

Inclusion, Diversity, Equity and Access (IDEA) Team – People and Culture

RMIT Gender Equality Workforce Report 2026

Unclassified

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RMIT Gender Equality Workforce Report 2026

The Gender Equality Workforce Report (the Report) is published annually by RMIT to ensure transparency regarding our progress toward gender equality, particularly our goal of achieving pay parity. This report serves multiple important purposes, helping RMIT fulfill obligations under the:

- Victorian Gender Equality Act 2020.
- Workplace Gender Equality Annual Compliance.
- Workplace Gender Equality Agency Employer of Choice Conditions.
- SAGE Athena Swan accreditation, Silver Award status and ambitions to progress through the award levels in recognition of the University's progress, outcomes and impacts towards intersectional gender equity.

It is recommended that this report is read alongside [RMIT's current and prior Gender Equality Action Plans](#) (GEAP), which outline the actions and priorities to which RMIT has committed, and [RMIT's GEAP progress report](#), which outlines progress against seven gender equality indicators. It is also beneficial to read this report alongside the data available in the [WGEA data portal](#), which reports on national progress on pay gap and gender equality.

The report highlights the priorities and impacts of RMIT's gender equity agenda through our GEAP, Inclusion, Diversity, Equity and Access (IDEA) frameworks and complementary programs, such as Athena Swan and initiatives addressing gender-based violence and sexual assault. Each of these contributing factors to gender equality are at the heart of RMIT's GEAP, which takes a deliberately intersectional inclusion, diversity, equity, and access lens.

Data

Data contained in this report can be used to evaluate the impact and progress made towards our gender equality commitments, and to identify and highlight key priorities and actions required across gender-focused programs of work to address remaining barriers to intersectional gender equality, participation, and inclusion. The data capture is:

- Reporting period: 1 April 2025 - 31 March 2026
- Point-in-time data: 31st March 2026

Unless otherwise stated, baseline and progress figures reported are drawn from WGEA compliance reporting 2025-26 data.

Key gender equality highlights

- 88% of staff agree with the statement: My immediate supervisor/manager genuinely supports equality between genders. (RMIT Staff Survey 2026)
- 51% of executive leaders are women
- 6.4% average total remuneration pay gap (up from 6.1% in 2024-2025)
- 53% of manager positions are filled by women

1. Gender Equality at RMIT

Our commitments to gender equality and inclusion, impacting staff, are assessed externally through:

- Regular reporting to the Commission for Gender Equality in the Public Sector Victoria.
- Annual Workplace Gender Equality Agency compliance reporting requirements.
- Workplace Gender Equality Agency Employer of Choice for Gender Equality submissions.
- Participation in the SAGE Athena SWAN program which allows recognition and benchmarking of the University's progress in a sector-wide, international arena.

- Sustainable Development Goals (SDGs), continuing to lead in areas such as reducing inequalities (SDG 10) and gender equality (SDG 5).

Additionally, RMIT must provide the Department of Education Secretary with annual de-identified gender-based violence (GBV) incident data, a biennial report on its prevention and response plan and outcomes framework, and a copy of the plan and framework every four years.

Our Intersectional Approach: Recognition That Speaks Volumes

We recognise that identity comprises multiple dimensions, sometimes creating compounded barriers to equality (intersectionality). This nuanced understanding has earned RMIT remarkable recognition:

- **Pioneering Progress:** RMIT is one of the few institutions in Victoria to achieved recognition as a Silver awardee under the SAGE Athena SWAN program, with a formal announcement occurring on 29 July 2026. RMIT earned five SAGE Cygnet Awards as part of the Athena Swan Bronze cohort (2019), demonstrating sustained commitment to gender equality:
 - **2022** – Awarded RMIT's first Cygnet in recognition of actions taken to remove barriers for women and gender-diverse people in STEMM roles.
 - **2023** – Awarded a second Cygnet for initiatives that strengthened support for parents and carers across the University.
 - **2025** – Awarded a third Cygnet for advancing LGBTIQ+ inclusion and fostering a more inclusive university community.
 - **2026** – Awarded a fourth Cygnet in recognition of the University's work to improve accessibility and create a more inclusive environment for all.
 - **2026** – Awarded a fifth Cygnet for efforts to build and sustain respectful cultures across the University.
- **Global Leadership:** Ranked #1 in Australia and #3 globally for reduced inequalities (SDG 10) in the 2025 Times Higher Education University Impact rankings.
- **LGBTIQ+ Excellence:** Recognised as a Platinum-Tier Employer based on the results of the Australian Workplace Equality Index (AWEI) Submissions, which allows Australian organisations to benchmark their LGBTQ+ inclusive policies and practice on an annual basis.
- **Accessibility Champion:** Continued focus on disability inclusion through maintaining our Disability Confident Recruiter status and supporting a staff disability and neurodiversity network.

