

Course in Gender Equity

The Course in Gender Equity includes eight units of competency that will provide participants with the knowledge and skills required to understand, support and apply gender equity within the workplace. The new course will meet the professional development needs of the emerging gender equity workforce.

Gender equity workers are found across a broad range of industries and sectors and in roles that span a range of levels of autonomy and responsibility. They may be specialist workers where gender is the main focus of their role, but they may also be workers who engage with personnel, stakeholders and/or community whereby they have an opportunity to practice gender equity in their work.

The course includes units to establish a strong conceptual understanding of gender equitable practice; it is aimed at people with an entry-level working knowledge of gender, noting that participants may not, however, be entry level to their work role. The course will have three clear exit points.

1	Develop a gender lens to support gender equity work Skills and knowledge to develop a gender lens using an intersectional approach, based on theoretical frameworks and value-based practices.
2	Apply a gender lens to own work role Skills and knowledge to apply a gender lens using an intersectional approach to own work role and to identify networking and professional learning opportunities to build one's to contribute to gender equity in own work role.

1st exit point: For a participant whose role requires them to understand gender equity and how it affects their work. e.g. Community Health Worker, Educator

3	Communicate gender equity to stakeholders Skills and knowledge to communicate gender equity key messages using an intersectional approach.
4	Establish support for gender equity work Skills and knowledge to engage and garner support from different stakeholders to support gender equity work using an intersectional approach.
5	Explore gender equity policy and practice in the workplace Skills and knowledge to explore and consider the relationship between the external gender equity policy environment and internal workplace policy and practice and how other policies relating to equity and inclusion may intersect with gender equity policies.

2nd exit point: For a participant whose role requires them to engage in gender equity dialogue and hold a better understanding of how gender equity policy environments intersect with their work. e.g. HR Manager, Community Development Officer

6	Undertake a gender assessment within a work context Skills and knowledge to undertake an assessment of a policy, program, service, project or work context from a gender perspective.
7	Develop gender equity strategies Skills and knowledge to develop strategies that contribute to gender equity in a work context.
8	Implement and monitor gender equity strategies Skills and knowledge to implement gender equity strategies and monitor progress against plan to achieve successful gender equity outcomes in a work context.

3rd exit point: For a participant whose role requires them to design, manage or review programs and services. e.g. Program / Service Manager or Co-ordinator