

PUBLICATION DATE: February 2024

# Gender Equality Progress Report 2023



GLEN EIRA  
CITY COUNCIL

BENTLEIGH, BENTLEIGH EAST, BRIGHTON EAST, CARNEGIE, CAULFIELD, ELSTERNWICK,  
GARDENVALE, GLEN HUNTLY, MCKINNON, MURRUMBEENA, ORMOND, ST KILDA EAST

# Introduction

## Gender equality action and progress reporting

The *Gender Equality Act 2020 (Vic)* requires all Victorian public sector organisations to develop and implement a gender equality action plan. This includes measuring and reporting progress against seven indicators of workplace gender equality.

Our *Glen Eira Gender Equality Action Plan 2022–2024 (Action Plan)* is an internal plan developed to improve gender equality and equal opportunity for people of all genders in our workforce, on our Council and across the whole organisation. It was developed using data sourced from a 2021 workplace gender audit, including insights from our employees via the *People Matter Survey*.

Our *Gender Equality Progress Report 2023* used data sourced from our 2023 workplace gender audit and *People Matter Survey*. Progress was submitted to the Victorian Commission for Gender Equality in the Public Sector (the Commission) and assessed as being compliant with the *Gender Equality Act 2020 (Vic)*.

This document is a summary of our *Gender Equality Progress Report 2023*. It covers progress across all workplace gender equality indicators, strategies and measures, and Gender impact assessments (GIAs).

## Our organisation

In 2023, in our payroll and human resources systems, our total workforce identified as 64 per cent female and 36 per cent male. It is important to note our systems currently can only report on employees' sex (female/male) and age. They do not collect data from employees in relation to gender identity. We are taking steps to develop new systems in the future that will be able to capture gender identity rather than sex data.

The *People Matter Survey* asks questions about employees' gender identity, age, Aboriginal and Torres Strait Islander identity, disability, ethnicity, race, religion and sexuality. This data is important to understand intersectional experiences and improve gender equality and equal opportunity for all people of all genders.



# Workplace Gender Equality Indicators

## Indicator: 1 Gender composition of all levels of the workforce

In our 2021 workplace gender audit, the gender composition of our overall organisation was made up of 66 per cent identifying as female and 34 per cent identifying as male. In 2023, this shifted to 64 per cent female and 36 per cent male.

In the 2021 audit, all five positions at classification Level 1 (Director) were held by men, where in our 2023 audit there were two women and three men at this Level.

The 2023 Senior Leadership Group (CEO, Director, and Manager Levels) composition is 44 per cent female and 56 per cent male, remaining unchanged overall from 2021, however women are now represented at Director level.

If we look at the entire leadership group by gender (including Coordinator and Team Leader Levels), there was a four per cent increase in the representation of women.

In 2023, 19 per cent of those at Coordinator and Team leader Level worked on a part-time basis, which represents an increase of 11 per cent to the availability of part-time leadership roles since 2021. Our CEO announced in 2023 that all new or vacated leadership positions (up to Director Level) will have part-time options available.

We believe these improvements, in conjunction with completed *Action Plan* items, show positive progress against Indicator 1.

## Indicator 2: Gender composition of the governing body (Council)

The governing body of Glen Eira City Council is comprised of nine councillors — three councillors elected for each of the three wards. The gender composition of councillors in 2023 was 56 per cent female and 44 per cent male. During the reporting period, the chair (Mayor) was male.

Looking back to 2021, the gender composition of our councillors was 44 per cent female and 56 per cent male. The gender composition shift from 2021 to 2023 now aligns more closely with the population of Glen Eira (52 per cent female and 48 per cent male), and we believe this shows progress against Indicator 2.

## Indicator 3: Equal remuneration for work of equal or comparable value

Organisational gender pay gaps are primarily influenced by unequal representation at all levels of an organisation, but can also be impacted by enterprise agreement provisions and remuneration practices.

In 2023, our gender pay gap was -1.3 per cent average for total remuneration. The negative figure means that the average earnings for women overall were greater than for men. In 2021, the gap was 4.7 per cent, which was close to the Victorian local government average of five per cent.

This shifted because by 2023 women secured roles at both Director and Officer levels. While gaps remain for some levels and employment types, our organisation believes this overall shift shows progress. Internal strategies and measures to close the gap across all levels are progressing and will continue into future reporting periods.