2. RMIT's Gender Equality Action Plan 2026 – 2030

RMIT's Gender Equality Action Plan 2026 – 2030 identifies four key domains that we consider critical to progressing our commitment to gender equality. The four domains are:

1. Access, Retention and Success
2. Inclusive and Intersectional Leadership
3. Inclusive culture and engaged people
4. Strengthen Gender Equality with Robust Data, Clear Reporting, and Accountability

The GEAP includes key performance indicators for each of the four domains. These indicators, the target and our progress to date, and analysis of RMIT's performance in each domain are provided in the following sections of this report.

2.1 Access, Retention and Success

Our Metric	Our Target	Our Baseline*
Balancing of gendered workforce (lower HEW levels)	(50/50 to 60/40)	62/38

Gender balance at lower HEW levels is a new target in the 2026-2030 GEAP that recognises over-representation of women at these levels and subsequent impact on gender pay gap. Future reports will track progress and trends against this target.

Workforce Composition

- The number of RMIT staff in March 2026 is 10,052, up from 9,722 in March 2025. Most of these increases are for continuing staff, with academic staff increasing by 5.3% and professional staff by 4.1%.
- While representation of women is strong across RMIT, women remain over-represented in lower level HEW roles with lower representation in senior roles, particularly in the academic cohort. This is a contributing factor to our overall pay gap.
- As at March 2026, 53.1% of manager¹ positions are filled by women, up slightly from 52.6% in 2025.
- Representation of women in non-manager (individual contributor) positions also increased slightly to 55.2% (up from 54.6% in 2025).

Gender Composition by Employment Type

RMIT has strong representation of women across all employment types. In all categories, women make up more than 50% of the workforce. Our overall workforce gender profile (headcount) at RMIT is: 54.9% women; 43.8% men; 1.3% self-described gender. Table 1 below provides further detail.

	Women		Men		Self-Described		Total
	Headcount	%	Headcount	%	Headcount	%	Headcount
Full Time	2,549	53.0%	2,227	46.3%	32	0.7%	4,808
Part Time	675	69.1%	285	29.2%	17	1.7%	977
Casual	2,298	53.9%	1,890	44.3%	79	1.9%	4,267
Total:	5,522	54.9%	4,402	43.8%	128	1.3%	10,052

Table 1: Gender profile by employment type

2.2 Inclusive and Intersectional Leadership

Our Metric	Our Target	Our Progress
Women in academic D & E	>40%	39.9%
Representation of women in senior leadership ²	>50%	44.6%

The representation of women in senior leadership roles increased slightly in 2026 to 44.6%. There has however been little variance in the overall representation figure since 2021.

- Women represent 51% of executive leadership. This reflects a 4.6% reduction on 2025 figures but remains within the target threshold.
- Representation of women in senior leadership roles within academic classifications has increased to 39.9%, just below RMIT's target range of at least 40%. This will remain an area of focus for RMIT.
- Representation of women in senior leadership roles within professional classifications is 52.4%, a slight decrease when compared to 2025.

Table 2 below provides trend data on the proportion of women in leadership positions. The increase in women in academic leadership roles has shown a steady increase, whereas the executive cohort has fluctuated over the past four years.

¹ 'Manager' refers to HEW 8 and above who have direct reports, Academic C and above who have direct reports, Teacher 3 and above with direct reports, as per guidance from WGEA.

