

6.2.12 Notice of Motion 1064 - Gender Equality Update

Responsible GM: Jenny Scicluna
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Recommendation(s)

That Council stays informed of Cardinia's commitment and progress towards Gender Equality within the organisation and the community in general.

Attachments

Nil

Executive Summary

The Gender Equality Act 2020 commenced on 31 March 2021. The aim of the Act is to improve Gender Equality in the Victorian public sector, universities, and local councils.

Cardinia will be required to create its first Gender Equality Action Plan (GEAP). The Gender Equality in the Public Sector (Commission) has extended the due date for the GEAP to 31 March 2021.

Background

Update

Workforce Gender Audit

Data for the Workplace Gender Audit has been submitted to the Commission for Gender Equality in the Public Sector. The submission of this data means that Cardinia Shire Council has now complied with its obligations to the Commission in so far as:

- Capturing data for workplace gender audit as of 30 June 2021; and
- Submitting workplace gender audit data by 1 December 2021

A further capture of data for workplace gender audit is due as of 30 June 2025. These longer-term actions are being planned for by the People & Culture team.

Gender Impact Assessments

A Gender Impact Assessment (GIA) is required to be conducted for any new policy, program or service that directly & significantly impacts the public. These assessments consider how Cardinia's work affects different people in our community.

Gender Impact Assessments continue to be conducted and will contribute to the GEAP. The Commission for Gender Equality [Gender Impact Assessment Toolkit and Templates](#) will be utilised for this purpose. Guidelines and processes for policy developers are under development and being streamlined to merge with existing process. Training on following these guidelines and processes will commence in 2022.

Gender Equality Action Plan

Development of the Gender Equality Action Plan continues. A call for expressions of interest for staff to participate in this development process and the co-design of solution implementation as part of this plan will soon be issued. The timeline for development of this plan and obligations to the Commission is set out below.

| | |
|------------------|---|
| 31 March 2022: | Gender Equality Action Plan - Strategies and Measures submission due |
| 31 October 2023: | Progress report due |
| 31 October 2025: | Second Gender Equality Action Plan and progress report submission due |
| 31 October 2027: | Third progress report due |

2021 White Ribbon fundraiser and awards

The 2021 White Ribbon fundraiser and awards ceremony took place on Thursday 25 November. Council partnered with Outlook and Aligned Leisure to deliver this Fundraiser and Awards. All three organisations are White Ribbon accredited, and together we are taking a stand against family violence.

The Gender Equality Action Plan will take into account the impact of gender equality on family violence and abuse and ensure its strategies and measures support Council's and the White Ribbon Foundation's efforts in working towards a community free from family violence.

Policy Implications

N/A

Relevance to Council Plan

1.1 We empower our communities to be healthy, connected and resilient

1.1.1 Plan for, and support the delivery of, accessible health and social services that address critical gaps in provision.

1.1.3 Lead by example in creating an inclusive and welcoming community for all by facilitating community education, capacity building, connection, and celebration of our diversity.

1.1.4 Facilitate a partnership approach to create safer communities.

2.1 We support the creation of liveable spaces and places

2.1.2 Plan and maintain safe, inclusive, and connected open spaces, places and active travel routes.

5.1 We practise responsible leadership

5.1.1 Build trust through meaningful community engagement and transparent decision-making.

5.1.4 Maximise value for our community through efficient service delivery, innovation, strategic partnerships and advocacy.

Climate Emergency Consideration

N/A

Consultation/Communication

This report has been developed with the cooperation and collaboration of teams across Council and designated groups such as the Respect and Equity Committee.

Financial and Resource Implications

Nil to report

Conclusion

Cardinia continues to undertake several projects to promote and progress towards Gender Equality and meet the requirements of the Gender Equality Act. Cardinia will continue to do so through various projects that will positively impact Cardinia's employees as well as its residents.