

NHMRC Gender Equity Strategy 2022–2025

Vision:

A gender diverse and inclusive health and medical research workforce to take advantage of the full range of talent needed to build a healthy Australia.

Mission: NHMRC-led action and funding promote gender equity in Australia’s health and medical research workforce.

- Principles:**
- Gender equity strengthens the health and medical research workforce.
 - Diversity in the health and medical research workforce will lead to better health outcomes for the Australian community.
 - Everyone benefits from research environments that are safe, respectful and inclusive.

- Strategies:**
- Evaluate and adapt NHMRC policies and activities to achieve gender equity and measure our performance against set goals.
 - Increase transparency of NHMRC processes and funding outcomes.
 - Build commitment to gender equity as a common goal across the health and medical research sector.
 - Collaborate with government, research institutions, industry, business and the community to achieve gender equity.

Priority 1:

Gender equity in the NHMRC grant program

Goal: NHMRC grants support a gender inclusive health and medical research workforce.

Actions:

- Consult on and implement actions to address gender disparities in funding outcomes.
- Maintain or strengthen funding policies and processes that address gender inequities.
- Strengthen guidance and training for peer reviewers to consider career context fairly.
- Continue to allocate structural priority funding to address gender disparities where needed.

KPIs: Gender inequities in NHMRC funding outcomes are reduced. Support is available for non-binary health and medical researchers.

Priority 2:

Evidence and transparency about gender equity

Goal: NHMRC actions and interventions are based on transparent evidence.

Actions:

- Increase transparency in reporting on NHMRC grant applications and outcomes by gender.
- Collect and use data to understand structural disadvantages experienced by non-binary researchers and the impact of intersectionality.
- Evaluate peer review scoring to identify disparities.
- Pilot and evaluate new initiatives to strengthen the evidence base on effective interventions.

KPI: Transparent data are available to the sector and used by NHMRC to design interventions that foster gender equity in research as needed.

Priority 3:

Leadership and advocacy for gender equity and inclusion

Goal: Health and medical research environments are safe, respectful and inclusive, and gender equity is recognised as a common goal.

Actions:

- Engage with others to encourage the advancement of gender equity and inclusion.
- Consider international initiatives that are achieving gender equity and inclusion.
- Maintain NHMRC requirements for Administering Institutions’ gender policies and report on their effectiveness.
- Raise the profile of gender positive role models.
- Develop a statement on sex and gender inclusivity in research design.

KPI: NHMRC policies promote gender equity and inclusion in the health and medical research sector.