

Equity For All

Gender Equity Action Plan 2021-2025



Equity for All (E4A)
Gender Equity Action Plan 2021-2025
Progress Report

Date: 30/01/2023



Acknowledgement of Country

The City of Greater Bendigo is on Dja Dja Wurrung and Taungurung Country. We acknowledge and extend our appreciation to the Dja Dja Wurrung and Taungurung People, the Traditional Owners of the land.

We pay our respects to leaders and Elders past, present and emerging for they hold the memories, the traditions, the culture and the hopes of all Dja Dja Wurrung and Taungurung Peoples.

We express our gratitude in the sharing of this land, our sorrow for the personal, spiritual and cultural costs of that sharing and our hope that we may walk forward together in harmony and in the spirit of healing.

The Gender Equality Act 2020

The Gender Equality Act 2020 was introduced into Victorian legislation in March 2020 following recommendations by Safe and Strong, Victoria's gender equality strategy and the 2016 Royal Commission into Family Violence to promote gender equality in order to reduce levels of family violence and all forms of violence against women.

The Act promotes gender equality by requiring the Victorian public sector to make meaningful progress towards gender equality in their own workplaces through a gender audit and action plan; and consider and promote gender equality in policy, program and service delivery through gender impact assessments. The Act outlines seven workplace gender equality indicators against which the public sector is assessed every four years:

1. Gender composition of workforce
2. Gender composition of governing body
3. Equal remuneration
4. Sexual harassment in the workplace
5. Recruitment and promotion
6. Flexible work and leave
7. Gender segregation in the workplace

The Gender Equity Action Plan Focus Areas

The following eight focus areas for the City's Gender Equity Action Plan are outlined below, with their alignment to The Act's indicators:

- 1 Leadership, Strategy and Accountability**
- 2 Develop a gender-balanced workforce**
Indicator 1: Gender composition of workforce
Indicator 2: Gender composition of Council
Indicator 5: Recruitment and promotion
Indicator 7: Gender segregation within the workplace
- 3 Gender pay equity**
Indicator 3: Equal remuneration
- 4 Support for caring**
Indicator 6: Flexible work and leave
- 5 Support for families experiencing family violence**
Indicator 6: Flexible work and leave
- 6 Mainstreaming flexible working**
Indicator 6: Flexible work and leave
Indicator 5: Recruitment and promotion
- 7 Preventing sexual harassment, discrimination and bullying**
Indicator 4: Sexual harassment in the workplace
- 8 Driving change beyond the workplace**

