Overview
There has been a concerted effort among policy makers in business, government and industry in the last decade to promote a consistent understanding of gender ethics, diversity and risk management issues. This understanding is critical to developing a capacity to promote awareness of how policy and programs can impact on men and women differently with the view to enhancing the commitment to gender equality, especially in the key areas of women’s safety, economic security and participation.

Areas of Research Activities
The main UWS gender diversity research and consulting areas include:
- Gender Analysis.
- Respectful Relationships and Sexual Violence Prevention
- Sexual Harassment in Schooling Context
- Pay Equity Investigations
- Gender Equity Auditing and Reporting
- Gender Equity Training, Evaluation and Regulation
- Gender Equity Principles in the Management of Family Finances
- Workforce Trends and Challenges in the Non-Government Community Services Workforce
- Influence of Gender Issues in Eating Disorders Among Teenage Girls

Teaching, Learning and Training
UWS Gender Diversity academics and practitioners have expertise in relevant field such as:
- Industrial relations
- Equity and diversity
- Business management.
- Human resources
- Micro Finance and Small Business
- Business management.

The available expertise of the UWS academics and researchers spans a wide range of experience in gender studies as well as very significant depth in certain key areas of gender analysis, for example, from pioneering research and policy advice on gender pay inequity in the private and public sectors, to differential access and impacts in the labour market and financial services, to expertise in the field of respectful relationships and sexual violence prevention.

Resources
The UWS Schools, Centres of Excellence and Units that are involved in research, training and policy development on Gender Diversity are: the UWS Centre for Educational Research, UWS School of Management, UWS School of Finance and Economics, UWS Equity and Diversity Unit and UWS Professional Development Unit.
Previous Clients and Projects
UWS academics are engaged in collaborative research and consulting activities with government and industry partners including:

- **National Sexual Assault Prevention Education Research Project** This $300,000 project involved national consultations with key service providers who deliver sexual assault prevention education, assessing the state of the field, how gender was constructed in their work and developing the first National Standards for Sexual Assault Prevention Education.

- **Victorian Public Service: Gender Pay Equity Review (2002)** This $65,000 project focused on an analysis of best practice guidelines on gender equity for consideration in the development of the career structure for the Victorian Public Service (VPS).

- **Multiple Perspective of Eating Disorders in Girls** This is a $360,000 ARC Discovery grant on evaluating the influence of gender issues in eating disorders among teenage girls. This is the first gender analysis of this population in Australia.

Areas of International Activity
UWS also had a number of international research and consulting collaborations in the field of gender diversity. Examples include

- **Development of a Methodology for Better Recognition of the Skills in Service Work.** This $150,000 project focused on development of a methodology for better recognition of the skills in service work and was an element of the New Zealand Pay and Employment Equity Plan of Action. A consistent framework for identifying these skills at all job levels will potentially help organisations bridge the emerging skills quality gap.

- **Sex and Ethics Education Program: New Zealand Pilot.** The Wellington Sexual Abuse Network (WSAN) is a longstanding collaboration between Wellington Rape Crisis, WellStop and the Wellington Sexual Abuse HELP Foundation. This Program was developed by Dr Moira Carmody in partnership with the New South Wales Rape Crisis Centre.

How to Become Involved as a Partner with UWS Gender Diversity
UWS operates commercial engagement with business community through the UWS Innovation & Consulting. This provides business partners with a single clear point of access to UWS leading edge research and delivery of projects utilising high calibre staff. This dedicated unit comprised of professionals with extensive corporate experience, can be the catalyst to help your business keep in touch and up-to-date.

Our team of business support professionals are available to discuss your specific needs. For information on consultancy services, assistance in finding a specialist to meet your particular needs or information on current commercialisation opportunities please contact:

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