² The senior leadership group is comprised of Executives, Senior Executives, SSEE, Academic D & E, Professional 10A and 10C, and VE Senior Educator (3) positions

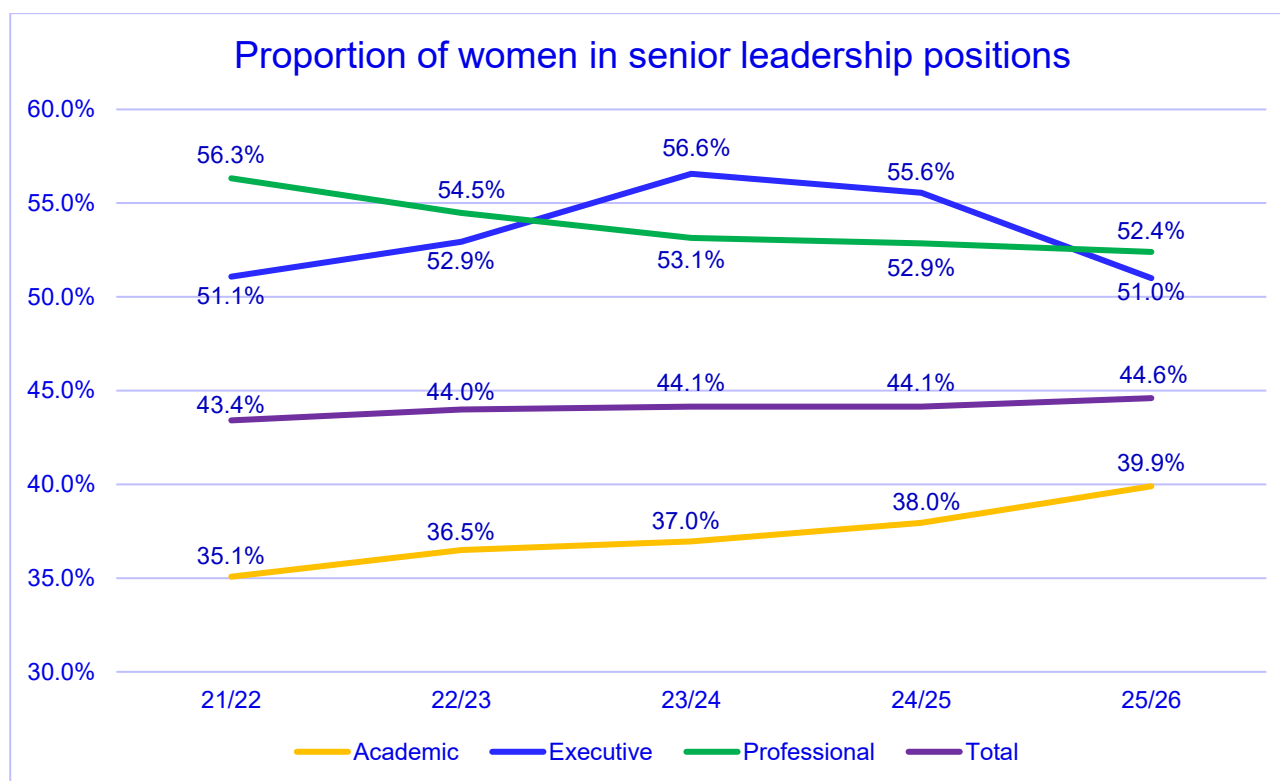


Table 2: Proportion of women in senior leadership positions with trend data.

RMIT commits to focused attention and action in colleges, portfolios, professional and academic classification levels where there is under-representation of women in leadership, with a primary focus on women in senior leader academic roles. Initiatives to drive gender equality in senior academia include leveraging key processes such as recruitment, academic promotion and retention.

Promotions, Appointments, Resignations

- 50.6% of internal promotions into manager positions in 2026 were women, down from 58.5% in 2025.
- 53.3% of non-manager promotions in 2026 were women, up from 50.8% in 2025.
- Appointments in 2026 remained at 2025 levels with 55.7% of manager roles and 55.8% of non-manager role appointments being women
- The academic promotion success rate in 2025 was 73% for women and 64% for men. While this marks the fourth consecutive year in which women have achieved a higher promotion success rate than men, in real terms these figures denote 54 successful promotion applicants who are men, and 54 who are women because there are more male applicants (74 women and 85 men). Two applicants identified as non-binary/gender diverse or selected 'prefer not to say' and both were successful in their applications, demonstrating a success rate of 100%.
- Women accounted for 50.7% of all resignations in 2026, representing a return to 2024 levels after a decrease in 2025.