Gender Equity Action Progress Updates

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
1 Leadership, Strategy and Accountability	1.1 Gender equality is a visible strategic priority within our organisation	GE 1.1.1	Include explicit reference to gender equality and the prevention of gender-based violence in the Council Plan and Health and Wellbeing Plan.	Craig Niemann	18/10/2021	Completed	The Council Plan (Mir wimbul) and the Health and Wellbeing Plan were adopted on October 18, 2021. Gender Equality is covered in Outcome 7: A safe, welcoming and fair community of the Council Plan	06/06/2022 12:34 PM
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.1	Conduct a regular workplace gender audit to assess organisational performance against seven workplace gender equality indicators in the Gender Equality Act 2020	Toni Lyon	10/12/2021	Completed	The first workplace gender audit took place as at 30 June 2021 and included two datasets; workforce data and People Matter Survey response data (434 staff members representing 43% of staff completed the survey). A full data analysis report is available on the Gender Audit Sharepoint page.	06/06/2022 12:34 PM
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.2	Ensure language and imagery used in internal and external communications do not reinforce rigid gender stereotypes	Aleisha Verwoert	20/12/2024	Completed	Communications staff recently underwent training to assist in preparing inclusive documents that do not reinforce rigid gender stereotypes. This work is ongoing.	12/12/2022 09:01 AM
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.3	Develop a People & Culture strategy which includes gender equity as a focus area over the four years of the plan	Kylie Cheal	10/12/2022	Completed	The People & Culture Strategy was endorsed by the City's Executive in late 2021	27/05/2022 01:34 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.4	Develop a Workforce Plan in accordance to the Local Government Act 2020 that sets out measures to ensure gender equality, diversity and inclusiveness	Kylie Cheal	10/12/2022	Completed	The People & Culture Strategy was endorsed by the City's Executive in late 2021	27/05/2022 01:34 PM
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.5	Introduce a new Recruitment system and associated policy ensuring hiring managers have the necessary skills, knowledge and expertise to undertake recruitment in a consistent and best practice approach	Alex Leech	31/12/2024	Completed	Scout was implemented September 2022 and recruitment policy updated	06/10/2022 11:09 AM
1 Leadership, Strategy and Accountability	1.2 Gender equality is integrated into our core business	GE 1.2.6	All Directors to participate in one Equity Impact Assessment (EIA) each year.	Felicity Beissmann	20/12/2024	In Progress	Directors have expressed interest in attending EIAs and are participating whenever available.	09/01/2023 10:01 AM
1 Leadership, Strategy and Accountability	1.3 Gender equality is a visible priority of senior leadership	GE 1.3.1	CEO to communicate biannually to all employees regarding the organisation's commitment to gender equality and the prevention of gender-based violence with a personal connection included	Craig Niemann	20/12/2024	Completed	The Equity For All (E4A) Gender Equity Action Plan 2021-2025 was presented to the Councillor Briefing of 16 May 2022. The Plan is still to go to a Council Meeting for formal endorsement. A further update will be provided to staff after formal endorsement.	18/07/2022 03:37 PM
1 Leadership, Strategy and Accountability	1.3 Gender equality is a visible priority of senior leadership	GE 1.3.2	Ensure there is a minimum of 1 x Director represented on the internal gender equity working group and the Gender Equality Act Implementation Project Control Group	Craig Niemann	20/12/2024	Completed	Director Corporate Performance and Director Healthy Communities and Environments participate in the internal gender equity working group and Gender Equality Act Implementation Project Control Group.	18/07/2022 03:32 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
1 Leadership, Strategy and Accountability	1.4 People managers work effectively with people from diverse backgrounds	GE 1.4.1	Ensure leaders model respectful behaviour at all times by including a measure in performance reviews which assesses respectful conduct with direct reports.	Kylie Cheal	15/12/2023	Not Started		09/05/2022 03:35 PM
1 Leadership, Strategy and Accountability	1.4 People managers work effectively with people from diverse backgrounds	GE 1.4.2	Support gender diverse inclusive employment practices by providing resources and supports for people managers	Ruth Ford	15/12/2023	Future Action	N/A	17/01/2023 02:43 PM
1 Leadership, Strategy and Accountability	1.5 Gender diverse staff members are visible in our workforce data	GE 1.5.1	Update systems and processes to have the ability to capture gender diversity and other intersectional identity factors of staff members outlined in the Gender Equality Act 2020	Kylie Cheal	20/12/2024	Not Started		09/05/2022 03:35 PM
1 Leadership, Strategy and Accountability	1.5 Gender diverse staff members are visible in our workforce data	GE 1.5.2	Conduct staff census to capture missing and/or outdated intersectional workforce data on staff member profiles. Ensure appropriate privacy measures are in place	Kylie Cheal	20/12/2024	Not Started		09/05/2022 03:35 PM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.1	Set targets for internal and external recruitment shortlists to improve the representation of females in the 5 most senior classification levels, where their representation is less than 50%	Andrew Cooney	15/12/2023	Not Started		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.2	Sponsor female employees to undertake targeted leadership programs to develop their leadership skills and capacity	Toni Lyon	20/12/2024	In Progress	Seven women have participated in leadership programs since July 2022. Business areas represented include Economic Development, Financial Strategy and Immunisation and MCH Services.	19/12/2022 12:50 PM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.3	Provide ongoing support to the staff grassroots Women in Leadership Network	Felicity Beissmann	20/12/2024	Completed	Ongoing support is provided to WIL Network through facilitating Coffee Roulette and participating in joint activities as a leadership team.	09/01/2023 10:17 AM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.4	Identify barriers to female representation in senior positions leveraging the Women in Leadership Group as a sounding bound and utilising survey data	Kylie Cheal	10/12/2022	In Progress	Will be informed partially by Flexibility at Work Policy consultation (1st quarter 2023).	12/01/2023 03:03 PM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.5	Support the Women in Leadership Network Organising Committee to trial staff connection platform, Coffee Roulette, with members of the Women in Leadership Network to foster leadership mentoring among female staff members	Felicity Beissmann	10/12/2022	Completed	Coffee Roulette has been successfully trialled with the Women In Leadership Network and is now an ongoing fixture of the WIL Network.	12/10/2022 04:20 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.6	Support the Women in Leadership Organising Committee to run a Women in Leadership Network storytelling event featuring women in leadership positions	Jenny Tobin	10/12/2022	Completed	The Women in Leadership committee have provided a series of storytelling events.	13/01/2023 10:32 AM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.7	Establish capability framework which defines the behaviours, skills and knowledge that support a high performing organisation	Leah Johansen	10/12/2022	Completed	The capability framework was endorsed by EMT on May 17, 2022.	30/05/2022 08:49 AM
