

CA ANZ Gender Equity Charter

Frequently Asked Questions

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Frequently Asked Questions

What is CA ANZ trying to achieve with the establishment of the Gender Equity Charter?

The accounting profession knows it must do better around the inclusion of women. Gender equity is critical to the success and sustainability of our profession. While women make up 44% of all CA ANZ members (52% for those progressing through the CA Program), this doesn't mean we have achieved equity. Over the last few years, we've been tracking several data points which clearly demonstrate:

- Pay gap: in the accounting profession, women earn on average 27% less than men in Australia, and grows to 34% in New Zealand. Seven out of 10 women believe a gender pay gap exists, compared to just three in 10 men (CA ANZ Remuneration Survey 2022).
- It is reported 40% of members felt undervalued, undermined or unfairly spoken over in their workplace and 3% have experienced physical harm in the workplace in the last five years – and women are much more likely to be experiencing these (CA ANZ DEI Survey 2021).

We recognise the need to take action. This is why we have developed the Gender Equity Charter and Playbook and are inviting our members to join us in being upstanders for inclusion.

How can my organisation support the CA ANZ Gender Equity Charter?

The CA ANZ Gender Equity Charter is freely available for employers, firms and members to adopt in their own organisations and workplaces. The accompanying playbook has been devised as a practical and actionable guide to help deliver to the gender equity commitments as set out in the Charter. By adopting the charter, or by making similar commitments to gender equity, employers become upstanders for inclusion in our profession.

Why is supporting women a focus when there are other people who also experience disadvantages in the workplace?

The Gender Equity Charter is one of the strategic components of our multi-year Diversity, Equity & Inclusion strategy that spans multiple areas of lived experience. With women making up almost half of the profession, when we improve inclusion for them, we make positive change that will impact the largest proportion of our members.

However, initiatives that benefit women will have positive impacts for people from other diversity dimensions, including those with intersectional lived experiences. This includes those who identify as non-binary, live with disability, are part of the LGBTQIA+ community or identify as Aboriginal and / or Torres Strait Islander or Māori. While this charter focuses specifically on gender equality and inclusion, some charter commitments, e.g. on unconscious bias, are also relevant to other aspects of diversity.

What support will CA ANZ provide to members to support them with making a Gender Equity commitment?

Making the commitment to gender equity requires more than just endorsing a piece of paper. It requires employers to examine attitudes and practices and take actions that will bring about meaningful change. As the professional body for our industry, we're committed to supporting our members with strengthening their gender equity outcomes, using the Charter and Playbook to help identify where they need support and we will be providing ongoing guidance, tools, support and resources to help them achieve these changes. Some examples of what we are looking into developing include training sessions and workshops, guides and checklists, as well as sharing useful information on our [Diversity, Equity and Inclusion](#) hub. If there are specific tools you would like us to develop to support your firm in your gender equity journey, please let us know at inclusion@charteredaccountantsanz.com.

By adopting the Gender Equity Charter, or making a similar commitment to gender equity, members join a community of like-minded organisations committed to promoting gender equity and inclusion in the workplace. This will provide opportunities to learn from others, share best practices and collaborate on initiatives.

In the future, would CA ANZ 'name and shame' members or employers who have not signed up, or those who have signed up and who are not making progress?

This initiative isn't about policing members or shaming those finding it challenging to make progress. We will work with members who are experiencing challenges in achieving their Charter commitments and provide tools and guidance to support them. Experiences of individual firms will not be named, and information provided to us will be treated as confidential.

What if we don't have a Diversity, Equity & Inclusion function or owner in our organisation but still want to participate and make a commitment?

Adopting and endorsing the CA ANZ Gender Equity Charter doesn't require an employer to have a dedicated Diversity, Equity & Inclusion function or owner, whether as a stand-alone role or part of the Human Resources remit. However, it will require a commitment and investment to take action and make investments in advancing gender equity. That may require funding or a specific budget, as well as an owner in the organisation to take accountability for making the change. We are not prescriptive about the owner of the commitment execution, other than encouraging employers to ensure that this is in place before adopting the Charter and utilising the Playbook.

What if I'm not an employer but an individual contributor passionate about making change in the profession?

CA ANZ members with an interest in advancing gender equity or Diversity, Equity & Inclusion (DEI) more broadly can connect with CA ANZ DEI team at any time. Similarly, members with any feedback on the state of gender equity or DEI in the profession are always welcome to share their views: inclusion@charteredaccountantsanz.com.

I have read the Gender Equity Charter & Playbook, what other support resources are available?

We are committed to sharing valuable DEI tools, resources, checklists, case studies and best practice with members. All tools and resources are available through our [Diversity, Equity and Inclusion](#) hub.

Have you got any other questions that haven't been answered here?

Please get in touch with us inclusion@charteredaccountantsanz.com.