

27 September 2018

Department of Health and Human Services
E: gender.equity@dhhs.vic.gov.au



Australian Institute of Architects

On behalf of the Australian Institute of Architects (the Institute), I would like to congratulate the Victorian government on the implementation of the Gender Equity Strategy, and in particular, the introduction of the Gender Equality Act.

The Institute is the peak body for the architectural profession in Australia, representing 11,000 members. The Institute works to improve our built environment by promoting quality, responsible, sustainable design. Through its members, the Institute plays a major role in shaping Australia's future.

For many years, the Institute has taken a strong position on gender equity. In 2013, we introduced a gender equity policy for the organisation. This policy establishes a set of principles to ensure the Institute and its members are aligned in valuing and exhibiting principles of fairness and equity, which lead to the provision of equal opportunities, rights and benefits to all men and women engaged within the architectural profession. The application of the policy goes some way to eliminating gender-based impacts on the participation and progression of women within the profession.

We recognise that there are many systemic, often unintended and largely invisible effects that continue to impact on the participation and progression of women within the Australian workforce, and specifically within the architecture profession. We see the introduction of gender equity legislation as an essential element in bringing about change.

We are particularly supportive of the provisions of the Act relating to sourcing goods and services from suppliers who meet gender equality criteria. Government is a significant purchaser of architectural services, and this will support architectural firms tendering in government work to reassess their gender equality practices within their workplace. We look forward to examining the draft guidelines when they become available.

Again, we would like to commend you on this initiative and if we can assist in any way, please do not hesitate to contact us.

Yours sincerely

Amy Muir RAIA
Victoria Chapter President
Australian Institute of Architects