2 Develop a gender-balanced workforce	2.1 Increased female representation across the 5 most senior classification levels	GE 2.1.8	Establish a talent management and succession planning framework which supports retention as well as offering horizontal and vertical career progression	Toni Lyon	15/12/2023	In Progress	Project scope to be developed in early 2023.	19/12/2022 12:56 PM
2 Develop a gender-balanced workforce	2.2 Increased gender balance in traditionally gendered industries and occupations	GE 2.2.1	Set targets for internal and external recruitment shortlists to improve the representation of males and females in non-traditional roles, where gender segregation exceeds 80%.	Brian Westley	15/12/2023	Not Started		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
2 Develop a gender-balanced workforce	2.2 Increased gender balance in traditionally gendered industries and occupations	GE 2.2.2	Develop and implement targeted placement programs in traditionally gender segregated roles and departments where gender segregation exceeds 80%.	Toni Lyon	31/12/2024	Completed	Female civil construction trainee in Works. Ongoing action - will continue in 2022/23 as part of inclusive approach to trainee and apprenticeship program and targeted work experience.	06/07/2022 09:57 AM
2 Develop a gender-balanced workforce	2.2 Increased gender balance in traditionally gendered industries and occupations	GE 2.2.3	Support retention of under-represented genders in highly segregated departments (exceeding 80%) with dedicated support, feedback mechanisms and exit interviews for outgoing under-represented genders.	Toni Lyon	31/12/2024	In Progress		09/05/2022 03:35 PM
2 Develop a gender-balanced workforce	2.2 Increased gender balance in traditionally gendered industries and occupations	GE 2.2.4	Investigate a joint communications campaign with the Coalition for Gender Equity that profiles males and females in non-traditional occupations and/or pursuing non-traditional career paths	Felicity Beissmann	10/12/2022	Completed	The City partnered with HALT to deliver a communications campaign called 'Women in Trades' exhibited in Bendigo and Castlemaine which profiled local women in trades in regional Victoria which served to profile females in non-traditional occupations and pursuing non-traditional career paths.	15/07/2022 02:56 PM
2 Develop a gender-balanced workforce	2.2 Increased gender balance in traditionally gendered industries and occupations	GE 2.2.5	Conduct targeted consultations to determine how and where gender stereotypes are perpetuated at the City and what measures can be taken to create a workplace free of gender stereotypes	Felicity Beissmann	15/12/2023	Future Action	Future action.	12/10/2022 03:59 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
2 Develop a gender-balanced workforce	2.3 We promote increased participation of women and non-binary genders in public life	GE 2.3.1	Re-endorse and showcase our signatory to the Victorian Local Government Women's Charter	Geoff Fallon	10/12/2022	In Progress	Feedback and support from EMT to take Report to Cr Briefing. EMT requested interview style survey of Councillor of expectations versus experience, support and potential improvements to identify any gender based gaps.	05/01/2023 01:29 PM
2 Develop a gender-balanced workforce	2.3 We promote increased participation of women and non-binary genders in public life	GE 2.3.2	Partner with Victorian Local Governance Association to host 'Local Women Leading Change' informational workshops in the lead up to local government elections	Geoff Fallon	20/12/2024	In Progress	Liaison with VLGA has commenced.	16/01/2023 08:19 AM
2 Develop a gender-balanced workforce	2.3 We promote increased participation of women and non-binary genders in public life	GE 2.3.3	Source available demographic data of Councillors in previous 5 Councils to identify any recurrent themes of under-representation and conduct targeted consultation with community members of under-represented demographics to identify barriers and support mechanisms to run for Council and seek to implement	Felicity Beissmann	15/12/2023	Future Action	Future action.	12/10/2022 04:08 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
2 Develop a gender-balanced workforce	2.3 We promote increased participation of women and non-binary genders in public life	GE 2.3.4	Identify and address barriers to equitable representation on the City's Youth Council in order to help create a Youth Council that is representative of young people in our community	Leon Moulden	15/12/2023	Completed	Recruitment for the Youth Council is comprehensively promoted across a range of settings where applications and then interviews are designed to address representation including: gender, identity, nationality, age, geography, socio-economic. There are currently 16 Youth Councillors, 10 identify as female, 5 as male and 1 as gender diverse. Over the nearly 4 years that Youth Council has existed 2 Youth Mayors have been female and 2 male. The current Youth Mayor is female and both Deputies are male. All 3 current working groups chairs are female. With Youth Councillors visible in the media, especially the Youth Mayor, Youth Councillors are providing excellent role models for young people of all genders who aspire to leadership positions.	08/07/2022 03:21 PM
3 Gender Pay Equity	3.1 We are committed to eliminating like-for-like and organisation-wide gender pay gaps	GE 3.1.1	Conduct analysis of female-dominated and male-dominated roles in terms of skills, knowledge, responsibility, effort and working conditions to determine if there is any disparity in remuneration or benefits.	Felicity Beissmann	20/12/2024	Future Action	Future action.	12/10/2022 03:56 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
3 Gender Pay Equity	3.2 Salary packaging option are gender equitable	GE 3.2.1	Conduct a gender impact assessment on the City's internal Fleet Policy to address any barriers to access and inclusion	Luke Shaw	10/12/2022	Completed	Policy signed off	20/12/2022 01:41 PM
3 Gender Pay Equity	3.2 Salary packaging option are gender equitable	GE 3.2.2	Investigate salary packaging options that provide support for parental and caring responsibilities	Felicity Beissmann	15/12/2023	Future Action	Future action.	12/10/2022 04:04 PM
3 Gender Pay Equity	3.3 Remuneration policies and practices are transparent and we proactively inform staff about their options and entitlements	GE 3.3.1	Discuss remuneration (assigned banding or SEO) as an information point for all applicants in interview process, irrespective of gender	Alex Leech	15/12/2023	Completed	Interview guide update to include this	06/10/2022 11:05 AM
4 Support for Caring	3.4 We are committed to discouraging gender bias in remuneration and performance review processes	GE 3.4.1	Offer unconscious gender bias training to people managers	Toni Lyon	15/12/2023	Not Started		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
4 Support for Caring	4.1 Increased uptake of paid parental leave by male staff	GE 4.1.1	Increase paid parental secondary caregiver leave from two to four weeks with full superannuation entitlements via the Enterprise Agreement	Craig Niemann	05/04/2022	Completed	Increased paid parental leave for secondary caregivers from 2 to 4 weeks effective as of 5/4/2022.	06/06/2022 12:35 PM
4 Support for Caring	4.1 Increased uptake of paid parental leave by male staff	GE 4.1.2	Encourage people managers actively promote parental leave provisions to prospective parents, regardless of gender	Felicity Beissmann	20/12/2024	In Progress	Directors providing progress reporting through Tasks function.	09/01/2023 10:20 AM

