

2021-2025

Gender Equality Action Plan



Acknowledgement of Traditional Owners

Goulburn Valley Health acknowledges the Traditional Owners and Custodians of the land on which we work and live, and pay our respects to their Elders, past, present and emerging.

We acknowledge their significant cultural heritage, their fundamental spiritual connection to Country, and their contribution to a diverse community.

We are proud to embrace the spirit of reconciliation and to learn more from our local Aboriginal and Torres Strait Islander community on how best to improve their health, social and economic outcomes.





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Introduction

Goulburn Valley (GV) Health is a public health service located in the Hume region of Victoria, which covers northeastern Victoria and the Goulburn Valley, and is bounded by the Murray River to the north and metropolitan Melbourne rural fringe to the south.

GV Health provides a range of acute, subacute, mental health, aged, primary health and community health services across five physical sites located in Shepparton, Tatura and Rushworth. In addition to this, services such as palliative care and aged care support are provided in patient homes regionally across the Goulburn Valley.

The hospital site at Graham Street, Shepparton, is the major acute referral hospital for the Goulburn sub-region of the Hume region. The Goulburn sub-region comprises the five municipalities of Greater Shepparton, Mitchell, Moira, Murrindindi and Strathbogie Shires.



Message from Chief Executive

I am pleased to present the inaugural GV Health Gender Equality Action Plan 2021-2025, which sets out the targeted strategies we will implement over the next four years to make positive progress towards becoming a truly gender inclusive and equitable workplace.

Our Gender Equality Action Plan confirms our commitment to driving change and removing barriers so that everyone can reach their full potential by having equal access to rewards, opportunities and resources, regardless of gender, cultural background, age, sexual orientation or other characteristics.

Delivering the Gender Equality Action Plan will require ongoing consultation and collaboration across our workforce in order to enable sustainable improvement across all the gender equality indicators including the prevention of violence against women and children.

The Gender Equality Action Plan directly aligns with our organisational CREATE Outstanding values and GV Health Strategic Plan. It will help us to build on our existing strengths, close gender inequities where they exist, and proactively consider and improve the gender impact of our services in the community, so that we can ensure the delivery of high quality, person-centred and gender responsive healthcare.

MATT SHARP
Chief Executive

Workplace Gender Audit

DATA COLLECTION

The baseline workforce gender audit data analysis conducted showed GV Health had more than 3000 employees (79% women and 21% men) as at 30 June 2021. The gender composition of the workforce by employment basis was: full-time 18% women and 10.6% men; part-time 51.7% women and 7.7% men; and casual 9.7% women and 2.2% men.

In reviewing and analysing our workforce data, we identified some key gaps in relation to our gender data categories and data collection practices:

- Gender – our existing workforce systems only allow for the collection of binary gender data.
- Intersectional factors – data is not easily accessible or consistently collected through existing workforce systems.
- Recruitment, promotion, higher duties, internal secondments and professional development – data is not easily accessible or consistently collected using existing workforce systems.

In order to reduce these data gaps, we have identified that expanding our data categories and investing in upgrading our systems is necessary to build our data collection capabilities and allow for more nuanced analysis of our data over time. Our plan for building our capabilities includes the following:

- Updating our existing workforce systems to ensure gender data collection categories include non-binary gender and intersectional identities.
- Improving clarity and education around the reasons for collecting gender and intersectional identity data during onboarding of new employees.
- Implementing best practice data collection for recruitment, promotions, higher duties, internal secondments and professional development.

KEY INSIGHTS

Given the gaps in our collection of workforce data and intersectional data including employees who identify as gender-diverse, we used our employee experience data from the 2021 People Matter Survey and consultation, to gain a better understanding of the level of intersectional gender inequality in our workplace. Below are our key findings against each of the gender equality indicators:

Gender Composition of Workforce and Governing Body

In the 2021 People Matter employee experience survey, 1% of GV Health survey respondents identified as non-binary, 13% described their gender as man and 79% as women, while 7% opted not to disclose their gender. In addition, 4% identified as Aboriginal and Torres Strait Islander, 4% identified as having a disability, 7% identified as LGBTIQ+ and 14% were born overseas.

