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

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

Contact:



Gender Equity Pathway Course © Women's Health Victoria  
Developed with the support of ACEVic  
[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.

# Short courses in Gender Equity

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**PATHWAY  
COURSE**

## Why develop short courses 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.

## Who should do these courses

These courses are ideal for people who are interested in learning about gender equity, the emerging roles in gender equity work, and how the Australian workplace is changing.

Learners may be from a Culturally and Linguistically Diverse (CALD) background, women returning to the workforce, or anyone changing work, such as people who have been retrenched.

## Career opportunities

These courses offer a pathway into employment or further study.

Gender equity work is found across many industries and sectors from Community Services to Women's Health Services, Local Government, Sport and Recreation, and Education.

Gender equity work is a growing field, with new roles emerging. Understanding gender equity will put learners in a strong position, as they will be able to understand and respond to modern workplace needs.

## About the course

Two short courses have been developed to provide an introduction to gender equity work. Both courses are 20 hours long and are taught in five four-hour blocks.

The short courses are:

1. Introduction to gender equity work
2. Prepare for employment:  
The changing Australian workplace

<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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## Modes of delivery

- Face to face in the classroom with Adult and Community Education providers
- Blended, using a combination of face to face and online learning

## Recognition and achievement

The assessment methods in these courses include a variety of activities, such as self-reflection, workbook questions, quizzes, practical tasks, group work, research and case studies.

A Certificate of Participation will be issued to learners who complete a course. A person completing both short courses will receive two certificates.

## Learning pathways

There are a number of different pathways for people after completing one or both of these courses, including training where gender equity units have been incorporated, as well as the Accredited 22521VIC Course in Gender Equity.

The units of competency that make up the 22521VIC Course in Gender Equity cover the skills and knowledge required to understand gender equity theories, frameworks and regulatory environments and effectively contribute to gender equity within a work role.

Learners who have completed either pathway program will also have an understanding of gender equity in the workplace which will hold them in good standing for any new work role.

## Pathway courses overview

### 1. Introduction to gender equity work

Learners who complete this course will be able to:

- understand what gender equality is and why it's important
- understand why gender equity work matters within workplaces
- identify where gender equity work occurs in a range of work environments
- understand the theories and frameworks that underpin gender equity work in Victoria
- reflect on their own values and approaches to gender equity
- identify work opportunities and learning pathways

### 2. Prepare for employment: the changing Australian workplace

Learners who complete this course will be able to:

- understand gender equity from an intersectional approach
- understand the importance of gender equality in the workplace
- communicate effectively using language that avoids reinforcing rigid gender stereotypes
- reflect on their own values, norms and behaviours to build self-awareness
- understand the importance of individual and collective self-care in the workplace