Action Tasks

Task Code	Task Name	Responsible Officer	Status	Due Date	Comment
GE 4.1.2	Encourage people managers actively promote parental leave provisions to prospective parents, regardless of gender	Brian Westley	In Progress	31/12/2024	Ongoing - Forms part of PDP conversations with P&A Management team (FAW in general)
GE 4.1.2	Encourage people managers actively promote parental leave provisions to prospective parents, regardless of gender	Jess Clarke-Hong	Completed	31/12/2022	I actively encourage flexible work and am open about the flexible work options that I take
GE 4.1.2	Encourage people managers actively promote parental leave provisions to prospective parents, regardless of gender	Stacy Williams	Not Updated	20/12/2024	
GE 4.1.2	Encourage people managers actively promote parental leave provisions to prospective parents, regardless of gender	Steve Hamilton	Completed	31/12/2024	Ongoing and discussed at manager and coordinator meetings across the directorate. A core focus on providing flexible and considerate working environments is apparent

Gender Equity Action Progress Updates

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
4 Support for Caring	4.2 The language and imagery we use for parental and caring responsibilities do not reinforce traditional gender stereotypes	GE 4.2.2	Review branding and service delivery of Maternal and Child Health to consider how fathers, secondary caregivers and rainbow families are actively considered, included and represented in service name and delivery	Jenny Tobin	20/12/2024	Future Action		13/01/2023 10:34 AM
4 Support for Caring	4.3 All staff have access to unpaid or paid parental leave and do not experience negative unintended consequences for utilising parental leave entitlements	GE 4.3.1	Remunerate primary caregivers on employer-funded paid parental leave 18 weeks of superannuation payments (two additional weeks of superannuation payments at award minimum wage following the expiration of 16 weeks paid parental leave) via the Enterprise Agreement	Craig Niemann	05/04/2022	Completed	Increased paid parental leave for primary caregivers from 16 to 20 weeks. Introduced additional superannuation contribution of \$1000 where unpaid primary caregiver leave is accessed.	06/06/2022 12:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
4 Support for Caring	4.3 All staff have access to unpaid or paid parental leave and do not experience negative unintended consequences for utilising parental leave entitlements	GE 4.3.3	Within recruitment processes, give explicit reference to inviting non-traditional work experience (such as carer or parental duties) to be included in application forms and discussed at interviews	Alex Leech	15/12/2023	Not Started		09/05/2022 03:35 PM
4 Support for Caring	4.3 All staff have access to unpaid or paid parental leave and do not experience negative unintended consequences for utilising parental leave entitlements	GE 4.3.4	Conduct research and benchmarking on "returnship" programs which provide opportunities for job seekers who are returning to the workforce after a career break	Rebecca Lee	15/12/2023	Not Started	This action is due for commencement from January 2023.	14/10/2022 11:33 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
4 Support for Caring	4.4 We have a breastfeeding policy that supports women to breastfeed or express in the workplace without discrimination, in an atmosphere of acceptance and respect	GE 4.4.1	Allocate two designated intervals per day to allow for breastfeeding/expressing that are counted as time worked and do not impede on existing designated lunch/rest interval breaks via the Enterprise Agreement	Craig Niemann	05/04/2022	Completed	Introduction of paid breastfeeding and lactation breaks.	06/06/2022 12:36 PM
4 Support for Caring	4.4 We have a breastfeeding policy that supports women to breastfeed or express in the workplace without discrimination, in an atmosphere of acceptance and respect	GE 4.4.2	Ensure there are accessible parenting rooms in each of the City's primary workplaces	Kylie Cheal	20/12/2024	In Progress	Facilities provided at Fountain Court but not across all City workplaces.	09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
4 Support for Caring	4.4 We have a breastfeeding policy that supports women to breastfeed or express in the workplace without discrimination, in an atmosphere of acceptance and respect	GE 4.4.3	Provide discreet refrigeration for expressed breast milk in parenting rooms	Kylie Cheal	20/12/2024	In Progress	Facilities provided at Fountain Court but not across all City workplaces.	09/05/2022 03:35 PM
5 Support for employees experiencing family violence	5.1 Policies and practices to support employees experiencing family violence are effective in their aim to provide meaningful support	GE 5.1.1	Review Supporting the Prevention of Domestic Violence Policy and explore evaluative mechanisms to see if any improvements are required to relevant policies, practices or support mechanisms	Felicity Beissmann	20/12/2024	Future Action	Future action.	12/10/2022 04:08 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
5 Support for employees experiencing family violence	5.1 Policies and practices to support employees experiencing family violence are effective in their aim to provide meaningful support	GE 5.1.3	Ensure communications and terminology regarding family violence and gender-based violence is consistent and acknowledges the lived experiences of LGBTIQ+ people	Vanessa Wait	20/12/2024	In Progress	The calendar of events for the 16 Days of Activism has been finalised and will be released to the community towards the end of October. Consistent language across the calendar, daily messaging for the campaign and quiz questions has been undertaken. Consistent messaging is also aligned between Greater Bendigo Against Family Violence and the Safe Community Forum's Community Safety Framework. The 2 year action plan will also be aligned to ensure consistency.	07/10/2022 12:22 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