As at 30 June 2021, the gender composition of our Board was 56% women and 44% men.

From our data analysis, we identified gendered differences by employment type and classification level, with women predominantly employed part-time and underrepresented in senior leadership roles. It was also noted low workforce representation, particularly by Aboriginality, disability, cultural and gender identity, was present at all levels of the workforce.



Pay Equity

Gendered differences in pay equity were identified across the workforce, and the intersection of gender with other attributes, such as age, etc, look to have contributed to widen this inequity. From our analysis we identified the overall workforce gender pay gap for annualised base and total remuneration salary (median) was 15.6%.

Sexual Harassment

We identified that formal reporting of sexual harassment using existing internal systems is low in comparison to the level of experiences of sexual harassment in the workplace (reported via the anonymous 2021 People Matter survey).

We further identified gendered differences in perceptions of safety and confidence in existing mechanisms for reporting, preventing and responding to harm, particularly between those who identify in intersectional cohorts compared to those who do not identify as members of these cohorts

Recruitment and Promotion

During the reporting period, 74% of new employees recruited were women.

We identified an over representation of single genders in recruitment across classification levels and employment types in line with gender stereotypes and social norms. For example, by role classification level, gender representation of women recruited was relatively stable across all levels, except one reporting level away from the Chief Executive where it dropped to 50%.

Flexibility and Leave

Gendered differences in perceptions and utilisation of flexible leave arrangements, and experiences of flexible work arrangements and family and/or caring responsibilities, were identified and reported by employees as barriers to their career development and success.

The proportion of the workforce using formal flexible working arrangements was 3%, while 5% of the workforce took parental leave during the reporting period.

Women predominantly accessed and utilised formal flexible work arrangements (93%), parental leave (89%), carers leave (85%) and family violence leave (93%).

Gendered Segregation

Over representation of a gender across a number of occupational groups in line with traditional gender stereotypes were identified. For example, women were predominantly represented in community and personal service occupations such as nursing and midwifery (86.3%) and clerical and administrative work (90.3%), while occupations in which men were predominantly represented included ICT, protective services (security) and trades.

Gendered differences in experiences and perceptions of cultural safety, particularly between those who identify in intersectional cohorts (e.g. LGBTIQ+, people with disability) compared to those who do not identify as members of these cohorts were also noted.

Consultation and Engagement

WHO WE CONSULTED

In developing our Gender Equality Action Plan, we undertook consultation with the Board, Chief Executive and Executive leadership team, employees from different business areas, classification levels and employment types, and utilised existing consultative mechanisms, including our Health, Safety and Wellbeing Committee, Consumer Experience Committee, Disability Liaison Officers, etc.

We also provided opportunities for employee representatives, including the Australian Nursing and Midwifery Federation (ANMF), the Health and Community Services Union (HACSU) and other employee representatives, to provide feedback and input as we developed our Gender Equality Action Plan.

It should be noted that consultation was undertaken during a period of significant challenge for our health service due to the pandemic, which saw our workforce taking on additional shifts to cover shortfalls on a regular basis, furloughed at various times, and/or redeployed from their usual roles to provide frontline support as part of the pandemic response during 2021 and into 2022 with the declaration of a Code Brown. As a direct result, people's availability and capacity to participate in deep consultation was limited.

In addition, we are a participating member of the Victorian Health Organisation Gender Equity Network (VHOGEN) and attend monthly meetings with other health services to discuss, learn and share knowledge about gender equality issues.

HOW WE CONSULTED

In conducting consultations, we used a combination of techniques, including interviewing, meetings, focus groups, in-person drop in sessions, and email.

As part of our consultation process, we shared the results of our 2021 People Matter Survey and workplace gender data audit, and also sought input and feedback on how to address both barriers and enablers to GV Health becoming a more gender equitable workplace.

