

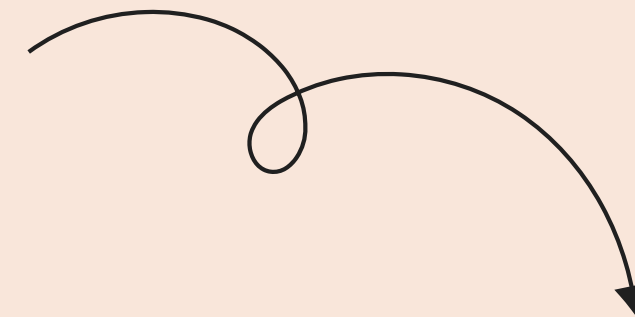
Do you want to work for an  
organisation committed to advancing  
gender equality and *ending*  
*violence* against women and girls?



If the answer is *yes*, you've come to the right place.

# You might be asking yourself, who is The Equality Institute and *why* should you care?

LET US TELL YOU A BIT ABOUT US



The Equality Institute (EQI) is a global feminist agency working to advance gender equality and end violence against women and girls. Founded by Dr Emma Fulu in 2015, from a driving belief that violence prevention would benefit from more organisations and programmes working with a distinctly intersectional feminist approach.

Our vision is a world in which diversity is celebrated, all people are respected, and power and resources are shared equally. We are values-driven and underpinned by feminist principles in the ways we work and how we conduct ourselves. We believe that **how we work** matters as much as what we do.

# So you know who we are as an organisation, but what does it look like *inside*?

Of course, we're biased, but we think we're pretty great to work with. We're a small team of less than 20 passionate and dedicated people who work either fully remotely or in a hybrid arrangement 'remote, but in-office sometimes'. We currently have team members in Naarm (Melbourne), Warrane (Sydney), Mparntwe (Alice Springs) and Timor-Leste.



We try to connect in person as much as possible. Our most recent all-staff retreat took place in Mparntwe in 2022 and it was a pretty magical experience.

## NOW TO WHAT WE **ACTUALLY DO**

**Our purpose is to transform unequal power structures and support violence prevention efforts to thrive in a rapidly changing world – through research, learning, creative communications and policy advocacy.**

### ORGANISATIONAL SUSTAINABILITY & STAFF WELL-BEING

We strengthen our human capacity, policies and procedures to promote diversity and intersectionality, and support individual and organisational development, building upon our strong feminist foundation.

### LEARNING & TRANSFORMATION

We provide holistic support and education to organisations and individuals to become leaders for social change.

### CREATIVE COMMUNICATIONS

We use strategic communications to ensure that evidence reaches the right people and implement accessible and inclusive campaigns to educate and inspire our communities.

### RESEARCH & EVALUATION

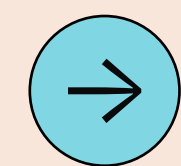
We build the evidence-base for prevention, with a focus on Australia, Asia, and the Pacific region, through diverse ethical and participatory methods, including practice-based learning, Indigenist, feminist mixed methods, research, and monitoring and evaluation.

### POLICY & ADVOCACY

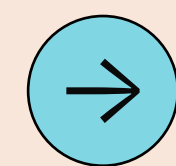
We shape funding patterns, policy and practice in Australia and internationally through strategic engagement and advocacy.

# What are the *benefits* for employees?

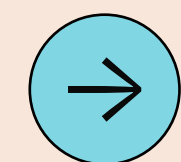
WE DEEPLY VALUE THE CONTRIBUTION OF OUR EMPLOYEES AND THEIR WELL-BEING IS PARAMOUNT. HERE ARE JUST A FEW OF OUR **CURRENT BENEFITS**:



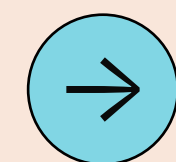
We prioritise our team's mental health, with all employees having free access to capped confidential counselling from qualified psychologists or counsellors.



As an organisation striving for equality, we offer 20 days (pro-rata for part-timers) paid family violence leave per year to support those affected by family violence.



We understand the importance of rest in order to be our best selves. We offer all employees (pro-rata for part-timers) an additional five days of annual leave and an extra three days of personal leave.



