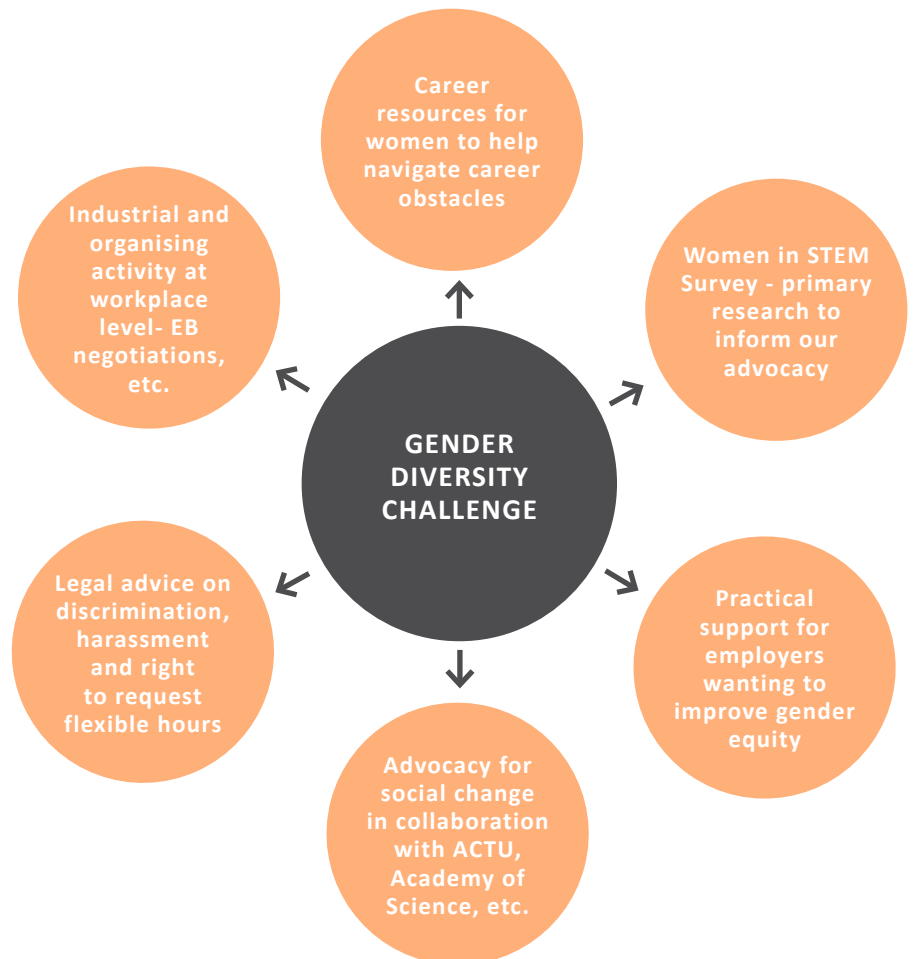




**Professionals
Australia**
Gender and Diversity

GENDER DIVERSITY IN STEM

Professionals Australia's gender diversity work is central to delivering proper respect, recognition and reward to STEM professionals.





The objectives of our gender and diversity work are to:

- advocate for a national STEM strategy that values STEM professionals' work and defines their place in shaping the nation's future including addressing the obstacles to merit-based progression and advancement for professional women;
- ensure diversity and inclusion are promulgated as part of Professionals Australia's core values;
- assist our male and female members to understand diversity issues and become advocates of change;
- ensure Professionals Australia has a credible voice in the national discussion around STEM workforce development including increasing the participation of underrepresented groups to ensure future capability – only 16% of the STEM-qualified workforce are female;
- that the complex range of factors that contribute to the gender pay gap in STEM (including in retirement savings) are documented and addressed;
- that gender diversity is understood as more than just a supply/pipeline issue and numerical equality on its own is not a solution to gender inequality;
- effectively communicate the critical contribution of a sustainable STEM workforce to an innovative, engineering and science-driven economy on behalf of our members;
- ensure that sexual harassment and gender-based bullying are understood as serious OH&S issues; and
- ensure gender diversity in STEM is understood as a mainstream economic and workforce development issue and a key economic reform priority for the coming decade - - a 4% increase in the participation rate of women over the next decade would add \$25 billion dollars to the economy.

We aim to integrate our diversity work within our profession-based programs and across our industrial, legal, research, communications and advocacy platforms.

Professionals Australia's work in the gender and diversity area aims to ensure we have a strong voice in the national discussion around women in STEM by helping identify and [document the gender pay gap](#), [providing evidence of women's actual experiences in STEM workplaces](#), [providing practical solutions for employers to start addressing the attrition of women](#) in workplaces, talking about [what unconscious bias](#) is and ways to address it, providing [practical career support](#) for women working in STEM, looking at how gender equity issues play out in different industries such as [engineering](#), [IT](#) and [defence](#), collaborating with other like-minded organisations to bring about positive [long-term change](#) and utilising the industrial relations system to effect broader change in key areas such as superannuation, paid domestic violence leave, access to flexible work provisions, etc.