# APS Gender Equality Strategy 2016-2019

## APS Gender Equality Strategy Action 1: Driving a supportive and enabling culture

**We will:**
- Adopt the Panel Pledge and demonstrate commitment to champion the pledge
- Engage with Defence Portfolio Agencies to support gender equality
- Review actions to address domestic and family violence
- Roll out bystander intervention training across the Department
- Celebrate days of significance, including International Women’s Day and White Ribbon Day

**Timing:**
- Ongoing
- Ongoing
- December 2017
- Ongoing
- Annually

## APS Gender Equality Strategy Action 2: Gender Equality in APS leadership

**We will:**
- Establish gender equality targets for leadership positions
- Improve gender composition on Defence boards
- Develop a process to identify and support women for board and committee membership
- Improve gender composition on senior Defence committees
- Develop an exchange program for female senior leaders

**Timing:**
- February 2017
- Ongoing
- December 2017
- Ongoing
- March 2018

## APS Gender Equality Strategy Action 3: Innovation to embed gender equality in employment practices

**We will:**
- Review recruitment process of Executive Level and Senior Executive Service to remove unconscious bias
- Ensure shortlists and selection panels include 50 per cent women
- Ensure our Executive Level 1 and Executive Level 2 Talent Management programs include 50 per cent women
- Recruit 50 per cent women in our Graduate program
- Develop and deliver unconscious bias awareness training to all staff

**Timing:**
- December 2017
- December 2017
- Ongoing
- Ongoing
- July 2017

## APS Gender Equality Strategy Action 4: Increased take up of flexible work arrangements by men and women

**We will:**
- Implement a Defence-wide approach to addressing flexible work
- Showcase examples of flexible working arrangements by both men and women and across classifications
- Review Defence employment conditions around parental leave
- Develop a Return to Work Framework for parents and carers

**Timing:**
- December 2017
- December 2017
- July 2018
- July 2018

## APS Gender Equality Strategy Action 5: Measurement and Evaluation of Actions

**We will:**
- Evaluate our gender balance and the impact of gender diversity initiatives
- Monitor the progress of targets
- Evaluate our Diversity and Inclusion Strategy for alignment with the APS Gender Equality Strategy
- Monitor workforce metrics to measure recruitment, retention and promotion of women

**Timing:**
- Quarterly - ongoing
- Quarterly - ongoing
- December 2017
- Quarterly - ongoing