

## Report on GEAR Forums - June 2022

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GEAR Forums provide an opportunity for the GEAR team to update women in the JCU community on JCU's actions towards gender equity, and to provide a space where women are welcome to raise and discuss equity issues that are important to them, and share their views and experiences. Forums are scheduled quarterly during 2022. GEAR Forums are confidential, with the GEAR Coordinators producing a de-identified report that summarises the kinds of issues discussed across the Forums. GEAR Forum reports are used to inform the ongoing work of JCU in achieving gender equity.

On the 31<sup>st</sup> May and 2<sup>nd</sup> June, approximately 40 JCU women joined two GEAR Forums. Each Forum began with a brief update on the actions currently in progress, and then shifted to open discussion to talk through whatever issues women wanted to raise. Below we give a brief summary of the discussion at the Forum.

### Update to GEAR Forum from Coordinators

We \_\_\_\_\_ of research staff.

- identified across the institution.
  - A common experience for women across the university is feeling like it is the individual's responsibility to manage their workload during their absence, for example by finding staff to replace them for certain tasks.
  - Women also suggested that in the absence of appropriate backfilling, it is often other women who pick up the invisible work that must be done in colleagues' absence.
- Where job opportunities (including backfilling) are advertised, it can be difficult to attract staff

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