who have been retrenched.

Career opportunities

These courses offer a pathway into employment or further study.

Gender equity work is found across many industries and sectors from Community Services to Women's Health Services, Local Government, Sport and Recreation, and Education.

Gender equity work is a growing field, with new roles emerging. Understanding gender equity will put learners in a strong position, as they will be able to understand and respond to modern workplace needs.

About the course

Two short courses have been developed to provide an introduction to gender equity work and gender equality in the workplace. Both courses are 20 hours long and are taught in five four-hour blocks.

The short courses are:

1. Introduction to gender equity work
2. Preparing for Employment:
Gender Equality in the Workplace

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¹Safe and strong: A Victorian Gender Equality Strategy, Victorian Government <https://www.vic.gov.au/safe-and-strong-victorian-gender-equality#download-the-pdf> (accessed 20/06/2019)

Modes of delivery

These courses are delivered by Adult and Community Education providers using face to face or blended online delivery modes.

Recognition and achievement

The assessment methods in these courses include a variety of activities, such as self-reflection, workbook questions, quizzes, practical tasks, group work, research and case studies.

A Certificate of Participation will be issued to learners who complete a course.

Learners will develop specific gender equity knowledge and skills alongside a range of employability skills, including skills in speaking and listening, reading and writing, numeracy, teamwork, problem solving, initiative, planning and organising, self management, and technology through their learning.

Learning pathways

There are a number of different pathways for people after completing one or both of these courses, including training where gender equity units have been incorporated, as well as the accredited 22521VIC Course in Gender Equity.

The units of competency that make up the 22521VIC Course in Gender Equity cover the skills and knowledge required to understand gender equity theories, frameworks and regulatory environments and effectively contribute to gender equity within a work role.

Learners who have completed either pathway program will also have an understanding of gender equity in the workplace which will hold them in good standing for any new work role.

Pathway courses overview

1. Introduction to gender equity work

Learners who complete this course will be able to demonstrate:

- an understanding of where gender equity work occurs across mainstream and specialist work environments
- an understanding of the business case for gender equity work and why it matters within workplaces
- an understanding of what gender equality is and why it's important
- an understanding of the theories and frameworks that underpin gender equity work in Victoria
- the ability to reflect on own values and approaches to gender equity
- the ability to identify work opportunities and learning pathways

2. Preparing for Employment:

Gender Equality in the Workplace

Learners who complete this course will develop an understanding of:

- what gender equity using an intersectional approach in the workplace looks like

- how to reflect on their own position of power and privilege, as well as their own values, biases and behaviours and how they may impact the way they work
- the regulatory and industry standards that support workplace gender equality
- workplace policies, procedures and practices that support workplace gender equality
- how to recognise language that reinforces rigid or unequal gender norms and stereotypes
- the impact of language that reinforces rigid or unequal gender norms and stereotypes
- how to communicate effectively using language that is inclusive and avoids reinforcing gender stereotypes
- how to respond to inappropriate communication and behaviour that reinforces gender inequality in the workplace
- self-care options if they encounter disclosures of gender inequality or violence and experiences of backlash or resistance to gender equality in the workplace
- the responsibilities of employers and employees for supporting workplace gender equality and what this can look like in the workplace
- further training and employment opportunities