5 Support for employees experiencing family violence	5.2 People managers regularly create a safe space for confidential concerns to be shared by direct reports and are equipped to respond to disclosures and outline the supports our workplace has to offer	GE 5.2.1	Develop guidelines for people managers to follow to support consistent practice in the management of direct reports, including regularity of 1:1s	Kylie Cheal	15/12/2023	Not Started		09/05/2022 03:35 PM
5 Support for employees experiencing family violence	5.2 People managers regularly create a safe space for confidential concerns to be shared by direct reports and are equipped to respond to disclosures and outline the supports our workplace has to offer	GE 5.2.2	Offer training to people managers to understand the business case for gender equality and to equip them with the skills to recognise and address the impacts of family and gender-based violence in the workplace	Toni Lyon	20/12/2024	Not Started		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
5 Support for employees experiencing family violence	5.2 People managers regularly create a safe space for confidential concerns to be shared by direct reports and are equipped to respond to disclosures and outline the supports our workplace has to offer	GE 5.2.3	Regularly update support services referral sheet and host visibly on Sharepoint	Taylor Nally	10/12/2022	In Progress	Review and update of family violence support (including referral sheet) identified as priority action in Health Check under Free from Violence Program. Update will occur in first half of 2023 as per Free From Violence Project Plan (2022-23).	13/12/2022 09:37 AM
5 Support for employees experiencing family violence	5.3 Staff understand the link between gender inequality and gender-based violence	GE 5.3.1	Support MAV in the development of the Local Government Guide to Preventing Family Violence and all forms of violence against women	Felicity Beissmann	31/12/2021	Completed	Multiple representatives from the City attended a series of sessions with MAV and Nous Group to develop the draft Local Government Guide to Preventing Family Violence and all forms of violence against women which is being piloted in 15 local Councils from May 2022	06/06/2022 12:37 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
5 Support for employees experiencing family violence	5.3 Staff understand the link between gender inequality and gender-based violence	GE 5.3.2	Apply for the 2022 Free From Violence state government grant to trial the implementation of the Local Government Guide to Preventing Family Violence and all forms of violence against women	Vanessa Wait	10/12/2022	Completed	The City applied for the 2022 Free From Violence state government grant in February 2022 to trial the implementation of the Local Government Guide to Preventing Family Violence and all forms of violence against women. The City was notified of their successful grant in April 2022.	06/06/2022 12:37 PM
5 Support for employees experiencing family violence	5.3 Staff understand the link between gender inequality and gender-based violence	GE 5.3.3	Promote GE/PGBV e-learning in Learning and Development calendar and throughout 16 days of activism	Vanessa Wait	10/12/2022	In Progress	This will be included as part of the 16 Days of Activism through the CEO update.	07/10/2022 12:28 PM
5 Support for employees experiencing family violence	5.3 Staff understand the link between gender inequality and gender-based violence	GE 5.3.4	Provide in-kind and financial support to host 'The Dark Side of the Rainbow' LGBTIQ+ family violence training event to provide capacity building for staff and community members	Vanessa Wait	10/12/2022	Completed	The City supported the production of 'My Other Closet' and LGBTIQ+ family violence training to be included in the Pride Festival in Bendigo, March 2022.	06/06/2022 12:38 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
6 Mainstreaming flexible working	6.1 Flexible working arrangements becomes a workplace cultural norm available to and utilised by staff at all levels of the organisation, irrespective of gender or caring responsibilities	GE 6.1.1	Establish and implement the Flexibility at Work policy which outlines flexible work arrangements available to City employees	Kylie Cheal	31/12/2021	Completed	The City's Flexibility at Work Policy was approved in April 2021	03/06/2022 09:38 AM
6 Mainstreaming flexible working	6.1 Flexible working arrangements becomes a workplace cultural norm available to and utilised by staff at all levels of the organisation, irrespective of gender or caring responsibilities	GE 6.1.2	Ensure all roles in the organisation can accommodate flexible work arrangements (exploring what this looks for non-office based and OLT roles)	Kylie Cheal	15/12/2023	In Progress		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
6 Mainstreaming flexible working	6.1 Flexible working arrangements becomes a workplace cultural norm available to and utilised by staff at all levels of the organisation, irrespective of gender or caring responsibilities	GE 6.1.3	Profile diverse personal narratives of staff utilising flexible work arrangements, with particular focus on: i) Senior leaders ii) Staff whose roles aren't typically conducive to flexible working iii) Staff utilising flexible work for reasons other than caring	Felicity Beissmann	20/12/2024	Future Action	Future action.	12/10/2022 04:05 PM
6 Mainstreaming flexible working	6.2 People managers promote flexible working arrangements and feel confident in managing direct reports utilising diverse flexible work arrangements	GE 6.2.1	Encourage people managers to be transparent about their flexible working arrangements.	Felicity Beissmann	15/12/2023	Future Action	Future action.	12/10/2022 04:01 PM

