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**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!

Contact:

**MICRO-  
CREDENTIALS**



Gender Equity Online Training © Women's Health Victoria and RMIT University  
whv.org.au/our-focus/gender-equity  
Women's Health Victoria acknowledges the support of the Victorian Government.

**Online courses  
in Gender Equity**

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## Why develop microcredentials in gender equity?

The Royal Commission into Family Violence in Victoria looked at the causes and issues of family violence. It revealed that family violence is a gendered crime, as 75% of victims are women.<sup>1</sup>

Gender inequality is at the core of violence against women and is a serious social issue in Australia. A number of new gender equity strategies and policies have been developed to address this issue.

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

## Why do a Microcredential

The Gender Equity Microcredentials are online credentials that have been developed by industry for industry, ensuring their relevance to the professional development needs of the emerging workforce contributing to gender equality in the workplace.

The Microcredentials are suitable for any person whose work role requires them to have an understanding and awareness of gender equity in the workplace.

## Recognition and achievement

The Microcredentials are completed online and include a range of multi choice questions, case studies, matching activities and reflection points to check your understanding.

A digital badge is provided for each Microcredential successfully completed. A digital badge is an authenticated, online representation of the knowledge acquired and can be shared via a range of online platforms.

## Short course objectives

By the end of these Microcredentials, a graduate will have developed the skills and knowledge to:

### Apply a gender lens

- Explain why gender matters in the workplace
- Describe what a gender lens is
- Detail how to apply a gender lens to your work

### Self-care for gender equity work

- Describe how self-care relates to gender equity work
- Identify different types of self-care
- Identify self-care strategies
- Identify and address the self-care needs of others

### Communicating gender equity

- Define the principles that underpin effective gender equity communication
- Identify how gender equity communication in the workplace can contribute to gender equity
- Identify what resistance to gender equity looks like and how best to respond to it

### Building stakeholder support for gender equity work

- Describe gender equity as an issue that requires a whole of community response
- Identify strategic stakeholders and their motivations
- Get buy in from strategic stakeholders

## Evaluating gender equity work

- Describe what evaluation looks like for gender equity work
- Identify what is meant by a participatory action research approach to evaluation
- Describe the difference between qualitative and quantitative data and their uses

## Gender and disability\*

- Identify the key concepts underpinning gender and disability equitable practice
- Recognise the impacts of gender and disability inequality
- Identify gender and disability inequitable norms practices and structures
- Identify opportunities for gender and disability equitable practice

\*Developed in conjunction with Women with Disabilities Victoria (WDV). © Women's Health Victoria, Women with Disabilities Victoria and RMIT University.

**Womenwithdisabilitiesvictoria**  
empowering women

<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)

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