We communicated our progress and sought feedback in various ways:

- Chief Executive 'Monday Message' weekly email communication
- GV Health intranet
- Department Head meetings
- Consumer Experience Committee
- Health, Safety and Wellbeing Committee
- Executive Committee, Strategy, People and Planning
- Board Committee meetings



Case for Change

Gender equality in the workplace is about giving everyone – women, men and gender-diverse people – equal access to employment opportunities, responsibilities, rewards and outcomes so that they can all reach their full potential. Research consistently demonstrates that workplaces (and societies) with greater gender equality have better outcomes for women, lower rates of violence towards women, and improved economic and organisational performance when there is gender diversity in management and senior leadership roles (WGEA, 2018; Victorian Government, 2021a; 2021c).

Gender discrimination, both conscious and unconscious, has been identified as the greatest single contributing factor to gender pay inequity (KPMG, 2019). Additionally, taking time away to have children or perform other caring responsibilities, and industrial and occupational segregation, reinforce this inequity (KPMG, 2019). While workplace sexual harassment continues to be prevalent, occurring across industries, locations, and at all levels (Australian Human Rights Commission, 2020).

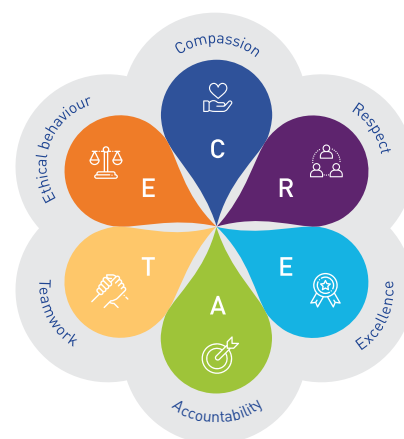
In the healthcare sector, gender inequality remains widespread even though the workforce is predominantly made up of women, with the national gender pay gap for healthcare workers currently 21.4% versus the national average of 13.8% (Victorian Healthcare Association, 2021; WGEA, 2022). Additionally, recent studies have shown women are underrepresented in executive and senior leadership roles in Australian hospitals (Hempenstall et al., 2019) and that some women healthcare workers experience family violence at a higher rate (45%) than the general Australian population (34.2%) (McLindon et al., 2018).

OUR CASE FOR CHANGE

At GV Health, our health and wellbeing landscape is undergoing significant change and increasingly we are seeing complex and chronic health conditions becoming more predominant within regional communities. At the same time, our regional demographics are also changing because of rapid population growth, an increasingly aging population, and growing cultural and linguistic diversity. For us this means that building workforce diversity, capability and sustainability is essential if we are to deliver person-centred, culturally and gender responsive healthcare services.

As a health service, we are already passionate about and committed to creating a welcoming environment where people we provide treatment and services for, employees and visitors feel safe, respected and included. Our culture of care is communicated through the *Goulburn Valley Health Strategic Plan 2019-23* and underpinned by our *CREATE Outstanding values and behaviours* – *Compassion, Respect, Excellence, Accountability, Teamwork, Ethical Behaviour* – which are the foundations for our strategic pillars:

- We CREATE safe and high-quality healthcare that always puts people first.
- We CREATE values-based healthcare partnerships which deliver equitable and accessible healthcare for all.
- We CREATE an inspirational workplace founded on a strong culture where talented people work with purpose and pride.
- We CREATE a positive healthcare environment that fosters collaboration and innovation.



CREATE. Outstanding.

Becoming a more gender inclusive and equitable workplace, directly aligns with our values and strategic pillars and is important for us not only because it is fair and just, but because having a more gender-balanced workforce which better reflects the gender and cultural diversity of our community will enhance our ability to engage with, understand and address the needs of those we serve, contributing to better health outcomes for people of all genders.

At the same time, it is important to acknowledge that where gender inequality exists in workplaces, it is usually women who are disadvantaged in terms of access to opportunities, power and resources. Given our workforce is predominantly made up of women, addressing inequities resulting from gender and the intersection of gender and other factors, particularly Aboriginality, age, disability, ethnicity and sexual orientation, identified in our workforce gender audit analysis is critical for us to make progress towards gender equality. This can only be done by taking specific measures to break down systemic barriers including gender stereotypes, roles and prejudices that underpin gender and intersectional inequality.