Action Tasks

Task Code	Task Name	Responsible Officer	Status	Due Date	Comment
GE 6.2.1	Encourage people managers to be transparent about their flexible working arrangements	Brian Westley	In Progress	15/12/2023	Ongoing - Director openly and frequently shares WLB and FWA stories and experiences with staff.
GE 6.2.1	Encourage people managers to be transparent about their flexible working arrangements	Jess Clarke-Hong	Completed	15/12/2023	I actively encourage flexible work and am open about the flexible work options that I take
GE 6.2.1	Encourage people managers to be transparent about their flexible working arrangements	Stacy Williams	Not Updated	15/12/2023	
GE 6.2.1	Encourage people managers to be transparent about their flexible working arrangements	Steve Hamilton	In Progress	15/12/2023	Discussed ongoing at manager and coordinator meetings. Managers are self managing their teams within Organisational directions and dealing with case by case issues as needed. Focus is on optimising working conditions and outputs.

Gender Equity Action Progress Updates

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
6 Mainstreaming flexible working	6.2 People managers promote flexible working arrangements and feel confident in managing direct reports utilising diverse flexible work arrangements	GE 6.2.2	Provide accessible resources that equip and encourage people managers to manage diverse flexible working arrangements	Toni Lyon	15/12/2023	In Progress		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
6 Mainstreaming flexible working	6.3 Our recruitment and induction processes promote and reinforce flexible working arrangements	GE 6.3.1	Promote flexible work arrangements in all job advertisements to attract broader applicant base	Alex Leech	31/12/2022	Completed	All job advertisements nominate that the City of Greater Bendigo is a proactive, flexible and dynamic employer.	07/06/2022 09:55 AM
6 Mainstreaming flexible working	6.3 Our recruitment and induction processes promote and reinforce flexible working arrangements	GE 6.3.2	Amend interview guide template to include flexible working arrangements as a discussion point for all applicants in interview process, irrespective of gender.	Alex Leech	15/12/2023	Completed	Interview guide template updated to include this	06/10/2022 11:04 AM
6 Mainstreaming flexible working	6.3 Our recruitment and induction processes promote and reinforce flexible working arrangements	GE 6.3.3	Conduct targeted consultations with staff to explore i) how the City can create a culture where employees working part-time have equitable access to leadership opportunities; ii) how recruitment processes and practices can be improved to be more gender equitable and inclusive; and iii) how promotion practices including acting opportunities, secondments and L&D can be more equitable and inclusive	Felicity Beissmann	15/12/2023	Future Action	Future action.	12/10/2022 03:59 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
7 Preventing workplace sexual harassment, bullying and discrimination	7.1 We model best practice in local government in the prevention of sexual harassment, discrimination and bullying	GE 7.1.1	Implement the full suite of local government recommendations in the VAGO Sexual Harassment in Local Government 2020 Report by 2025	Kylie Cheal	20/12/2024	Completed	This was previously marked as completed as all recommendation actions have been allocated to responsible officers and added to Pulse for progress reporting- refer to individual actions for progress comments and update	12/01/2023 02:44 PM
7 Preventing workplace sexual harassment, bullying and discrimination	7.1 We model best practice in local government in the prevention of sexual harassment, discrimination and bullying	GE 7.1.2	Review duty of care for frontline staff to ensure equitable safety measures are in place for persons who may be more vulnerable to acts of harassment, discrimination and bullying due to their role, gender, sexuality or race	Kylie Cheal	15/12/2023	Not Started		09/05/2022 03:35 PM
7 Preventing workplace sexual harassment, bullying and discrimination	7.1 We model best practice in local government in the prevention of sexual harassment, discrimination and bullying	GE 7.1.3	Review duty of care for Councillors to ensure equitable safety measures are in place for persons who may be more vulnerable to acts of harassment, discrimination and bullying due to their role, gender, sexuality or race	Geoff Fallon	15/12/2023	In Progress	No update during this reporting period. Opportunities to integrate gender equity into Induction Manual and Councillor Only policies will be explored in next update of each.	05/01/2023 01:31 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
7 Preventing workplace sexual harassment, bullying and discrimination	7.1 We model best practice in local government in the prevention of sexual harassment, discrimination and bullying	GE 7.1.4	Establish a sensitive category that supports confidentiality within the City's online incident and hazard reporting system and encourages reporting of sexual harassment incidents	Naomi Hooper	31/12/2021	Completed	A sensitive category has been created in the City's online incident and hazard reporting system to encourage reporting of sexual harassment	07/06/2022 09:55 AM
7 Preventing workplace sexual harassment, bullying and discrimination	7.2 Understand and address barriers preventing staff from filing formal complaints about sexual harassment, discrimination and bullying	GE 7.2.1	Conduct targeted staff consultation to better understand: i) How we can prevent sexual harassment, bullying and discrimination happening in the first place. ii) How we can better support people who experience these things. iii) What we can do to build a better positive bystander culture where people call bad behaviour out	Felicity Beissmann	20/12/2024	Future Action	Future action.	12/10/2022 04:00 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
7 Preventing workplace sexual harassment, bullying and discrimination	7.3 We have a prominent staff code of conduct which explicitly promotes gender equality and the prevention of gender based and sexual harassment, discrimination and bullying	GE 7.3.1	Ensure code of conduct is up to date with modern modes of harassment and bullying including digital platforms. Include the prohibition of staff using workplace resources to commit any act harassment, discrimination or bullying	Kylie Tatt	31/12/2021	Completed	The Code of Conduct has been updated to include modern modes of harassment and bullying including digital platforms. Include the prohibition of staff using workplace resources to commit any act harassment, discrimination or bullying	07/06/2022 09:55 AM
7 Preventing workplace sexual harassment, bullying and discrimination	7.3 We have a prominent staff code of conduct which explicitly promotes gender equality and the prevention of gender based and sexual harassment, discrimination and bullying	GE 7.3.2	Ensure staff are held accountable for breaching code of conduct by outlining organisational response to any breaches in staff code of conduct	Kylie Tatt	31/12/2021	Completed	The 2021 updated Code of Conduct clearly identifies that there is an organisational response in respect to breaches.	07/06/2022 09:56 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
7 Preventing workplace sexual harassment, bullying and discrimination	7.4 We provide training opportunities for staff to increase their understanding and skills to challenge gender-based and sexual harassment, discrimination and bullying	GE 7.4.1	Offer bystander training to staff	Toni Lyon	15/12/2023	Not Started		09/05/2022 03:35 PM
7 Preventing workplace sexual harassment, bullying and discrimination	7.4 We provide training opportunities for staff to increase their understanding and skills to challenge gender-based and sexual harassment, discrimination and bullying	GE 7.4.2	Offer bystander training to Councillors	Toni Lyon	15/12/2023	Not Started		09/05/2022 03:35 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
7 Preventing workplace sexual harassment, bullying and discrimination	7.5 Females are not disadvantaged in our workplace due to unique supports they may require during menopause	GE 7.5.1	Conduct targeted consultation with females regarding meaningful support mechanisms the City could offer to retain and support staff who are experiencing menopause and plan to implement	Felicity Beissmann	15/12/2023	Future Action	Future Action.	12/10/2022 03:56 PM
7 Preventing workplace sexual harassment, bullying and discrimination	7.5 Females are not disadvantaged in our workplace due to unique supports they may require during menopause	GE 7.5.2	Increase the visibility of support mechanisms available to staff experiencing menopause in relevant policies and procedures	Kylie Cheal	20/12/2024	Not Started		09/05/2022 03:35 PM
