



Gender Equity Policy

Introduction

The Australian Institute of Landscape Architects (AILA) leads a dynamic and respected profession: creating great places to support healthy communities and a sustainable planet.

AILA provides members with training, recognition, and a community of practice to share knowledge, ideas and action.

With our members, we anticipate and develop a leading position on issues of concern in landscape architecture. Alongside government and allied professions, we work to improve the design, planning and management of the natural and built environment.

AILA has a leadership role in ensuring the landscape architecture profession is as inclusive, progressive and modern as it possibly can be.

Discrimination against a person on the basis of gender is unlawful, however, gender-based discrimination continues to persist and impacts on the participation and progression of women within landscape architecture and other built environment professions in Australia.

The *Census Report 2001–2016 – Women in Landscape Architecture* (Dr. Gill Matthewson, Monash XYX Lab and Parlour with AILA 2018) offers extensive evidence that there is:

- a stark distribution by gender for part-time workers skewed towards women;
- an overall gender pay gap for full-time workers of 10% and up to 29% in some age groups;
- a strong skew to men working long hours (more than 48 hours per week);
- a significant pay gap between men and women at senior levels, and;
- a very high number of women working as owners of unincorporated business.

1. Purpose

This policy establishes a set of principles to ensure AILA and its members are aligned in valuing and exhibiting behaviours of fairness and equity. This is to enable the provision of equal opportunities, rights and benefits to all persons engaged within the landscape architecture profession and to eliminate gender-based impacts on the participation and progression of women. Acknowledging that gender equity is a whole-of-industry issue, not something that can be solved by AILA and AILA members alone, it is also hoped that the policy might also provide a useful resource for students, educators, industry bodies, clients, government, regulators, and the broader public with whom landscape architects interact.

2. Compliance

This policy applies to:

- Board members and Executives;
- All staff, including: managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors, sub-contractors, partners, sponsors, and volunteers;

- All Members of AILA;
- How AILA provides services to members and how it interacts with other members of the public;
- All aspects of employment, media, policies, meetings, and communications;
- On-site, off-site or after-hours work; work-related social functions; conferences – wherever and whenever staff may be as a result of their duties;
- Staff and other members of the public encountered in the course of their duties.

Discrimination, bullying, sexual harassment, and harassment on the ground of sex are unacceptable and are unlawful under legislation including:

- Sex Discrimination Act 1984 (Cth);
- Racial Discrimination Act 1975 (Cth);
- Disability Discrimination Act 1992 (Cth);
- Age Discrimination Act 2004 (Cth);
- Australian Human Rights Commission Act 1986 (Cth).



3. Policy

Best practice principles, adopted as the foundation for the fair and equitable participation of all genders within the landscape architecture profession in Australia, are provided as follows:

1. Acknowledge the profession's obligation to accommodate the diverse needs of the communities it serves.

It is fundamental that landscape architects have both the knowledge and capacity to understand and respond to the diverse needs of clients and the broader community. This can best be achieved when all levels of the profession reflect the diversity of the communities which they design for and within which the profession operates. AILA will develop and promote strategies to ensure this outcome.

2. Recognise and embrace the diversity of AILA members.

In all key decisions and activities, AILA will account for the diverse needs, interests and circumstances of its members, taking particular account of gender, career stage, opportunities and access to services.

3. Enable and promote diverse leadership and ownership in the profession.

To address gender imbalance in the leadership of the profession and the ownership of incorporated practices, AILA will communicate the value of diverse leadership and advocate for the specific benefits of a gender-balanced approach to business management.

4. Ensure gender equitable outcomes in all AILA initiatives.

In its consideration of any new or significantly redeveloped programs, services and activities, AILA will evaluate plans and proposals for their contribution to gender equity as well as other parameters such as member benefit, financial impact, risk, time and resource requirements.

5. Promote equality of employment arrangements.

AILA will adopt and promote, within the profession of landscape architecture, employment practices to ensure an equitable and fair approach are applied to the recruitment, payment, and selection process. for promotion outcomes .

Criteria includes, but not limited to:

- Recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics;

- Work free from discrimination, bullying, sexual harassment and harassment on the ground of sex;
- The right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised;
- Reasonable flexibility in working arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs, or culture.

Managers and supervisors must also:

- Model appropriate standards of behaviour;
- Take steps to educate and make staff aware of their obligations under this policy and the law;
- Intervene quickly and appropriately when they become aware of inappropriate behaviour;
- Act fairly to resolve issues and enforce workplace behavioural standards, making sure relevant parties are heard;
- Help staff resolve complaints informally.
- Refer formal complaints about breaches of this policy to the appropriate complaint handling officer for investigation;
- Ensure staff who raise an issue or make a complaint are not victimised;
- Ensure that recruitment decisions are based on merit and that no discriminatory requests for information are made;
- Seriously consider requests for flexible work arrangements.

It is expected that all employees, volunteers, partners, sponsors, contractors and subcontractors:

- Follow the standards of behaviour outlined in this policy;
- Offer support to people who experience discrimination, bullying, sexual harassment or harassment on the ground of sex, including providing information about how to make a complaint;
- Avoid gossip and respect the confidentiality of complaint resolution procedures;
- Treat everyone with dignity, courtesy and respect.



6. Provide equitable networking and engagement opportunities which support and enable career progression at all levels of practice.

AILA will facilitate and encourage equitable access to influential and experienced leaders, networks and mentors in the landscape architecture profession. Networking and mentoring activities will be structured in ways that provide improved exposure and opportunity for participants, and which help to demystify and dispel gender-based perceptions and imbalances in the workplace.

