

**GENDER**

**EQUITY**

**Knowledge • Skills • Solutions**

Become the voice for gender equality  
in the workplace and community.

Enrol and take the first steps in  
contributing towards a better world!

**ACCREDITED  
COURSE**



Gender Equity Accredited Course © Women's Health Victoria  
[whv.org.au/our-focus/gender-equity](http://whv.org.au/our-focus/gender-equity)  
Women's Health Victoria acknowledges the support of the Victorian Government.

**Course in  
gender equity**

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## Course overview

Gender inequality is a recognised social issue in Australia, as evidenced by the plethora of national, state and local strategies, plans and legal instruments developed to address it at its core. The Royal Commission into Family Violence (Victoria) also uncovered that family violence is a gendered crime, as 75% of victims are women.<sup>1</sup>

The Course in Gender Equity is Australia's first accredited gender equity training program, the course will equip individuals with the knowledge, skills and solutions to engage in gender equity work and identify and address gender equality issues in the workplace.

## Who should do this course

Practitioners and professionals with varying degrees of responsibility, working in roles that require an understanding of gender equity. Potential learners may be new to the workplace or on a career pathway with industry experience, they may not necessarily be entry level in their area of work, however gender equity may be a new and unknown context for them to work in.

## Key outcomes

- A graduate who has completed the full Course in Gender Equity will have the knowledge and skills to engage in gender equity work, specifically to:
- understand gender equity theories, frameworks and regulatory environments that influence gender equity work
  - develop a gender lens and apply that lens to own work role using reflective practice
  - support gender equity within the workplace as it relates to policy and practices and engagement with internal and external stakeholders
  - apply a gender lens to the design, management and monitoring of a work context
  - complete a gender assessment of a work context such as a workplace policy, program or service

A Statement of Attainment for the 22521VIC Course in Gender Equity will be issued to graduates who have completed one or more units from the accredited course.

## Modes of delivery

- Face to face
- Blended, using a mixture of face to face and online learning and assessment tasks

## Assessment

The assessment in this accredited course involves a variety of reflective activities, workbook questions, quizzes, practical tasks, work-related research, portfolio development and project work. Recognition of Prior Learning is available for experienced gender equity practitioners who have evidence to support their current competence in the relevant units of competency which comprise the accredited course.



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## Skill sets for work

### Skill set one:

- VU22770 Develop a gender lens to support gender equity work
- VU22771 Apply a gender lens to own work role

This skill set would suit a potential learner with no specific responsibilities to lead engagement in gender equity communications or work with stakeholders (internal or external). This skill set will provide graduates with the knowledge and skills required to develop a gender lens and apply that lens to own work role using reflective practice.

### Skill set two:

- VU22770 Develop a gender lens to support gender equity work
- VU22771 Apply a gender lens to own work role
- VU22772 Communicate effectively with gender equity stakeholders
- VU22773 Establish support for gender equity work
- VU22774 Explore gender equity policy and practice in the workplace

This skill set would suit a potential learner who has no specific responsibility for service or program management or compliance. This skill set will provide graduates with the knowledge and skills in Skills Set One, along with the ability to support gender equity within the workplace as it relates to policy and practices and engagement with internal and external stakeholders.

## Career pathways

Workplace gender equity is crucial for today's workplace – gender equality boosts productivity, innovation and performance, improves workplace conditions while supporting and enabling all employees to fully participate in the workforce and achieve their career aspirations.

Gender equity work is a growing field of work, with reach into all industries and sectors from Women's Health Services, to Local Government, Sport and Recreation, Education and Finance to name a few.

Understanding gender equity and how to apply a gender lens within the workplace will put graduates to the forefront as employees that understand contemporary workplace needs.



<sup>1</sup>Safe and strong: A Victorian Gender Equality Strategy, Victorian Government <https://www.vic.gov.au/safe-and-strong-victorian-gender-equality#download-the-pdf> (accessed 20/06/2019)

## 22521VIC

## Course in Gender Equity units

- VU22770
- VU22771
- VU22772
- VU22773
- VU22774
- VU22775
- VU22776
- VU22777

- Develop a gender lens to support gender equity work
- Apply a gender lens to own work role
- Communicate effectively with gender equity stakeholders
- Establish support for gender equity work
- Explore gender equity policy and practice in the workplace
- Undertake a gender assessment within a work context
- Develop gender equity strategies
- Implement and monitor gender equity strategies