8 Driving change beyond the workplace	8.1 Gender and intersectionality is considered in the development and review of all policies, programs and services that have a direct and significant impact on the public	GE 8.1.1	The CEO attends at least one external event focused on gender equality and makes at least one external statement regarding their commitment to gender equality every year	Craig Niemann	20/12/2024	Not Proceeding	This actions is covered by action 8.1.2 in this plan.	09/06/2022 10:42 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.1 Gender and intersectionality is considered in the development and review of all policies, programs and services that have a direct and significant impact on the public	GE 8.1.2	The Mayor attends at least one external event focused on gender equality and makes at least one external statement regarding their commitment to gender equality every year	Geoff Fallon	20/12/2024	Completed	<p>Mayor has spoken at the following (non-exhaustive) events relating to gender equity:</p> <ul style="list-style-type: none"> - Breakfast for 16 Days of Activism Against Family Violence - 3 Dec 2021 - 16 Days of Activism - 25 November to 10 December 2021 - International Women's Day (Haven Home Safe) - 7 March 2022 - Loddon Campaspe Multicultural Services International Women's Day celebration - 8 March 2022 - SisterWorks International Women's Day 2022 - 9 March 2022 - Bendigo Pride Festival Flag Raising - 18 March 2022 - Flag raising for International Transgender Day of Visibility - 31 March 2022 - Flag raising for IDAHOBIT (International Day Against LGBTQIA+ Discrimination) - 17 May 2022 - Women with Disabilities Victoria Bendigo Hub Launch - 30 June 2022 	15/07/2022 12:00 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.2 Our deliberative community engagement is committed to ensuring there is safe and gender equitable representation	GE 8.2.1	Develop community engagement procedures that guide staff on how to conduct community engagement in a way that is safe and equitable for all genders, particularly those experiencing co-existing forms of discrimination such as Aboriginality, age, disability, sexuality, race or religion	Fiona Jemmett	15/12/2023	Completed	A formalised process c/o a business partner approach together with the Communications Unit has been established guiding staff as to how to plan their engagement and be placed within the Let's Talk workflow. This process is outlined in the Engagement Sharepoint page. At each inception meeting the engagement officer and communications specialist discuss with staff leading the project what to consider when planning their engagement ie stakeholders, location, date/time, methods etc to ensure that they are safe and equitable. There isn't a separate procedure as this approach is BAU. Propose that this action be closed.	07/07/2022 04:58 PM
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.1	Contribute strategic leadership, administrative support and in-kind resources to the Greater Bendigo Coalition for Gender Equity and actively contribute to coalition action groups and joint initiatives.	Brigitte Aylett	20/12/2024	Completed	Brigitte/PA Community Partnerships, continues to provide secretariat support to the GE Coalition Leadership group. Processes are in place for continued in kind support.	18/07/2022 10:33 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.2	Consider the impacts of gender roles and intersectional discrimination in the planning and implementation of emergency management and disaster recovery (GE Strategy 1.5)	Frances Ford	20/12/2024	In Progress	Reviewed the Northern Victorian Integrated Pandemic Plan with a gender lens and advised on gender equity considerations. Provided Family violence flyers/cards at the Bendigo Emergency Relief Centre in October. Liaising with Loddon Mallee Women's Health re possibility of extending Gender and Disaster training opportunities during 2023 (in partnership with Gender and Disaster Australia)	10/01/2023 02:41 PM
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.3	Provide financial and administrative support to the Greater Bendigo against Family Violence committee and actively contribute to joint initiatives	Vanessa Wait	20/12/2024	In Progress	Financial and in-kind support provided to Greater Bendigo against Family Violence Committee through the Resilient Communities budget and Resilient Communities Officer.	07/10/2022 12:29 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.4	Develop and promote resources to raise awareness of gender-based violence and relevant support services available to multicultural communities, with particular focus on newly arrived migrant and refugee communities (Direct integration of CDIP Action 22.1)	Salwa Dastgeer	20/12/2024	Completed	This action is reported through the Cultural Diversity and Inclusion Plan action CDIP 22.1	30/05/2022 09:24 AM
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.5	Develop and implement the Active Women and Girls Strategy to increase women and girls' participation in sport, recreation and active transport	Matthew Kerlin	15/12/2023	In Progress	No update this quarter due to change in resourcing following restructure. Project will recommence once capacity with staffing opens up.	15/12/2022 11:08 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.6	Support the capacity of community sports to be LGBTIQ+ inclusive	Amy Johnston	20/12/2024	Not Proceeding	To be considered at a later date.	04/07/2022 03:13 PM
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.7	Advocate for LGBTIQ+ inclusion in family violence and sexual assault sector, including addressing key service gaps and strengthening LGBTIQ+ capability	Vanessa Wait	15/12/2023	In Progress	There action is considered in all work undertaken through Greater Bendigo Against Family Violence and the Bendigo Safe Community Forum	07/10/2022 12:14 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.8	Explore temporary accommodation for companion animals of people fleeing family violence and/or experiencing homelessness or financial hardship as prioritised in the Council Plan Mir wimbul 2021-2025.	Fra Atyeo	31/12/2022	Completed	BARC continues to actively support community members to access temporary boarding/accommodation services by providing complementary vaccinations to their pets to remove a barrier for entry. BARC however cannot provide this option and still continue to meet its legislative obligations.	04/01/2023 05:01 PM
8 Driving change beyond the workplace	8.3 We work alongside other organisations and groups in the public, private and community sector to drive gender equality and the prevention of gender-based violence	GE 8.3.9	Work alongside specialist organisations and groups to address elder abuse in the community as prioritised in Healthy Greater Bendigo 2021-2025.	Felicity Beissmann	31/12/2022	Completed	Elder abuse training delivered by Seniors Rights Victoria to Home Care Support team over two consecutive days in Q3 2022. Protecting your Rights information training session to be delivered by Seniors Rights Victoria on 8 December as part of 16 days of activism. Warm Safe Home project pilot to be trialled with staff on Thursday 13 October as part of Seniors Week with intention to introduce to elders within the community. There is potential to expand on this work in the future however in response to the scope of the Action, this is deemed to be completed.	12/10/2022 04:26 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.1	Finalise Equity Impact Assessment Guide, Template and Evaluation Plan	Felicity Beissmann	31/12/2022	In Progress	EIA Guide and EIA Templates are finalised. Evaluation Plan is in development with Evaluation Advisor. There is the possibility that Deakin University will develop an Evaluation Plan for us as part of a research project.	09/01/2023 10:19 AM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.2	Integrate Equity Impact Assessment process into development and review processes for policies, programs and services. Add gender and gender equity to project brief template in H&W Directorate	Felicity Beissmann	31/12/2022	In Progress	EIAs have been integrated into Project Management Framework and is being integrated into the Policy Framework. EIAs are being integrated into Council Briefing/Meeting Reports and EMT Reports. EIAs have also been integrated into Project Management Plans which have replaced the Project Brief Templates in the HC&C (formerly H&W Directorate). EIAs are also being regarded in service reviews by the service team. (however there is no formal arrangement for this yet).	