For us, the key benefits of workplace gender equality include:

- Greater productivity, innovation and enhanced long-term outcomes for our health service, employees, patients and the community.
- A positive, inclusive workplace culture in which diversity is valued and celebrated, gender stereotypes and segregation are eliminated, and employees feel safe, supported and empowered to reach their full potential.
- Improved ability to attract and retain talented people from diverse backgrounds and experiences who reflect the communities we serve.
- Increased employee retention, engagement and wellbeing because of reduced barriers to equal workforce participation, flexibility, development, promotion and career progression.
- Increased financial security for women and other gender-diverse employees resulting from a reduction in the gender pay gap.

Creating a workplace in which diversity of thought and experience is respected and valued and where everyone, regardless of gender and/or intersectional identity, feels safe, supported and has equal access to flexibility, employment, promotion and development opportunities, is a shared responsibility for all of us but one which has wider benefits for our families, friends and the community.

OUR GENDER EQUALITY COMMITMENT

At GV Health we are committed to achieving workplace gender equality. We recognise that gender equality is a human rights and social justice issue, and that there are significant social, health and economic benefits for all of us, irrespective of gender, when everyone is treated fairly, respectfully and equally, and that this is fundamental to achieving better outcomes for women including the prevention of violence against women and girls.

We acknowledge that to achieve gender equality requires applying a gender lens to everything we do – embedding and promoting gender equality in all of our community programs and services and our organisational strategies, policies, procedures, equipping our leaders to recognise and respond to systemic and discriminatory barriers, building a more diverse workforce that reflects the community we serve, and working collaboratively with our people to create a workplace culture in which everyone feels safe, confident and supported to actively challenge gender-based stereotypes, norms and attitudes that reinforce gender inequality.



We recognise that factors such as Aboriginality, age, gender, gender identity, disability, ethnicity, religion, and sexual orientation, can compound gender inequities and are committed to considering the intersection of gender and other factors wherever possible to reduce intersectional gender inequality in the programs and services we deliver to the community and within our own workplace. To do this, we will conduct gender impact assessments to ensure our public programs and services support people of all genders, continue to implement deliberate strategies and measures to recruit and retain Aboriginal and Torres Strait Islander peoples, as well as introduce targeted strategies to recruit people from culturally and linguistically diverse backgrounds, and to recruit, train, mentor and retain women in leadership roles. At the same time, we are committed to making flexible leave and work options equally accessible and available to people of all genders and working towards equality in terms of pay, promotion and development opportunities.

It is our intention through this Gender Equality Action Plan to strive towards creating sustainable change in the distribution of power, opportunities and resources within our workplace where needed. We acknowledge that successful change requires committed leadership and that it will take time, however we believe the strategies and measures we have designed, combined with what we are already doing to embrace diversity and inclusion through our Diversity, Inclusion and Accessibility Plan and Aboriginal and Torres Strait Islander Cultural Responsiveness and Employment Plans, will be mutually reinforcing, and together enable us to achieve our goal of a gender inclusive and equitable workplace.

OUR GENDER EQUALITY VISION

Our vision for GV Health in 2025 is:

- To be an employer of choice for gender equality
- A workplace that reflects the diversity of the community we serve
- A workplace culture where respect, inclusion and safety drive behaviour at all levels
- Reduced pay inequity at all levels, particularly for women
- Increased representation of women in leadership roles
- All employees equally supported to work flexibly
- All employees empowered to reach their full potential with equal access to professional development, promotion and career progression opportunities





OUR CURRENT ACTIVITIES

Our commitment to respecting and embracing gender diversity and inclusion has to date involved the following key activities:

<i>Aboriginal and Torres Strait Islander Cultural Responsiveness Plan 2019–2023</i>	Communicates our vision for cultural responsiveness to ensure we are a culturally safe and welcoming health service for people who identify as Aboriginal and/or Torres Strait Islander, and includes specific strategies, measures, timelines and assigned responsibilities.
<i>Aboriginal and Torres Strait Islander Health Committee</i>	Responsible for overseeing and helping to implement the Aboriginal and Torres Strait Islander Cultural Responsiveness Plan 2019–2023.
<i>Aboriginal Employment Plan</i>	Communicates our commitment and plan for increasing the participation and representation of Aboriginal and Torres Strait Islander people within our workforce.
<i>Consumer Experience Committee</i>	Responsible for monitoring and progressing implementation of the Diversity, Inclusion and Accessibility Plan 2020-2023.
<i>CREATE Outstanding Awards</i>	Employees are nominated by their colleagues and publicly celebrated for demonstrating our CREATE Outstanding values and behaviours.
<i>Diversity, Inclusion and Accessibility Plan 2020–2023</i>	Communicates our vision for diversity, inclusion and accessibility with specific strategies, measures, timelines and responsibilities assigned.
<i>Goulburn Valley Health Strategic Plan 2019-23</i>	Communicates our vision, CREATE Outstanding values and behaviours, strategic pillars, and goals for 2019-2023.
<i>Our People Strategy 2021–2023</i>	Communicates our commitment to a diverse workforce that reflects our community and equal opportunity, with specific strategies, measures, timelines and responsibilities assigned.
<i>Victorian Public Sector Commission, People Matter Survey</i>	This anonymous employee experience survey is conducted annually to help us better understand employees’ experience of the workplace.
<i>Procedures</i> <ul style="list-style-type: none"> • <i>Sexual Harassment</i> • <i>Discrimination</i> • <i>Bullying</i> 	These procedures confirm our zero tolerance for harassment, discrimination and bullying in the workplace, and provide guidance to employees on prevention, response and support.
<i>Procedures</i> <ul style="list-style-type: none"> • <i>Family violence</i> • <i>Flexible work</i> 	These procedures provide guidance to our employees on the availability of family violence leave, flexible working arrangements, and working arrangements to support those with family or caring responsibilities.
<i>Procedures</i> <ul style="list-style-type: none"> • <i>Recruitment and selection</i> 	This procedure confirms our commitment to equal employment opportunity and provides guidance to employees about our recruitment, selection and appointment process.



Strategies and Measures

Based on the results of our workplace gender audit, our findings from consultation, and analysis of best practice to address gender equality in the workplace, we have identified the following strategies and measures for promoting and progressing gender equality at GV Health during the 2021-2025 reporting period.

INDICATOR 1: WORKFORCE COMPOSITION

WHAT	HOW	WHEN
1.1 Close gaps in gender equality data collection and reporting	1.1.1 Identify what is necessary to upgrade existing workforce systems to address gender and intersectional identity data categories and collection gaps.	2022
	1.1.2 Implement best practice data collection and reporting practices with existing systems to track promotions, internal secondments, higher duties and professional development.	
	1.1.3 Investigate ways to increase response rate to People Matter employee experience survey.	
	1.1.4 Conduct gender impact assessments (GIAs) with relevant program areas on policies, programs and services that have direct and significant impact on the public.	
1.2 Build awareness and commitment to gender equality, intersectionality and inclusion	1.2.1 Establish a cross-functional gender equality working group to help implement the Gender Equality Action Plan.	2022
	1.2.2 Seek interest in becoming gender equality champions to advocate and support gender equality initiatives and activities coming out of the Gender Equality Action Plan.	
	1.2.3 Access external resources to support internal delivery of training and information sessions to build awareness of gender equality and inclusion, including how gender intersects with other factors to produce inequity.	

INDICATOR 2: GOVERNING COMPOSITION

WHAT	HOW	WHEN
2.1 Board and senior leaders accountable for achieving organisational gender and intersectional equality	2.1.1 Include gender equality as a standing item on the Executive Committee Strategy, People & Planning agendas.	2022
	2.1.2 Report progress to the Board on gender equality.	
	2.1.3 Appoint a gender equality sponsor from within the Executive leadership team.	
	2.1.4 Incorporate gender equality into strategies, plans, frameworks, policies and procedures as they are developed or reviewed.	
	2.1.5 Ensure use of gender neutral and inclusive language in all internal and external documents and communications.	

