

Gender Equality Plan 2023-2026

OUR VISION FOR GENDER EQUALITY

To lead by example as an organisation that consistently prioritises, operationalises, models, measures and rewards gender equality.



INTRODUCING OUR PLAN

Medicines Development for Global Health (MDGH) is growing, and with that growth we are determined to retain the inclusive environment that makes us who we are, extending a warm welcome to people of all gender identities.

Our intent is that our policies, programs and workforce strategies continue to reflect our shared commitment to gender equity and equality. This foundational gender equality plan encourages us to apply a gender lens to how we work. In particular, it provides a framework for collecting data that will help us identify critical gaps and assess any changes we can make to advance gender equality, and to provide benchmarks to assess improvements over time.

Women represent 53% of the Australian life sciences sector*, but this majority is accentuated in our organisation and reflected in project level decision-making. Whilst senior leadership is more gender balanced, governance and advisory groups overall are majority male.

Our plan provides an opportunity to better understand what drives this gender dynamic. Is our employee proposition attractive to candidates of all genders and backgrounds to ensure the diversity of thought required for creative problem-solving? Are our progression and leadership opportunities equally accessible to people in all their gender diversity?

The global nature of our work means that we are uniquely positioned to influence gender equity outcomes beyond our organisation. We look forward to taking this conversation into other parts of the world to help address gender disparities where possible, with cultural sensitivity.

The MDGH Leadership Team fully endorses this plan which has been developed in consultation with staff. A separate implementation plan has been developed that sets out specific timeframes, responsibilities and resources allocated. We recognise this must be a 'living plan'. As data are collected, further change activities are likely to be identified and we are committed to reviewing and revising the actions as needed.

Our hope is that this plan will raise our consciousness, build our skills and empower us to identify and challenge gender bias and advocate for change.

DocuSigned by:

Brett Carter

A7847CF2F1A4467...

Brett Carter
Chief Operating Officer

*Ausbiotech Australian Biotechnology Snapshot 2022

HOW WE SUPPORT GENDER EQUALITY



Flexible working arrangements

People-centred policies that empower every worker, regardless of gender, to make a meaningful contribution at work, at home and in society.



Development team model

Development project teams drive the organisation. Inclusive way of working where team members at all levels are empowered to make decisions around projects, regardless of gender.



Focus on potential

Commitment to recruit and retain staff with diverse experiences and to maximise their contribution through training, performance evaluation, and career development opportunities.



Pay equity

Commitment to equitable salary and benefits packages for all staff, based on skills, responsibilities and market competitiveness, regardless of gender, working hours, family responsibilities or country of residence.

ABOUT MDGH

- **An independent not-for-profit company dedicated to the development of medicines for those who need them most.**
- **Established in 2005 and headquartered in Melbourne, we are a lean organisation with staff located across Australasia, Africa, Europe and the USA.**
- **Diverse expertise in pharmaceutical development, clinical studies, project management, and regulatory submissions.**
- **Hybrid office and remote working, with flexible hours for all and 40% reduced-hours employees.**

Priority areas to further gender equality

MDGH is committing dedicated resources to implementing strategies and further improving our existing internal framework in the following areas.

1. Work-life balance and organisational culture
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integration of the gender dimension into research content
5. Measures against gender-based violence including sexual harassment

We will promote reflexivity and learning by incorporating monitoring and evaluation into this plan, and be open to further change as we collect baseline data and learn more.



Our objectives, performance indicators and actions

	Work-life balance and organisational culture	Leadership and decision-making	Recruitment and career progression	Research content	Gender-based violence and sexual harassment
Objectives	<ol style="list-style-type: none"> 1. Provide a safe and inclusive work environment for people of all gender identities. 2. Use data to improve insights into the gender impact of our organisational policies and practices. 3. Continue to empower staff to manage their time in a way that suits their specific circumstances. 	<ol style="list-style-type: none"> 1. Sustain leadership commitment to gender equity and equality. 2. Work to improve gender balance of governance and advisory groups. 3. Ensure all staff, regardless of gender, are supported to achieve their leadership aspirations. 	<ol style="list-style-type: none"> 1. Ensure our approach to recruitment encourages applicants of all gender identities. 2. Increase awareness and uptake of career progression opportunities across the organisation. 	<ol style="list-style-type: none"> 1. Promote gender equity in all settings where we work, with cultural sensitivity. 2. Within the boundaries of clinical trial protocols, consider strategies to promote gender balance in study participation. 3. Incorporate gender analysis into research outputs. 	<ol style="list-style-type: none"> 1. Implement policies to prevent gender based violence, sexual harassment, or discrimination based on gender. 2. Prevent and respond promptly to reports or incidents of sexual harm, gender-based violence or discrimination based on gender in all settings where we work.
Key Actions	<ol style="list-style-type: none"> 1. Provide staff training on gender equity, unconscious bias and gender inclusive language. 2. Conduct anonymised staff survey to generate baseline data on how current policies, practices, and culture are helping or hindering gender equality; share results with staff and leadership. 3. Promote a consistent approach to self-managed work hours for everyone. 	<ol style="list-style-type: none"> 1. Consider gender equity in the selection of future committees and advisory groups. 2. Collect baseline data on staff leadership aspirations via survey and career development discussions 	<ol style="list-style-type: none"> 1. Investigate recruitment strategies to ensure gender balanced candidate pool. 2. Collect baseline data on staff satisfaction with career progression, including salary level, via survey. 3. Internally promote career progression opportunities including speaker engagements, networking and new roles to all staff. 	<ol style="list-style-type: none"> 1. With cultural sensitivity, set gender targets for the composition of research teams we work with. 2. Within the boundaries of clinical trial protocols, set gender-split targets for studies and activities where feasible. 3. Apply Gender Equality, Disability and Social Inclusion (GESDI) policy in everyday practice; periodically share examples and key learnings from its implementation. 	<ol style="list-style-type: none"> 1. Review, revise and implement policies: Preventing Discrimination, Harassment, Vilification and Bullying', 'Preventing Sexual Exploitation, Abuse and Harassment', and 'New Contractor'. 2. Assess risk of gender-based violence and sexual harassment for all contracts and programs, identify and implement mitigation strategies.
Performance Indicators*	<ol style="list-style-type: none"> 1. High level of self-reported awareness and confidence in promoting a gender inclusive workplace; trend is maintained or improves over time 2. High level of staff satisfaction with work-life balance and organisational culture, regardless of gender; trend is maintained or improves over time. 	<ol style="list-style-type: none"> 1. Gender balance on governance and advisory groups improves from baseline. 2. High level of staff satisfaction with progress toward leadership aspirations, regardless of gender; trend is maintained or improves over time. 	<ol style="list-style-type: none"> 1. Improved employee gender balance. 2. High level of staff satisfaction with career progression and salary level, regardless of gender; trend is maintained or improves over time. 	<ol style="list-style-type: none"> 1. Performance against gender targets in the composition of research teams we work with. 2. Performance against gender-split target in clinical trial participation. 3. Biological sex impact analysed and reported in clinical trial research publications. 	<ol style="list-style-type: none"> 1. All staff receive on-going training on policies and related issues. 2. Positive response from contractors to adopt our policies. 3. Risk of gender based violence, sexual harassment, or discrimination based on gender, and agreed mitigation strategies, documented in risk logs.

* Baseline data will be collected in the first half of FY2023/24 (year 1 of the plan) and performance assessed annually thereafter.