09/01/2023 10:09 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.3	Recruit a Equity Impact Assessment Champion per unit and conduct relevant training	Felicity Beissmann	31/12/2022	Completed	17 x EIA Champions were recruited in August 2022 and received a full-day training with Genderworks on 22 November 2022.	09/01/2023 10:17 AM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.4	Conduct an Equity Impact Assessment (EIA) when developing or reviewing a policy, program or service that has a direct or significant impact on the public.	Felicity Beissmann	20/12/2024	Future Action	Future action.	12/10/2022 03:56 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.5	Conduct a gender impact assessment on the 10-year walking and cycling infrastructure plan	Lara Edwards	15/12/2023	Completed	Equity Impact Assessment completed	13/10/2022 06:26 PM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.6	Integrate Equity Impact Assessment Recommendations into the Gender Equality Action Plan and assign to policy, program or service lead for implementation	Felicity Beissmann	20/12/2024	Completed	As EIAs are completed and EIA recommendations are made, they are uploaded into PULSE for quarterly reporting.	09/01/2023 10:18 AM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.7	Profile an Equity Impact Assessment case study through a City communications channel every two months in initial two years and every quarter thereafter	Rebecca Lee	20/12/2024	In Progress	The first Equity Impact Assessment case study was profiled in an August issue of the Insider. The EIA to be profiled was that for the Healthy Facilities Policy. The second EIA to be profiled for this period is currently in draft and will be published prior to the end of the year.	14/10/2022 11:39 AM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.8	Review Place Name policy and set targets to ensure an increased proportion of place names are attributed to females or gender diverse people	Chris Mitchell	20/12/2024	Not Started		09/05/2022 03:36 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.9	Capture gender disaggregated data on the composition and assigned roles within volunteer/community groups/advisory groups that the City auspices	Deborah Simpson	15/12/2023	In Progress	The capability to capture and disaggregate such data forms part of the grants management software quotes assessment criteria.	12/01/2023 02:39 PM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.10	Consider gender-inclusivity and intersectional discrimination in urban planning and design to promote an inclusive, safe and welcoming environment for all people. (GES 1.4)	Mandy Banks	20/12/2024	Completed	Promoting inclusive, safe and welcoming environments for all people is a pillar of every urban design project undertaken by the City.	27/07/2022 04:55 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.11	Conduct literature review on public toilet signage and configuration to determine best practice in promoting gender accessibility and inclusion.	Ruth Ford	15/12/2023	In Progress	Research and LGA benchmarking on public toilet signage and configuration has been completed. Draft report and draft recommendations regarding best practice for gender accessibility and inclusion are almost complete.	17/01/2023 02:42 PM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.12	Consider gender in the development of actions in the Community Safety Action Plan to ensure the plan is responsive to the safety needs of females and gender diverse community members	Vanessa Wait	31/12/2022	In Progress	The Community Safety Framework has been adopted and the community consultation process is underway on the Let's Talk platform. Consultation closes 17 October. Consideration to the safety needs of females and gender diverse community members will be considered as part of the 2 year action planning process.	07/10/2022 12:16 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.13	Apply a gender lens to the issues and opportunities paper re social isolation/loneliness in our community to inform ongoing work	Pinar Maher	15/12/2023	In Progress		09/05/2022 03:36 PM
8 Driving change beyond the workplace	8.4 Our leaders understand the role of our workplace in influencing the community and effectively use our work and public profile to demonstrate support for gender equality	GE 8.4.14	Trial a targeted sleep and settling program for fathers to increase parenting support mechanisms for secondary caregivers in the community.	Jenny Tobin	31/12/2022	Completed	The Sleep and Settling program offers a specific "Dads" group on demand (approximately once per month)	13/01/2023 10:34 AM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.1	Implement the GIA recommendation resulting from the GIA conducted on the Community Grants Policy review in 2021	Deborah Simpson	31/12/2022	Completed	These recommendations have been captured in the new community grants policy that Council adopted in December 2022. The recommendations are also being considered as part of the grants management software quotes assessment criteria.	12/01/2023 02:39 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.2	Implement the GIA recommendation resulting from the GIA conducted on the Pricing Policy review in 2021	Kate Fox	31/12/2021	In Progress	To address the recommendations of the outcomes of the GIA the City's Fees and Charges website will be updated with details regarding our Pricing Policy (due to go to Council and ARC in Feb/March) and providing the community with the option to send through feedback on the City's price setting approach. This will enable continual feedback from the community rather than an annual approach.	09/01/2023 03:34 PM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.3	Implement the GIA recommendation resulting from the GIA conducted on the Graffiti Management Policy review in 2021	Daniella McClure	31/12/2021	Completed	GIA recommendation updated in Graffiti Management Policy and endorsed by EMT and Council	14/07/2022 10:56 AM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.4	Implement the GIA recommendation resulting from the GIA conducted on the Kangaroo Flat Skate Park development in 2021	Heather Grenon	31/12/2024	Not Started	GIA recommendations will be implemented on completion of construction, recommendations are all activation related. Construction is funding dependent.	01/11/2022 09:18 AM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.5	Implement the GIA recommendation resulting from the GIA conducted on the Domestic Animal Management Plan review in 2021	Fra Atyeo	31/12/2022	In Progress	Staff are currently getting prepared for animal renewals and have included the option in the paperwork to gather the required disaggregated data to help inform our processes.	04/01/2023 05:01 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.6	Implement the GIA recommendation resulting from the GIA conducted on the Leases and Licences review in 2021	Daniella McClure	31/12/2021	Completed	GIA recommendation implemented in Leases and licence Policy and endorsed by EMT	14/07/2022 10:57 AM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.7	Implement the GIA recommendation resulting from the GIA conducted on the Strathdale Community Hub Upgrade in 2021	Andrew Plant	31/12/2022	Not Started	Not yet started. Resource constraints are impacting the capacity to progress the upgrade design, meaning Equity Impact Assessment recommendations are also not able to be progressed.	10/01/2023 01:09 PM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.8	Implement the GIA recommendation resulting from the GIA conducted on the Complaints Policy review in 2021	Michael Smyth	31/12/2022	Completed	No remarkable actions were identified during the GIA.	28/07/2022 11:56 AM
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.9	Implement the GIA recommendation resulting from the GIA conducted on the Capital Investment Framework in 2022	Nigel Baker	31/12/2022	In Progress	Links to Gender Inclusion resources to be included in Project Prioritisation processes. Review of Capital Investment Framework (and PPWG Terms of Reference) will include gender inclusion content in subsequent versions. Review again in lead-up to next year's process to ensure we're all set-up.	11/01/2023 02:22 PM

Focus Areas	Objective	Code	Action Name	Responsible Officer	Due	Status	Comments	Last Updated
8 Driving change beyond the workplace	8.5 Gender equality is promoted in policy, program and service delivery	GE 8.5.10	Implement the GIA recommendation resulting from the GIA conducted on the Fleet Policy review in 2021	Luke Shaw	31/12/2022	Completed		20/12/2022 01:42 PM