

Curtin University-an Employer of Choice for Women

Curtin University of Technology was first awarded the EOWA Employer of Choice for Women Citation in 2002 and has received annual Citations ever since. The University is very pleased to receive a Citation in 2009.

Curtin is committed to enhancing equal opportunity for women and has been cited by EOWA as having exceeded the criteria for the Award and raising the standards in developing equal opportunities for female staff and students.

The University's Equal Employment Opportunity Management Plan has been acknowledged by the Office of Equal Employment Opportunity (Western Australia) as best practice. Curtin has an Advancing Women Strategy which aims to improve the representation of women in senior roles and address barriers to entry into employment and higher degrees through integrating equity strategies into organisational planning, performance indicators and reporting, and to identify and engage with critical matters through research on gender equity issues and dissemination of good practice.

Curtin has been very successful in attracting women into senior roles and has a female Vice-Chancellor and gender-balanced Executive. The University has recently implemented a new Academic Promotions Policy as a direct result of feedback obtained through initiatives flowing from the Advancing Women's Strategy. Curtin provides 26 weeks paid maternity leave, on-site child care and a range of family- friendly working conditions. Curtin is an active participant in the Australian Technology Network Women's Executive Development Network (ATN WEXDEV).

Professor Jeanette Hackett, Vice-Chancellor of Curtin University of Technology said that this is a wonderful endorsement of the University's work environment.

"We have created flexible working conditions and worked hard to remove barriers that prevent staff from reaching their full potential within the organisational hierarchy," she said.

"The current profile of female senior executives is significant and women are well represented on the University's Council, boards and executive committees.

"Gender equity in salaries, an open and consultative management style, and a transparent equal opportunity and anti-discrimination policy gives Curtin the competitive edge in the employment market."