

# PIA

## GENDER EQUITY ACTION PLAN

### GENERAL ACTION ACROSS ALL 4 POLICY PRINCIPLES

PRIORITY	FOCUS AREA	ACTION	LEAD	TIMING
G1	Quick Wins	Enhance member awareness and engagement with other policies but spotlight it on the PIA website, spotlighting the Gender Equity Policy Principles in coordination with other PIA initiatives, for deeper understanding and discussions.	PIA National Executive	March 2024
G2	Quick Wins	Broaden the PIA resource base to foster a culture of knowledge-sharing and collaboration to improve stakeholder literacy and promote gender perspectives in policy making and strategic agendas across jurisdictions by: <ul style="list-style-type: none"> <li>• curating case studies that illuminate real-world gender equity challenges and solutions</li> <li>• incorporating global to local information and resources, such as UN Women, gender mainstreaming studies</li> </ul>	WPN State Committees	March 2024
G3	Monitor	Consistent with the Policy review, facilitate a review of the Action Plan every two years and enable members to share insights to ensure the actions are responsive.	PIA National Executive/ State WPN Committees	Ongoing
G4	Strategic Planning	Ensure diversity and inclusion issues (including gender equity) are integrated within PIA's broader strategic initiatives. Example initiatives include: <ul style="list-style-type: none"> <li>• Climate Change/Sustainability</li> <li>• New National Urban Policy Through Federal Cities and Suburbs Unit (to be established)</li> <li>• Diversity and Inclusion</li> <li>• First Nations</li> </ul>	PIA Policy staff and Divisional Committees/ State PACs	In line with the first policy review August 2024
G5	Engagement and Training (knowledge)	Develop and offer professional development to the planning profession, and information about the importance of gender equity. This could address the theme of unconscious bias and provide practical ways to implement equitable strategies to reduce the incidence of women that drop out of the profession mid-career, to transition back into the workplace.	PIA State Managers/WPN State Committees	November 2024
G6	Strategic Planning and Advocacy	Foster cross-industry dialogues by organising a multidisciplinary forum. Engaging diverse industries that share an interface with the planning profession can encourage fresh perspectives and collaborative opportunities on gender equity challenges.	WPN State Committees	June 2024
G7	Strategic Planning	Reflect PIA's evolving stance on gender ensuring it resonates with members.	PIA National Executive	March 2024

# POLICY PRINCIPLE 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 industry related conferences and forums. This representation should follow the guidance of a 40-40-20 representation (40% female, 40% male, 20% open).

PRIORITY	ACTION	LEAD	TIMING
1.1	The gender equity policy is adopted PIA policy and is in effect.	PIA National Executive/WPN	Ongoing
1.2	Discuss the PIA gender equity target and publish the data on gender equity as part of the Annual Review, including progress on Action Plan implementation	PIA National Executive	November 2024
1.3	Consistent with PIA's Gender Equity Policy, PIA staff will make every effort to achieve a 40/40/20 gender balance in all organisational and public-facing activities.	PIA National Executive/ PIA State Managers	Ongoing
1.4	Consider the gender equity target when considering nominations for PIA fellows. Staff to investigate how we treat time in profession for those who have had career breaks.	PIA Divisional Committees/National Board	Quarterly
1.5	Monitor gender equal participation in PIA and industry related conferences, forums, and professional development events.	PIA State Managers	Ongoing
1.6	Establish a panel of women speakers, at all career levels, who can speak at conferences and events about the planning profession and gender equity.	WPN State Committees	Ongoing
1.7	Review PIA's current policy Code of Membership 6.1.1 Career Break.  The Career Break sub-category is for Members who are having an extended break from paid employment, such as those on maternity or paternity leave, those caring for relatives, recovering from illness or on a sabbatical. 50% discount on fees.	WPN working group to review if strong enough or make recommendations for change	March 2024

# POLICY PRINCIPLE 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.

PRIORITY	ACTION	LEAD	TIMING
2.1	<p>Facilitation of 'Lunch &amp; learn' Sessions.</p> <p>These sessions are to bring together speakers on topics around challenges for women in the workplace and in the planning profession and provide a platform to:</p> <ul style="list-style-type: none"><li>• Offer a space for discussion and share ideas;</li><li>• Support professional development;</li><li>• Give Women in Planning network a space to get to know each other.</li></ul> <p>The sessions should be based on a survey of the membership to short list key topics.</p>	WPN State Committees	Ongoing
2.2	<p>a) Promote PIA Women in Leadership Mentoring b) Review the National Women in Leadership training/mentoring program to encourage increased participation</p>	WPN State Committees	Ongoing
2.3	<p>Improve gender balance in contributions to state-based publications or online communications.</p> <p>May include regular articles/posts or an annual edition that is focused on gender equity in planning processes and the built environment.</p>	PIA State Managers/WPN State Committees	Ongoing

# POLICY PRINCIPLE 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.

PRIORITY	ACTION	LEAD	TIMING
3.1	<p>Undertake an industry/stakeholder survey at the executive level to determine job sharing opportunities, women in leadership pathways, gender representative and cultural diversity.</p> <p>Then feed the outcomes of this survey into best practice actions and content for other actions.</p> <p>Staff to investigate how this could contribute to diversity and inclusion surveying.</p>	PIA National Executive/PIA State Managers supported by WPN State committees	To align with diversity and inclusion working group
3.2	Promote best practices for gender inclusivity in the workplace and in project teams, particularly at a senior/decision-making level.	PIA National Executive/ State Managers	To align with diversity and inclusion working group

# POLICY PRINCIPLE 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.

PRIORITY	ACTION	LEAD	TIMING
4.1	Advocate for Design Review Panels (where relevant) to review their Terms of Reference to foster a more inclusive planning culture.  Use surveys to understand current participation levels and identify barriers.	WPN State Committees	November 2024
4.2	Consistent with PIA's diversity and inclusion agenda, consult with educational institutions to integrate gender research into planning curricula, to ensure continued alignment of research and course delivery.	PIA National Executive and NEC Tertiary Institutions (Universities Research Community)	Diversity and Inclusion working group
4.3	Partner with local community organisations, women's groups, and NGOs to gather firsthand insights about gender-related challenges and opportunities within the communities. This can guide PIA's efforts more accurately.	WPN State Committees	November 2024
4.4	Encourage government agencies to ensure gender-balanced teams in planning, design, and procurement to enrich project outcomes. Examples include: <ul style="list-style-type: none"> <li>• Urban Design</li> <li>• Public realm artwork</li> <li>• Infrastructure</li> </ul>	WPN State Committees	June 2025
4.5	Encourage businesses and the design community to explore Local Government strategies that consider gender perspectives, enhancing the inclusivity of urban planning. Examples include: <ul style="list-style-type: none"> <li>• Urban planning</li> <li>• Social planning</li> <li>• Infrastructure</li> </ul>	WPN State Committees and LGAs	Ongoing
4.6	Advocate to registered entities to strengthen communicative planning through co-design, collaboration and co-creation, to ensure lived experience / local knowledge is captured by decisionmakers, to improve successful activation and project delivery of those spaces.	WPN State Committees	Ongoing