

# Our commitment to gender equality

At Micah Projects, we champion and advocate for inclusion. We do this because diversity is our greatest strength and is fundamental to our character and identity.

We understand that by combining diverse perspectives, expertise, backgrounds, genders, orientations, and abilities, and fostering inclusive approaches to listening, learning, and innovation, we excel and achieve positive results for the individuals and communities we serve.

Recognising the existence of gender pay gaps and their detrimental impact on equality, we pledge to take proactive steps to address and eliminate these disparities should they arise.

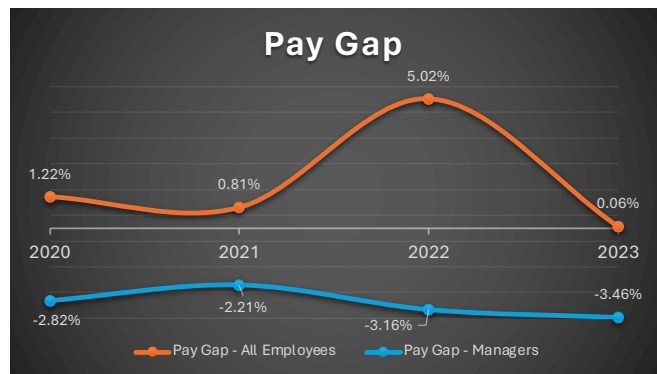
We're committed to the equal treatment of all our employees including on the grounds of gender. This is reflected in our most recent engagement survey, where staff reported: *they believe in the overall purpose and values of Micah Projects (97%); discrimination is not tolerated at Micah Projects (87%); Micah Projects is inclusive of all people (88%); and that they are proud to tell others that they work for Micah Projects (90%).*

We're committed to providing a workplace that is free from bullying, discrimination, and harassment of all types, including on the basis of gender and of a sexual nature.

## Key Findings

**Overall Gender Pay Gap:** Our organisation achieved a near-zero gender pay gap in 2023, with a median difference of 6 cents for every \$100 earned by men. This means that, on average, women's and men's median earnings were nearly equal across the organisation. This represents the lowest gap we've achieved since 2020.

While we are proud to have achieved a near-zero gender pay gap within our organisation, we recognise the importance of contextualising this achievement within the broader industry landscape. According to the Workplace Gender Equality Agency (WGEA), the median gender pay gap for the Health Care and Social Assistance industry in Australia was 21% in May 2023, and 21.1% in November 2022[1\*]. We remain committed to leading the way in pay equity, both internally and across the sector.



### Micah Projects

PO Box 3449, South Brisbane Q 4101  
 Ground Floor, 162 Boundary Street, West End Q 4101  
**Ph 07 3029 7000** | Fax 07 3029 7029  
 info@micahprojects.org.au | micahprojects.org.au

We are committed to providing services and opportunities in the community to create justice and respond to injustice.

We work collaboratively and respectfully with Indigenous communities and agencies. Micah Projects endorses the United Nations Universal Declaration of Human Rights.

Funded by



**Gender Pay Gap Amongst Manager's:** Amongst our Coordinators, Team Leaders and Cluster Leads, Micah Projects has maintained a relatively stable gender pay gap of around -3% since 2020. This means, on average, women in management roles have earned 3 cents more for every \$1 earned by men.

However, it's important to note that this data is influenced by the fact that the two highest positions in the organisation have been held by women throughout this period.

**Leadership Representation:** Over the past four years, the gender distribution in our management positions has remained relatively stable. In 2023, 19.65% of our female employees (34 out of 207) and 28.57% (14 out of 63) of our male employees held leadership roles. Recognising the significance of equitable leadership representation, we're committed to delving deeper into the underlying factors influencing this gap and taking concrete actions to address it.

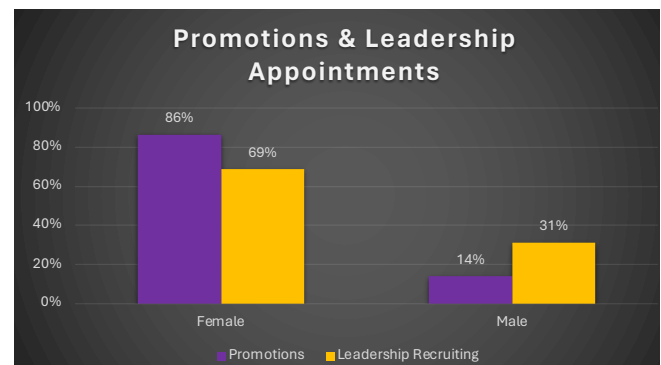
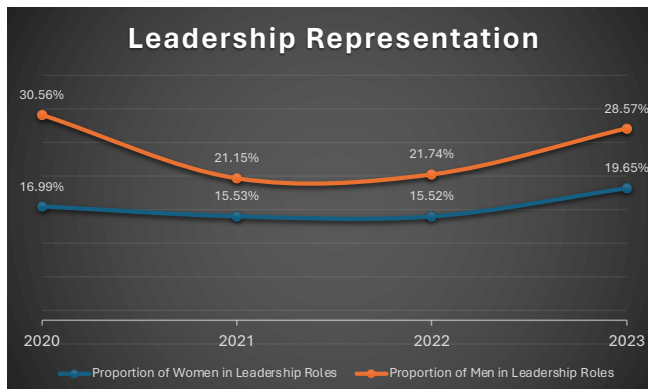


Home for Good Hub team

Further analysis revealed the following nuances regarding leadership positions in 2023:

**Promotions:** While women comprise 77% of our workforce, they made up 86% of promotions in 2023, suggesting a positive trend for female career advancement.

**Overall Appointments:** Women filled 69% of leadership positions (internal and external), falling slightly short of their representation in the workforce. This potential gap warrants further investigation to ensure equitable opportunities across internal and external recruitment practices.





**Inclusive Health and Wellness Hub team.**

	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
Total Employees	179	47	186	63	201	56	207	63
Leadership	26	11	25	11	27	10	34	14

### Looking Forward

Our commitment over the next 12 months and beyond involves the following actions:

**Transparent Practices:** Ensuring openness in our pay structure, we aim to use processes to identify and address any gender-related pay disparities.

**Equal Opportunities for Growth:** Ensure that all individuals have an equal chance to focus on improving their practices and look at career aspirations through employee participation and development.

**Supportive Policies:** Regularly examining and improving our policies and procedures to guarantee they promote fairness and equity in all aspects of employment, encompassing hiring, salary reviews, and benefits. Where there are policy gaps, we commit to developing new policies that support our overall intent to ensure a fair and equitable workplace.

**Learning and Development:** Providing opportunities to increase awareness of gender biases, empowering our employees to identify and report these issues in our workplace.

**Accountability:** Establishing measurable goals and maintaining accountability by regularly evaluating our progress toward closing any gender pay gap that may exist.

**Inclusive Workplace Culture:** Fostering an inclusive culture that appreciates diverse perspectives, establishing an environment where every employee feels acknowledged, respected, and heard.

\* 1. [The ABS data gender pay gap | WGEA](#)