



Our first Gender Equity Action Plan

Progress Snapshot

In early 2016, Council officers from all departments committed to our first internal Gender Equity Action Plan.

Gender Equity is the process of being fair to men and women. **Gender Equity** acknowledges that men and women have different access to resources, power responsibilities and life experiences and different strategies are often necessary to address disadvantages and achieve equal outcomes for women and men, boys and girls.

In Australia, one in three women have experienced physical violence and almost one in five have experienced sexual violence since the age of 15.

Addressing gender stereotypes and promoting changes in attitudes is crucial to preventing violence against women and their children.

As a large employer and a public service organisation we have a responsibility to play our part.

This is a snapshot of some of the initiatives that have been progressed in 2016. A new action plan for 2017 is already being developed.

- Undertaking the White Ribbon Workplace Accreditation process.
- Community facilities policies being drafted to address gender equity considerations.
- Gender breakdown is now available for all Census variables via our data provider .id.
- Community Satisfaction Survey results analysed for differences in female/male responses.
- Focus on achieving a gender balance on community consultation groups
- Review of our recruitment and selection processes and development of a gender equity action plan.
- 'Mums@Work' support group and 'Inspiring Women's Network' were established.
- Expanded the incorporation of Family Violence checks into more Maternal and Child Health visits.
- More staff wearing the White Ribbon during the year to visibly demonstrate our commitment to the community and our staff.
- Widening the availability of domestic violence information in various locations including customer service, MCH, early years newsletter, Community Houses.
- Rip Curl Pro launch party and ANSM exhibition celebrated women's champions of Bells in April 2016.
- Female business owners profiled in new 2016 Economic Snapshot
- Successful International Women's Day event held in Anglesea profiling female high achievers.
- All Star Cricket Match planned for White Ribbon Day on 27 November targeting male cricket clubs.
- All 2017/18 project proposals will require consideration of gender equity impacts.

For more information contact Chris Pike.