The University will continue to review exit data to better understand the factors influencing women's decisions to leave RMIT, identify any emerging trends, and implement targeted strategies where needed to reduce turnover and monitor the impact of resignations over time.

Table 3 below provides trend data on the proportion of promotions, appointments, and resignations who are women.

Promotions (%)					
Year	2022	2023	2024	2025	2026

Managers	52.2	57.7	51.9	58.5	50.6
Non-Managers	50.5	51.5	61.3	50.8	53.3
Appointments					
Year	2022	2023	2024	2025	2026
Managers	49.3	63.7	57.3	56.3	55.7
Non-Managers	56.5	55.8	55	55.8	55.8
Resignations					
Year	2022	2023	2024	2025	2026
Managers	66.2	59.7	50	42.9	50.7
Non-Managers	60.4	55.6	58.6	59.3	57.9

Table 3: Promotions, appointments, and resignations (percentage of which are women) and trend data

Overall Terminations (Departures)³

Staff attrition currently sits at 9.1% for overall attrition and 6.0% for voluntary attrition, which is below targeted levels (15-18% and 8-11%, respectively).

- Women account for 54% of all departures. As women comprise 55% of the workforce, we would expect them to represent more than half of departures. The departure rate is therefore broadly proportionate to workforce representation, rather than indicating over-representation.
- 45% of senior leadership departures were women. Again, this figure is proportionate to representation.

The most common termination reason for women was voluntary separation (232 women voluntarily leaving RMIT, equivalent to 77% of all terminations of women). This compares with 154 men voluntarily leaving, or 64% of all terminations by men over the same period. The highest proportion of voluntary departures among women occurred at HEW Levels 5, 6 and 8, where women accounted for over 70% of exits.

Among professional staff, departures were skewed towards women across most compensation grades. Women accounted for 62% of all professional departures, compared with 36% for men. Given current workforce representation, a slightly higher proportion of female departures would be expected for this cohort; however, the actual gap is disproportionate to representation and warrants further attention.

Conversely, amongst the academic workforce, the number of terminations was higher for men than women across all compensation grades. 58% of all academic terminations were men, with 41% being women. This is mostly in line with the overall representation breakdown of academic staff.

Where termination rates of women are significantly disproportionate to current workforce representation, further investigation will be undertaken. Exit interview data will continue to be interrogated to understand the reasons for employees leaving RMIT, including identifying, understanding and mitigating any gendered termination reasons.

³ The word 'termination' includes voluntary and involuntary departures (including fixed term contract expirations).

2.3 Inclusive Culture and Engaged People

Our Metric	Our Target	Our Progress
All genders reporting that they have the flexibility they need to manage work and other commitments	Maintain >80%	84% (source: 2026 Staff Survey)
Men/women ratio using formal flexible working arrangements	<10% gap between take up of men and women	11.40%

The RMIT Staff Survey asks staff about whether they are given the flexibility they need to manage work alongside other commitments. The 2026 response of 84% agreeing that they have the necessary flexibility exceeded the target of 80%.

Formal flexible working arrangements across the University increased slightly during the reporting period, with uptake rising among both women and men. However, the continued embedding of hybrid work practices post-COVID has contributed to a shift towards informal flexibility, reducing reliance on formal arrangements. The Together at Work project has further supported this trend by promoting a more consistent and sustainable approach to hybrid working across RMIT. This enables more staff to manage work and personal commitments through informal flexibility, without the need to establish formal flexible working arrangements.

Table 4 below shows the total percentage of the workforce with a formal flexible arrangement in place by gender and provides trend data.