We offer a staff profit-sharing scheme which aims to distribute a percentage of any remaining surplus funds on an annual basis.

# You might be asking, what *else*?

HERE'S WHAT YOU CAN EXPECT:

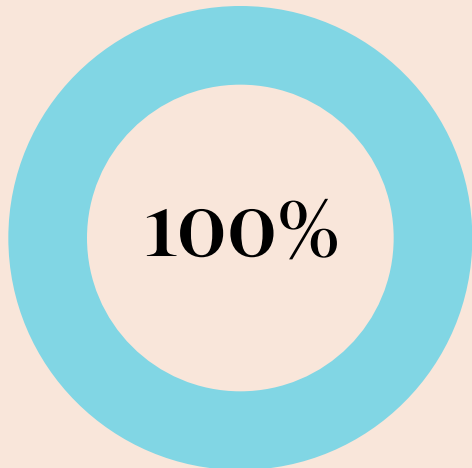
- A psychologically-safe working environment where you can bring your authentic self to work every day.
- Continuous learning opportunities with an organisational-wide Learning and Development Calendar as well as a personal professional development budget of \$1,500 AUD each year.
- An intersectional feminist approach to work.

- Flexibility is at the core of EQI and we offer a range of flexible working arrangements and work-life balance initiatives.
- The opportunity to be surrounded by an experienced and supportive team to learn and grow from.



# We believe EQI is a great place.

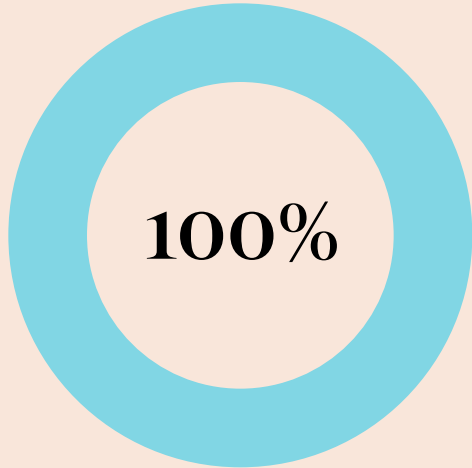
AND THE **EVIDENCE** BACKS IT TOO



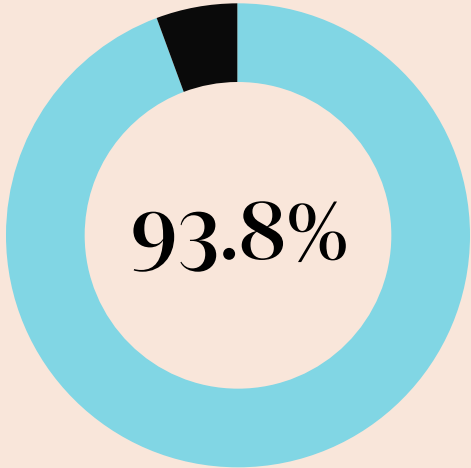
100% of our employees believe it's easy for them to approach their manager for support or job-related problems.



100% of our employees believe that their personal values are aligned with EQI's values.



100% of our employees believe that their job is meaningful.



93.8% of our employees feel a sense of inclusion and belonging working for EQI.

HERE'S WHAT OUR EMPLOYEES HAD TO SAY WHEN ASKED **WHAT THEY LOVE ABOUT WORKING AT EQI**



“The opportunities (especially at the global level); the work is exciting and meaningful; the fact that we are values-driven; the fact that we try to be values-driven even when it is difficult; the fact that leadership is open to listening and tries to act on things that other orgs, in my experience, might give up on.”

“The culture, the work itself, the trust I have in my colleagues and the management team, the balance of being values-driven, but also innovative, interesting and open to risks.”

“The people are wonderful. It's an incredible place to work. I think the way the organisation models its values, and lives and breathes feminist leadership should be celebrated. I love the diversity of the work we get to do, and the way we allow people to show up as their full selves to work.”



If this sounds like the right workplace  
for you, consider joining our team.  
*We'd love to hear from you.*

[www.equalityinstitute.org/contact](http://www.equalityinstitute.org/contact)