INDICATOR 3: PAY EQUITY

WHAT	HOW	WHEN
3.1 Integrate gender equality into remuneration procedures and practices	3.1.1 Review existing workplace procedures (e.g., remuneration, recruitment and selection, promotion, etc) and practices, and amend, where necessary, to embed gender pay equity.	2023
3.2 Increase transparency and reporting of gender pay gaps	3.2.1 Consider conducting gender pay gap audits annually.	2024
	3.2.2 Report gender pay gap audit results to the Board and Executive leadership.	
3.3 Reduce gender pay gap	3.3.1 Analyse gender breakdown for above banding salary increases.	2023
	3.3.2 Analyse underlying causes of pay gaps (e.g., like-for-like gaps, by-level gaps, organisation-wide gaps).	
	3.3.3 Work towards changes that will reduce the gender pay gap by 5% by 2025 for identified areas.	
	3.3.4 Agree approach for prioritising gender pay gaps and seek to identify available budget to address inequities, where these are present.	



INDICATOR 4: SEXUAL HARASSMENT

WHAT	HOW	WHEN
4.1 Increase employee confidence to report sexual harassment	4.1.1 Actively and regularly communicate our zero tolerance for sexual harassment.	2023
	4.1.2 Build employee awareness and knowledge of sexual harassment procedures, support and how to report complaints.	
	4.1.3 Consider introducing a peer support program to provide additional support to those who experience or witness harassment in the workplace.	
	4.1.4 Review and update existing online sexual harassment training module.	
	4.1.5 Engage an external expert organisation to deliver organisation-wide sexual harassment awareness, prevention and response training.	
4.2 Improve case management and transparency	4.2.1 Review existing reporting process and address gaps to ensure a victim-centric approach to case management.	2023
	4.2.2 Report number of sexual harassment complaints in workforce metrics to the Executive Committee Strategy, People & Planning and People and Workforce Board Committee.	

INDICATOR 5: RECRUITMENT AND PROMOTION

WHAT	HOW	WHEN
5.1 Integrate gender equality into recruitment, selection and promotion	5.2.1 Review existing recruitment, selection and promotion processes to ensure they are gender inclusive and actively support greater gender diversity outcomes (e.g. use gender neutral and inclusive language in job advertisements and position descriptions, gender-balanced interview panels).	2022
	5.2.2 Increase targeted recruitment, including for identified positions, to ensure the diversity of the community is reflected in our workforce.	
5.2 Establish pathways and opportunities for women to progress into leadership roles	5.1.1 Develop and implement recruitment and advancement strategies (e.g. role shadowing, executive sponsorship) to increase number of women in leadership roles.	2024
	5.1.2 Develop a process or procedure to ensure women are considered for leadership roles when succession planning.	
	5.1.3 Set professional (leadership) development training participation targets for women.	
	5.1.4 Consider developing and implementing a mentoring program to connect women with experienced leaders/role models to support their career development.	
5.3 Build capability to reduce barriers to inclusivity	5.3.1 Build awareness and understanding of conscious and unconscious bias across the workforce.	2023
	5.3.2 Build recruitment and selection skills of managers so they can prevent and respond to non-inclusive behaviour and practices.	

INDICATOR 6: LEAVE AND FLEXIBILITY

WHAT	HOW	WHEN
6.1 Increase promotion and knowledge of flexible leave and work options	6.1.1 Develop a range of internal communications to promote and educate all employees about flexible work options, including providing best practice examples.	2023
	6.1.2 Provide managers with training and resources to assist them with supporting team members on flexible work arrangements and going on and returning from parental leave.	
	6.1.3 Promote 'return to work' resources and mechanisms to support all employees returning to work following extended leave (e.g., parental leave).	
6.2 Address barriers to utilisation of leave and flexibility	6.2.1 Review parental leave and carers leave procedures to ensure they are gender neutral and actively encourage all employees to use them.	2023
	6.2.2 Review family violence procedures, and safety plans to ensure they reflect best practice, and provide appropriate response and support to employees experiencing family violence.	
	6.2.3 Provide ongoing communication and education about family violence and build employee awareness about support and leave options available.	

