



**To:** All staff and HDR candidates

**From:** Professor Sandra Harding, Vice Chancellor and President

**Date:** 14 December 2021

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Dear Colleagues

The Gender Equity Action & Research (GEAR) team has met for the third time this year to consider JCU's progress across the actions committed to in our Gender Equity Action Plan 2020 – 2025. The GEAR's role is to provide guidance and support to those JCU Managers who are responsible for implementing the actions, as well as advocating for gender equity within JCU. Several matters were discussed, including:

- Leadership has been significantly demonstrated by the HDR candidates in the College of Science and Engineering who held a screening and student-led panel discussion of *The Bystander Moment* film. The public event enabled those who attended to really discuss and reflect on those everyday patterns of behaviour and attitudes that hold us back in society and as an institution. HDR candidates in the College of Arts, Society and Education also recently screened the film and hosted a discussion at their HDR conference. JCU's enduring [Statement of Commitment to the Elimination of Sexual Harassment and Sexual Assault](#) guides our work and notes that "change requires examining deeply held beliefs and assumptions, and sustained effort". Films, panel discussions and workshops are all effective options for bringing people together to talk. These important discussions, alongside formal policy and procedures, reporting and resolution pathways and support services (see more [here](#)) are all key to our success.
- GEAR team members are keen to support the university community in this work. You can find out more about who is on the GEAR team and how to contact them [here](#). You can also speak with your manager or Dean about equity matters, and any ideas that you may have to ensure that your work and study area, and JCU, remains focussed in our work.
- The final GEAR forums for women at JCU were held in November. The purpose of the forums is to give an update to women in the JCU community, and to provide a space where women are welcome to raise and discuss equity issues that are important to them. You can read a report from the Forum [here](#). These Forums will continue in 2022 and occur both on zoom, and in person, COVID permitting.

The GEAR team will next meet in March 2022, and I'm sure there will be more updates from the incoming Chair at that time.

Sincerely

Sandra

Professor Sandra Harding  
Vice Chancellor and President

Chair of GEAR

For more information, please contact [gear@jcu.edu.au](mailto:gear@jcu.edu.au)



Have feedback? Email [feedback@jcu.edu.au](mailto:feedback@jcu.edu.au)