

## **The University of Canberra**

The University of Canberra has a history of commitment to equal opportunity policies and programs, and a record of achievement in making substantial change to the workplace profile. It has implemented innovative programs which have supported women in the workplace, a culture which has been championed by the Vice-Chancellor and supported by senior executives. This has resulted in an unprecedented number of women appointed to senior executive positions over the last 12 months (including Pro Vice-Chancellor Health Science and Design, Pro Vice-Chancellor BLIS, Pro Vice-Chancellor Communication and Education, Deputy Vice Chancellor and Chancellor) and the Women's Career Directions Program which gives tangible career opportunities for women to progress into senior management.

The campus culture is particularly supportive to women through the numerous activities and events organised by the Harmony Program and the Women's Professional Development Committee. Women of all levels and backgrounds have participated in and benefited from these programs which have helped to cement an inclusive culture which influences the workplace and social interactions throughout the organisation. New initiatives such as the White Ribbon campaign are indicative of the support which the men in the organisation continue to provide for women in concrete ways and compliment the strong network which has developed amongst women through the innovative Women's Group Mentoring Program.

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