01. Pay equity:
Equal pay for equal work has been enshrined in Australian law since 1967, despite this - and despite the legal guarantee that most people are aware of - gender-based pay gaps still occur in architecture, as in most industries. Equal pay for equal work has not been achieved.

02. Long-hours culture:
Long working hours are a huge issue in architecture. A culture of long hours is damaging to individual archivists, to health, to the architect's professional standing, and to the viability of the profession. It has major negative effects on those with commitments outside the workplace, and impacts particularly severely on women's careers. Although there are surprisingly few resources available, and the issue can seem inevitable and irrefrangible, there are also good examples of practices that don't fall into this pattern.

03. Part-time work:
Meaningful part-time work is essential to workplace equity. It allows employees to balance life and work demands, to be challenged and fulfilled at work, while also developing adequate time and energy to family life or external activities. It also ensures practices retain key talent, experience, and professional knowledge.

04. Flexibility:
Flexible work practices are becoming increasingly common in architecture. Some architects already enjoy the benefits of flexible schedules or working from home. In architecture the challenge is to encourage the adoption of flexible work patterns, and to overcome their often-unspoken career costs. For example, returning to part-time work after parental leave is often considered a career killer, and the inevitable impacts disproportionately on women. This guide looks at some of the benefits of working flexibly in architecture and identifies strategies to help these arrangements run smoothly.

05. Recruitment:
Equitable recruitment is an important place to start building an equitable practice and profession. Recruitment processes in architectural practices range from very casual to tightly managed. Whatever the process used, recruitment needs to be done well to ensure that the practice attracts and keeps the best people, and that all applicants have equal opportunity. Satisfied employees, high levels of performance and competitive strength are just some of the rewards for practices that handle recruitment well.

06. Career progression:
Every career is different. It is often more than a single, static trajectory – it can involve peaks and valleys, shifts in intensity and different types of work over a lifetime. There is more than one career model and different models suit different people and life stages. Research indicates that women are more likely to have complex 'non-standard' careers and to experience delayed career progression.

07. Negotiation:
Good negotiation skills play a big role in the development of individual careers, and in the continuing viability of the profession as architecture renegotiates its cultural, social and political role. Research in other fields consistently demonstrates that gender can impact negotiation styles, outcomes and even the willingness to negotiate in the first place.

08. Career break:
Career breaks are common in architecture and many people take one or more breaks over the course of their career. The reasons are diverse and include caring for children or other family members, further study, travel, an occupational side step, or an enforced break due to redundancy or illness. Some of these are seen as career advancing, while others are perceived 'career killers'. Whatever the reason for the break, it needs to be carefully managed.

09. Leadership:
We need the best people to lead the profession - women and men of both practice and industry levels. Women are significantly under-represented at the senior levels of architectural practices and in leadership roles in the profession. Substantial research shows that companies and organisations with diverse leadership groups consistently outperform those without. The ethical and business case for gender-diverse leadership and decision makers is clear - architecture needs to catch up.

10. Mentoring:
Mentoring is a critical tool for retaining women in architecture, developing their careers, and ensuring women continue to work after career breaks. Mentoring relationships can be useful and inspirational. They deliver valuable learning experiences and diverse perspectives. Mentoring relationships can also be a great support in times of stress and can provide women with the confidence to pursue new opportunities.

11. Registration:
Only 21% of registered architects are women. This is despite women having comprised approximately 40% of architecture graduates in Australia for three decades. Encouraging, supporting and mentoring those women who choose to register is a symbolic and practical contribution to gender equity in the profession. This guide outlines the obstacles that women may face, and strategies to manage them, and provides advice about supporting women who wish to register as architects.