Cohort	Total	Men	Women	Gap
Jun-24	20.50%	13.90%	25.40%	11.50%
Jun-25	19.93%	13.52%	24.86%	11.34%
Jun-26	20.50%	13.98%	25.38%	11.40%

Table 4: Formal flexibility rates (e.g., reduced time fraction, purchased leave, compressed working) 2024-2026

Parental Leave

Our Metric	Our Target	Our Progress
% primary care leave takers being men	15%	5.4%

RMIT continues to encourage equitable uptake of parental leave across all genders, recognising its benefits for families and its role in supporting gender equality in the workplace.

In 2026, 5.4% of RMIT employees accessing primary carer parental leave were men (up slightly from 5.1% in 2025 and significantly increased from 2.3% in 2018). Of those taking secondary carer's leave, 2% in 2026 were women compared to 3.3% in 2025.

Analysis suggests that existing policy settings at RMIT, including the requirement to commence primary carer's leave within six months after the date of birth or adoption of a child, may create barriers for men and other non-birth parents seeking to access primary carer leave. Addressing this structural barrier may enable increased uptake of parental leave by all parents (men in particular) and contribute to more equitable caring responsibilities and workplace outcomes, supporting RMIT's aspirational target of 15% of primary care leave takers being men (WGEA target).

2.4 Strengthening Gender Equality with Robust Data, Clear Reporting and Accountability

Our Metric	Our Target	Our Progress
Average gender pay gap of 4% or less	4% or less	6.4%

People from all backgrounds have equitable opportunities to succeed at RMIT	Achieve/maintain 80% favourable	71% (Source: 2025 Staff Survey)
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The gender pay gap is an important measure of gender equality. RMIT's aspirational total remuneration pay gap target as per the Gender Equality Action Plan 2026-2030 is 4%.

- The current total remuneration pay gap of 6.4% is an **increase** when compared to RMIT's 2024-2025 gap of 6.1%.
- Although 2025-2026 benchmarking is not available at the time of publication, the sector benchmark in 2024-2025 indicates that RMIT is on par with the sector average pay gap. More information on the industry pay gap can be found on the [WGEA Data Explorer](#).

Meaningful progress in reducing the pay gap at RMIT will require sustained efforts to address structural, societal and cultural barriers. The gender equity stream of the Employee Experience Transformation Program signature initiative aims to better understand and identify the structural, procedural and cultural changes required to achieve our pay gap target of 4%. Alongside this, other work will continue through Athena Swan, the Gender Equality Action Plan 2026-2030 and other interventions to support RMIT's performance in this space.

Pay Gap Analysis

RMIT made significant progress in reducing pay gaps throughout mid 2010s by improving flexibility and gender representation in leadership, but recent years have seen the trajectory move towards a pay parity plateau. While an increase is not desirable, this result follows a trend of a relatively stable pay gap with minor fluctuations in recent years and reinforces that RMIT has reached a stage of maturity in our gender equity journey where tangible shifts are now more difficult to achieve. Table 5 provides trend data on the gender gap in average base salary and total remuneration.

