

## INTRODUCTION

As an organisation, PIA strives to be the trusted voice on planning by championing the role of the profession through strong leadership, advocacy, and education.

PIA has made progress in promoting gender equity, both within our organisation and activities, and across the planning profession more broadly. Gender equity is multi-faceted. Many systemic, often unintended, and largely invisible effects continue to impact on the participation and progression of women within the Australian workforce. From the data that is available, we know there are significant gender differences in the planning profession. While we have equal numbers there are gender differences in leadership roles, pay rates, and access to opportunities.

The impacts go beyond our profession, as the historical lack of women planners is reflected in our cities and regions. From transport, housing and public safety to childcare, workforce and civic participation, the built environment can be experienced very differently depending on gender, particularly in combination with factors such as age, disability, income, education, and cultural background.

## POLICY PURPOSE + SCOPE

The planning profession should reflect the diversity of the communities that we serve.

Acknowledging that gender equity is a whole of industry issue, and not something that can be solved by PIA and PIA members alone, it is still important for PIA to act at a national level and lead the planning profession in the discussion on gender equity.

This gender equity policy is a crucial first step and focuses on the measures that PIA can take across multiple levels:

- Leadership as an organisation and its own activities
- Leadership and representation in the planning profession
- Leadership in planning policy and achieving gender equitable outcomes

## POLICY PRINCIPLES

1. **PIA will ensure gender equitable outcomes in all PIA policy, initiatives, and activities**

This includes representation on PIA's National Board and state committees, providing membership options, professional development, awards and prizes and representation at PIA and related industry conferences and forums. This representation should follow the guidance of a 40-40-20 representation (40% female, 40% male, 20% open).

2. **PIA will support gender equity within the planning profession.**

This includes increasing understanding about gender equity across career stages, roles, and sectors, and working to examine, monitor and advocate for gender equity within the profession.

3. **PIA will promote diverse career paths, leadership, and business ownership**

This includes advocating for the specific benefits of a gender balanced approach and issues such as equal pay, equal responsibility, meaningful part-time work, more flexible career pathways, flexible working conditions, supporting women-led businesses and retention of women in the profession.

4. **PIA will advocate to government, business, and the community to achieve gender equitable outcomes within the places and communities for which we plan.**

This includes advocating for diverse representation on planning and design review panels, advisory boards, and leadership roles in government, as well as and advocating for the development of policies, plans and projects that create inclusive places and consider issues through a gender lens.

## IMPLEMENTATION

The priority actions include:

- i. Establish the PIA national gender equity working group, with representation from all Women in Planning networks to develop an action plan and lead on actions to deliver on the policy principles.
- ii. Undertake a review to see how compliant PIA and the profession are with this policy.
- iii. Create an action plan to help address any deviations from this policy.
- iv. Review the policy in 2-year intervals.