INDICATOR 7: GENDERED SEGREGATION

WHAT	HOW	WHEN
7.1 Challenge gender stereotypes and social norms	7.1.1 Identify examples of gender equality (e.g., employees in non-traditional gendered roles) within existing workforce and promote/communicate their stories and experiences.	2024
	7.1.2 Establish traineeships and/or hold career development sessions that promote and support non-traditional career pathways.	
7.2 Build a more inclusive and safe experience for employees of all genders and intersectional identities	7.2.1 Actively and regularly communicate a zero tolerance for discrimination on basis of gender, gender identity, and intersectional identity.	2024
	7.2.2 Review existing workplace procedures to ensure a consistent focus on gender sensitivity and safety, all use inclusive language and include a clause on inclusivity.	
	7.2.3 Conduct and/or participate in activities, such as events and campaigns, which raise awareness of intersectional communities and issues (e.g., Wear it Purple Day, LGBTQ Domestic Violence Awareness Day, International Day of People with Disability).	
	7.2.4 Consult with employees about establishing a Pride Network and/or Ally Network to actively and visibly support LGBTIQ inclusion in the workplace (and work towards Rainbow Tick Accreditation).	
	7.2.5 Build awareness of and capability in the appropriate use of gender neutral and inclusive language in the workplace.	



Resourcing

To support the embedding of our Gender Equality Action Plan, including the implementation, monitoring, reporting and evaluation of our strategies and measures over the next four years, we have committed to:

- Seeking dedicated funding and appropriate resources to support the targeted strategies we are aiming to implement.
- Establishing a cross-functional gender equality working group comprising interested employees from across the workforce.
- Establishing gender equality champions to advocate and support gender equality initiatives and activities coming out of our Plan.



Measuring Progress

GV Health will track progress against each of the Gender Equality Action Plan strategies and measures. Progress will be reported and communicated to:

WHO	HOW	WHEN
Chief Executive and Executive Leadership	Executive team meetings	Annually
Board	Board meetings	Annually
Managers	Department Head meetings	Annually
Aboriginal and Torres Strait Islander Health Committee	Committee meetings	Annually
Consumer Experience Committee	Committee meetings	Annually
Health, Safety and Wellbeing Committee	Committee meetings	Annually
Employees	<ul style="list-style-type: none"> Chief Executive email communication GV Health intranet 	Annually
Unions	<ul style="list-style-type: none"> Australian Nursing and Midwifery Federation (ANMF) Health and Community Services Union (HACSU) Australian Medical Association (AMA) Health Services Union (HSU) Victorian Allied Health Professionals Association (VAHPA) Medical Scientists Association of Victoria (MSAV) Trade Unions 	Annually



Glossary

GENDER

The socially constructed differences between men and women, as distinct from 'sex,' which refers to their biological differences. The term is also used more broadly to denote a range of identities that do not correspond to established ideas of male and female.

GENDER EQUALITY

The equal rights, responsibilities, and opportunities of women, men and trans and gender-diverse people. Equality does not mean that women, men and trans and gender-diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.

GENDER EQUITY

Gender equity entails the provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender, and that these differences should be identified and addressed in a manner that rectifies gender-related imbalances.

INCLUSION

Inclusion is about valuing and respecting all individuals and celebrating differences. Inclusion occurs when everyone is supported, feels safe and has access to opportunity. We value treating everyone with respect and fairness.

INTERSECTIONALITY

Gender, ethnicity, ability, sexual orientation, gender identity, religion, disability or age, can interact on multiple levels to create overlapping forms of discrimination and power imbalances. This often results in simultaneous and compounding experiences of discrimination and disadvantage for groups and communities, including women.

NON-BINARY

A person whose gender is not exclusively female or male.

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