## Indicator 4: Sexual harassment in the workplace

Responses to the 2023 *People Matter Survey* show the rate of respondents who had experienced some form of sexual harassment (for the 12 month period to 30 June 2023) was seven per cent, down from eight per cent in 2021. Verbal harassment remained the most common form of sexual harassment. Employee views regarding Glen Eira taking action to eliminate bullying, harassment and vilification was 72 per cent positive (compared to 73 per cent in 2021) and safety to challenge inappropriate behaviours at work was 72 per cent positive (71 per cent in 2021).

In the same period, there was a drop in the percentage of employees who agreed that Glen Eira encourages respectful workplace behaviours, down to 81 per cent in 2023 from 86 per cent in 2021, due to the shifting opinion of female respondents.

In our 2023 workplace gender audit, the number of formal reports increased, which we attribute to employees having a greater understanding and feeling safer to report.

Whilst there have been some small shifts against this indicator, further work on implementing strategies and actions will continue to eliminate sexual harassment from our workplace.



## Indicator 5: Recruitment and promotion practices in the workplace

Our 2023 *Employee Experience* data shows there was an increased satisfaction with learning and development needs being met (two per cent increase for women and four per cent for men) as compared to 2021. Overall, employee satisfaction with learning opportunities has improved, now at 69 per cent compared to 62 per cent across all Victorian councils.

In our 2023 workplace gender audit, women filled eight and men filled one vacant leadership level position during the reporting period (for the 12 month period to 30 June 2023), noting 14 women leaders exited as compared to four men. In the 2023 audit, 16 per cent of men had higher duty opportunities as compared to 11 per cent of women, increasing the gender gap by two per cent compared to 2021.

In 2023, women contributed to workforce turnover rates at five per cent higher than men (when considering workforce representation) and more women filled fixed term roles in 2023 as compared to 2021. Women were 64 per cent of our 2023 workforce, but the promotion rate was below this at 56 per cent. Women continued to fill a greater proportion of secondments than men, and to access career development at proportional rates.

Overall, we consider workforce gender composition progress has been made between 2021 and 2023, rather than in the 12-month reporting period being examined. Insights from the 2023 CEO Listen, Learn and Lead program will continue to inform strategies and measures taken to reinforce equitable practices and create change.



## Indicator 6: Availability and use of leave and flexible work arrangements

In our 2023 workplace gender audit, 18 per cent of the organisation accessed flexible work arrangements, an increase from 15 per cent in 2021. In 2023, 15 per cent of women accessed a flexible work arrangement (increase from 11 per cent in 2021), and 30 per cent of men (no change from 2021). The gender gap is likely due to the higher proportion of men accessing accrued day off/rostered day off arrangements. In our 2021 audit, four per cent of senior leaders were on flexible work arrangements, which rose to 10 per cent in 2023

In our 2021 audit, 28 per cent of women and 28 per cent of men accessed carer's leave. In our 2023 audit, women continued to access carer's leave at 28 per cent, but there was a reduction in men's access (reducing to 16 per cent). This is likely due to the equalising impact of the 2021 lockdowns, plus an increase in 2023 to our male casual workforce (given that casuals do not have an entitlement to carer's leave).

In our 2021 audit, 36 women and 11 men took a period of parental leave which was 2.97 per cent of all women employed and 0.91 per cent of all men. In 2023, these numbers were 18 women (2.22 per cent of all women) and eight men (1.73 per cent of all men). We continue to see higher rates of women accessing parental leave compared to men, with greater levels of leave taken (average of 14 weeks paid leave for women, compared to 3.5 weeks paid leave for men).

Overall, we believe that progress has been made in flexible work arrangements, particularly at the senior leadership level. Work will continue to further progress in this area, including encouraging more equal use of parental and carer's leave.





## Indicator 7: Gendered segregation within the workplace

Our 2023 *Employee Experience* data show improvement in cultural safety scores, with 86 per cent of women (85 per cent in 2021) and 82 per cent of men (78 per cent in 2021) giving positive scores.

In 2023, five per cent more men agreed that Glen Eira uses inclusive and respectful images and language, but four per cent less men agreed that work allocation is fair regardless of gender (79 per cent down from 83 per cent in 2021).

In 2023 the rates of workplace bullying reduced by three per cent for women (to nine per cent) and by four per cent for men (to 12 per cent). Workplace discrimination rates also reduced, by one per cent for women (to five per cent) and by three per cent for men (to six per cent).