7. Support the development of part-time and flexible work arrangements and tackle long hours culture.

Recognising that gender equity requires a shift in the provision of, and eligibility for, part-time and flexible work arrangements, AILA will identify, validate and offer guidance on approaches to part-time and flexible work for all persons in landscape architecture, regardless of gender. Part of this work will also seek to tackle a culture of long hours.

8. Support the development and advocacy of alternative and flexible career pathways.

Recognising that women are less likely to follow traditional, linear career paths, AILA will identify, validate and offer guidance on flexible approaches to professional recognition, reward and career progression including practice establishment and growth, for women in landscape architecture.

9. Identify, build and support platforms and programs that prioritise diversity, inclusion and equity.

AILA will provide effective and readily accessible channels for members to provide feedback and/or unsolicited suggestions, ideas, concerns or complaints relating to advance gender equity. AILA will engage with other industry bodies to identify, leverage and support existing programs and platforms - refer Attachment 1 - Gender Equity Programs and Platforms. AILA will identify and build gender equity supporting platforms and programs.

10. Advocate for, and promote, equitable gender representation at conferences and on committees.

AILA will actively seek to increase women's representation at AILA and related industry conferences and forums, and on panels, juries and committees, including by creating a register of potential female speakers and session chairs. Meeting organisers should avoid having only male speakers, or only male session chairs and aim for 50 percent representation.

11. Develop and coordinate specific programs that give effect to this Gender Equity policy.

AILA will establish and maintain an effective forum to create, maintain, review and report on specific programs designed to implement the principles of this policy.

12. Educate the profession about the impact of gender stereotypes.

Recognising that many contemporary workplaces retain vestiges of systems, processes and cultures that evolved when workplaces were primarily populated by men, AILA will inform and educate members about unconscious bias and the often invisible barriers to gender equality that result.

5. Review

This policy will be reviewed as required, but generally at no more than 3-yearly intervals.

6. Related Policies

This policy should be read in conjunction with the:

- AILA Constitution
- Membership Policy
- AILA Landscape Architects Code of Conduct
- AILA Access and Equity Policy



Attachment 1

Gender Equity Programs & Platforms

The following is a list of available resources in the broader built environment professions, that support gender equity. The list is by no means exhaustive and AILA invites its members to submit updates and to grow the list as additional resources become available.

AILA Gender Equity Project

www.aila.org.au/GEStudyProject

Most of what is thought or known about gender issues within the profession are anecdotal. To properly understand the issue, AILA has announced the launch of a Gender Equity Study to investigate the participation of women in landscape architecture and develop strategies to address gender inequity in the profession.

Leadership Victoria

- <https://www.leadershipvictoria.org/about-us/our-approach>
- <https://www.leadershipvictoria.org/programs/>

Leadership Victoria's (LV) unique development programs draw on the best leadership development research and practice from around the world. LV horizontal and vertical approaches assist with the development of technical skills and the increasing capacity to learn through opportunities and activities.

Vertical learning occurs through exposure to new and diverse experiences, people and ideas, which is a focus of our unique programs. LV leadership programs are built on the LV leadership model of Vision, Influence and Ethics. Our view is that leadership development is a process of cognitive and consciousness development.

National Association of Women in Construction (NAWIC)

<https://www.nawic.com.au>

The National Association of Women in Construction (NAWIC) is an Australian, not-for-profit organisation formed in 1995. NAWIC is led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential.

With Chapters in every state and territory, we are also part of a global network of NAWIC organisations, including those in the United States, New Zealand and Canada. NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. We also offer our members an opportunity to expand personal and business networks, maintain awareness of industry developments, improve skills and knowledge and make a contribution to other women in the construction industry.

The 100 Percent Project

<https://www.the100percentproject.com.au>

The project seeks to promote equality of choice and opportunity for women and men and to see 100% of Australia's leadership potential, female and male, equally contributing to Australia's social and economic future.

Property Council of Australia (PCA) - 500 Women in Property

<https://www.diversity.propertycouncil.com.au/500-women-in-property>

The 500 Women in Property program involves a personal commitment from Property Council members to champion women in their organisation or business sphere, who they believe would benefit from further networking and professional development opportunities.

AILA Gender Equity Mentorship Platform

<https://memberscape.aila.org.au/mentoring>

AILA's Gender Equity mentorship program, created by the Gender Equity Committee. The platform located in Memberscape® allows members to have a voice, create conversation, help highlight issues and to demonstrate that Landscape Architects are advocating for change. Landscape architects are able to utilise the mentoring to make sense of their individual career trajectories, to strategise their future and to help support others.

Not In My Workplace

<https://www.notinmyworkplace.org>

NOT IN MY WORKPLACE is a collective of CEOs and Executives from across private, not-for-profit and public sectors who are committed to creating safer workplaces for everyone. The organisation was incorporated in September 2018, under the Incorporated Associations Act.

Victoria Government Gender Equality Strategy

- <https://www.vic.gov.au/our-gender-equality-strategy>
- <https://www.vic.gov.au/gender-equality-and-womens-leadership>

Safe and Strong is our gender equality strategy. It sets out our vision for gender equality in Victoria and the actions we'll take to get there.

Parlour: Women, Equity, Architecture

<https://www.archiparlour.org>

Parlour is a research-based advocacy organisation working to improve gender equity in architecture and the built environment professions.

The Parlour website is curated and edited by Justine Clark and Susie Ashworth. It is supported by Parlour members Naomi Stead, Julie Willis and Gill Matthewson.

A site for active exchange and discussion, the Parlour website brings together research, informed opinion and resources on women, equity and architecture in Australia. It seeks to expand the spaces and opportunities available to women while also revealing the many women who already contribute in diverse ways.

Workplace Gender Equality Agency

<https://www.wgea.gov.au>

Australian Government agency with resources to assist with addressing pay equity, setting targets, guidelines for recruitment and promotion, workplace flexibility, etc.