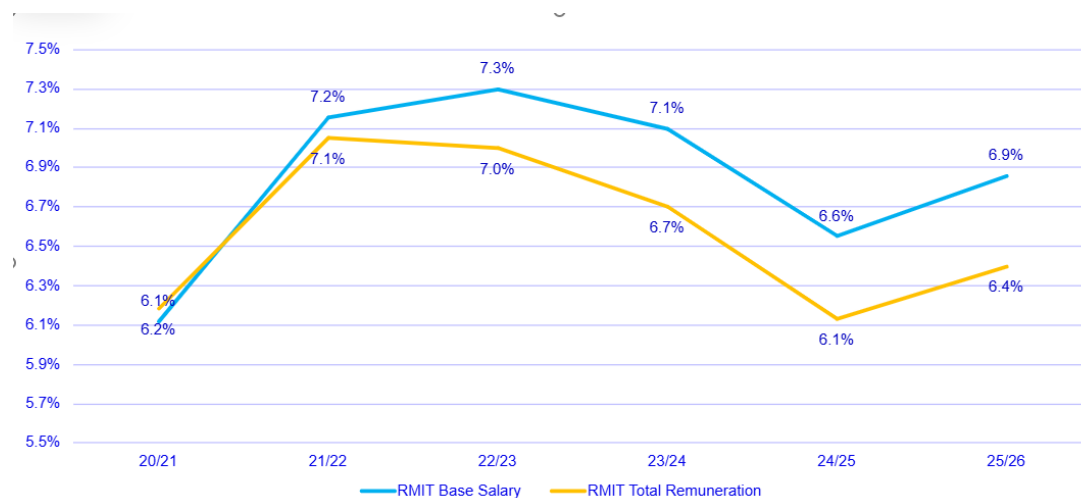


Table 5: Gender Gap in Average Base Salary and Total Remuneration

Employment Category and Classification

The largest pay gap by employment category at RMIT can be observed within the permanent workforce, with a decrease for this cohort when comparing 2026 to 2025. However, the pay gap for fixed-term employees increased by 1% in 2026, compared to 2025. The pay gap for our casual workforce also increased slightly in 2026.

The gender pay gap by employment category (casual, fixed-term, and permanent), with trend data from 2020, is found in Table 6 below.

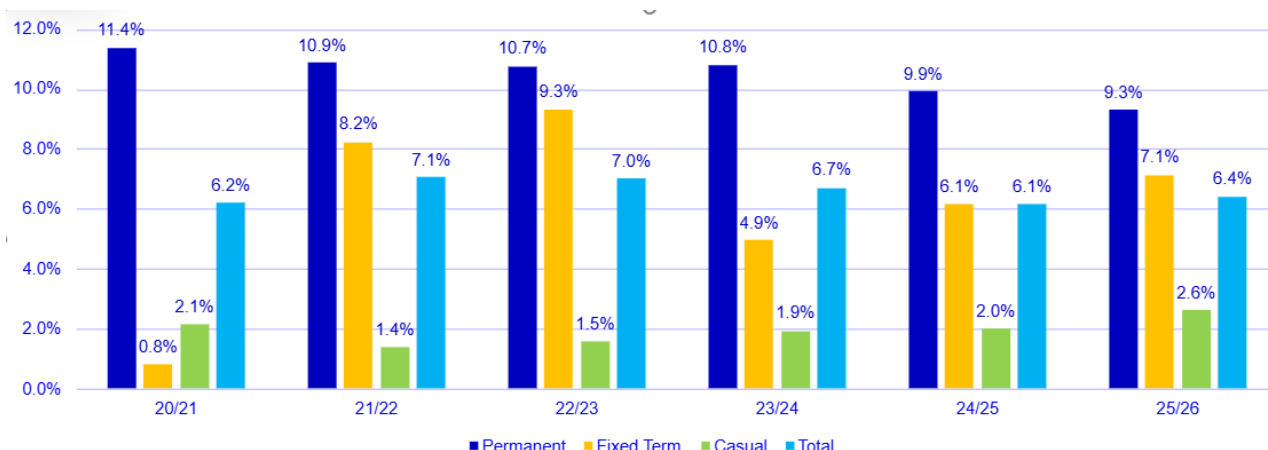


Table 6: Gender pay gap by employment category (Casual, Fixed Term and Permanent)

As noted earlier in this report, there is a larger proportion of women to men employed at RMIT. Rather than contributing to a reduction in our overall pay gap because more women are employed, the large number of lower-level classification appointments has resulted in RMIT making limited headway in reducing the overall pay gap. This disparity can be seen in Table 7 below.

	Women	Men
HEW 1,2,3,4,5,6	755	335
As a proportion of overall Population	13.1%	5.8%
	Women	Men
Senior Leadership Group	454	560
As a proportion of overall Population	7.8%	9.7%
	Women	Men
Academic D&E	250	372
As a proportion of Academic overall Population	4.3%	6.4%

Table 7: Number of staff per key classification level, by gender (non-casual)

An improvement has been made at senior academic levels (Level D and E), with a 1.9% increase in the representation of women from 2025 to 2026. Combined representation at executive levels decreased in 2026 and is almost at 50/50. Table 8 provides the pay gap by employment classification (e.g. academic, professional, executive) with trend data to 2020.

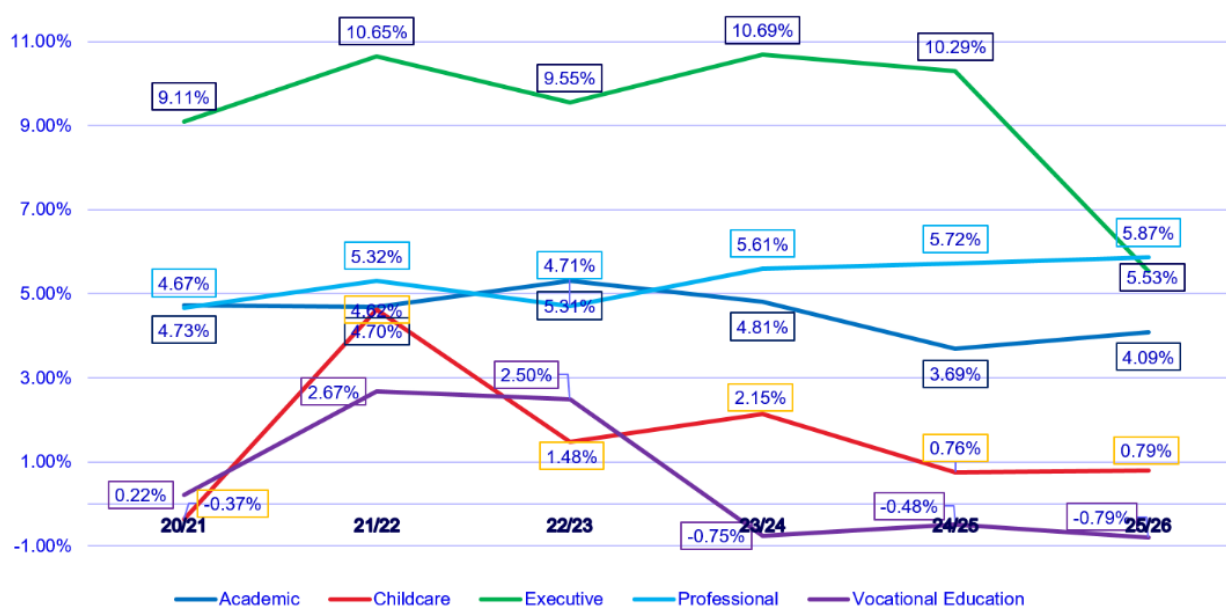


Table 8: Pay gap by employment classification and trend data

The most noticeable change is the executive group where the pay gap reduced by 4.8% compared to 2025. This is a big shift; however, due to the size of the cohort, the reduction has not had a significant impact on the overall pay gap.

Key Findings by Cohort

Several areas across the university are close to or have met the pay gap target of 4%. Table 9 presents the pay gap by college and portfolio for 2026 compared to 2025, excluding Deputy Vice Chancellors (DVCs) and portfolio leaders. Changes in the pay gap are colour-coded: green indicates a pay gap on or below the target, and red indicates a pay gap above the target. Notably, the Education portfolio exhibits a negative pay gap as does the Office of the Vice-Chancellor, indicating that women are paid at higher rates than men.

College/Portfolio	2026 Pay Gap (Excludes DVC/Portfolio Leader)	2025 Pay Gap (Excludes DVC/Portfolio Leader)
College of Business and Law	6.72%	10.11%
College of Vocational Education	3.34%	4.05%
College of Design and Social Context	1.42%	2.33%
Education Portfolio	-1.18%	-2.16%
Engagement Portfolio	2.08%	Previously part of International & Engagement Portfolio
International Portfolio	20.06%	Previously part of International & Engagement Portfolio
Office of the Vice-Chancellor	-2.90%	Not previously recorded
Operations Portfolio	8.48%	5.41%
People & Culture Portfolio	2.93%	Previously part of Operations Portfolio
Policy, Strategy & Impact Portfolio	20.27%	13.04%

Research & Innovation Portfolio	9.40%	10.18%
STEM College	6.94%	5.25%

Table 9: Average total remuneration pay gap by college and portfolio

It should be noted that structure changes that occurred during 2025 and 2026 will have impacted the ability to manage pay gaps for some areas.

Additional contributing factors by cohort include:

- The vocational education pay gap remains slightly in favour of women.
- The childcare pay gap has remained consistent.
- The pay gap for the academic cohort has increased slightly and now sits at slightly over 4%.
- The pay gap for professional staff has increased very slightly (0.15 percentage point). The pay gap for this cohort remains significant at 5.9% and continues to be influenced by the high proportion of women at the lower HEW levels, compared to men.

Gender Pay Gaps in STEMM Versus Other Disciplines

Progressing gender equality in STEMM disciplines is a continuing priority for RMIT, as reflected in the Gender Equality Action Plan and in our commitment to Athena Swan (noting that the scope of Athena Swan changed at the end of 2021 to include all disciplines and professions).

- The pay gap for STEMM disciplines for 2026 is 5.1% percentage points compared to 4.3% in 2025.
- Non-STEMM disciplines recorded a pay gap of 3.1% for 2026 compared to 6.1% in 2025.

We know that if we lose momentum in non-traditional areas such as STEMM, there is a risk that the gap will continue to widen, so we must monitor progress closely. Continued focus on pay parity and leadership representation through targeted recruitment activity will support progress in this area. The table below provides the pay gap in STEMM and non-STEMM disciplines for 2025 and 2026.

	2026 pay gap	2025 pay gap
STEMM disciplines	5.1%	4.3%
Non-STEMM disciplines	3.1%	6.1%

Table 10: STEMM and non-STEMM pay gap

Causes of RMIT's Pay Gap

The main cause of the pay gap is that the appointment of women is still skewed toward lower classification levels. From an overall perspective, the pay gap can be somewhat attributed to having more men remunerated above the average organisational remuneration. In 2026, approximately 39% of men (similar to 2025) and 32% of women (34% in 2025) are in this category. By virtue of having a higher proportion of men in highly remunerated positions, the pay gap has remained relatively stable.

Under-representation of women in senior Academic roles (Level D and Level E Academics) and over-representation at lower professional classifications continues to be the largest contributor to the pay gap at RMIT. If the representation of males and females were equal at academic levels D and E and professional levels HEW 5, HEW 6 and HEW 7, the pay gap would reduce significantly.

Colleges and portfolios with a pay gap above the RMIT average reflect these trends. In the two most extreme cases, the International and Policy, Strategy & Impact portfolios, the pay gap is impacted by a handful of highly paid men. As they are small in terms of headcount the impact to the overall RMIT pay gap is minimal. As these new structures mature, gender balance will need to be a key consideration.

The pay gap for executive staff has only a slight impact on the overall pay gap increase. The current RMIT pay gap, excluding executive positions, is 5.9%. This suggests the executive pay gap has a 0.1 percentage point influence on the overall University pay gap. The slight reduction in pay gap for this cohort reflects its impact on the overall University pay gap.

3. Continuing the Focus

A continued focus on increasing the representation of women at senior levels will have a positive impact on reducing the gender pay gap. This will focus primarily on academic cohorts but will also investigate the reasons for high turnover of senior professional women in the recent reporting period.

Further analysis and monitoring of the pay gap, and numerous initiatives aimed at reducing it, will continue in the second half of the year. As we continue toward the goal of gender parity in leadership positions and progress the implementation of our Athena Swan Cygnet Action Plans, it is anticipated that the pay gap will improve.

Gender Equality priorities will continue to progress through the implementation of the RMIT Gender Equality Action Plan and Gender Equity Signature Initiative, as well as underpinning work such as Workplace Gender Equality Agency reporting, Athena Swan, and compliance with the Victorian Gender Equality Act. This Gender Equality Workforce Report provides RMIT with the necessary data to evaluate the impacts of current equality interventions and supports reprioritisation as required.

We continue to emphasise the importance of the above initiatives, alongside the enabling supports we are implementing such as parental leave entitlements, the KidsCo school holiday program, sustainable equity and evaluation (SEE) assessments, and driving gender equity within academic promotion. We are committed to these efforts across RMIT, which play an important role in advancing gender equality across the organisation and continue to position RMIT as a strong WGEA Employer of Choice for women.