The community and personal service occupational category is mostly female workforce, but between 2021 and 2023 male representation increased from 22 per cent to 30 per cent. While the size of this workgroup is small (five people), the representation of women in the non-traditional Machinery Operator and Driver category increased from 25 per cent to 40 per cent in the same period.

There are many occupational groups in the local government workforce which are typically gendered, and actions will be taken to explore this with teams across Council.



# Strategies and measures

To promote gender equality in the workplace, our *Action Plan* includes many different strategies and measures. The table below provides a summary of actions and their progress.

Action	Status	Description
<b>1.1.1 Consider flexible work arrangements and opportunities for any new/vacated positions in senior leadership roles.</b>	Ongoing	Part-time and flexible work options are now identified and promoted at the time of advertising new/vacated positions for all leadership positions, and this extends to Director positions. There are some individual flexible arrangements in place, which includes purchased leave.
<b>1.1.2 Undertake the Listen, Learn and Lead program to identify barriers and opportunities for leadership and career progression.</b>	Complete	The Listen, Learn and Lead program for women and gender diverse employees with leadership aspirations was co-facilitated by our CEO in conjunction with Women's Health in the South-East during April 2023. 60 employees participated in total, including our 20 senior leadership team members in a dedicated session. A series of feedback themes were identified, and plans made to sustain workplace factors which support leadership aspirations and address those which represented barriers. Our CEO took an immediate decision to offer part-time options for all leadership roles, up to and including Director Level. All participants who completed an evaluation form agreed that they felt safe to openly share their thoughts and ideas at the sessions.
<b>1.2.1 Explore internship and/or placement opportunities which target supporting different genders in non-traditional roles.</b>	Not started	Budget allocation for internship/placements to be sought out for a future financial year, and in the interim focus will turn to identifying positions as they become vacant. Early <i>Action Plan</i> priority items relate to further building safe, inclusive, and respectful team cultures where everyone can thrive.

Action	Status	Description
<b>1.2.2 Promote Walk in your shoes experiences across the whole organisation.</b>	In progress	Program to be further promoted in subsequent reporting period.
<b>1.2.3 Explore traineeships and/or scholarships to support more diverse entry into non-traditional career pathways.</b>	Not started	Budget allocation for trainee and/or scholarships to be sought out for a future financial year, and in the interim focus will turn to identifying positions as they become vacant. Early <i>Action Plan</i> priority items relate to further building safe, inclusive, and respectful team cultures where everyone can thrive.
<b>1.2.4 Undertake a gender impact assessment (GIA) for leadership training and development.</b>	Complete	A consultancy was engaged during the period to complete a Leadership Training Needs Analysis for Glen Eira and the consultancy completed a GIA as part of this process in June 2023. No gendered impacts or considerations were identified in relation to the analysis process, but it was noted that there would be value in completing a GIA ahead of the design and implementation of report recommendations.
<b>1.3.1 Encourage existing Councillors to provide intersectional data.</b>	Complete	The governing body of Glen Eira is comprised of nine councillors, three councillors elected for each of the three Wards — Camden, Rosstown, and Tucker. The Councillors were invited in June 2023 to provide information relating to their gender, age, Aboriginality, disability, ethnicity, religion, and sexual orientation for the progress audit. The questionnaire was voluntary, and six Councillors elected to participate.
<b>1.3.2 Undertake gender impact assessment for community-based committees facilitated by Community Development.</b>	Complete	Survey completed with current members to identify themes for meetings and initiate discussion and learnings and create opportunities to integrate a gender lens within member organisations. Invitations were extended to unrepresented communities to create a more gender equitable and intersectional representation on the committee.

Action	Status	Description
<b>2.1.1 Undertake an internal awareness campaign to promote the <i>Prevention of Sexual Harassment Policy</i> and acceptable workplace behaviours.</b>	Complete	CEO sexual harassment zero tolerance messaging was completed in April 2023, accompanied by a values campaign including clear messages regarding workplace culture and behavioural expectations. Alerts were distributed regarding common forms of sexual harassment, under the banner of “know the line”. The Respect @Work Workplace Prevention and Response Framework was referenced during Leader and OHS Committee awareness raising, covering preventative obligations, occupational and demographic risk, and gender equality initiatives as prevention.
<b>2.1.2 Participate in the 16 Days of Activism campaign annually to prevent violence against women.</b>	Complete	The 2022 16 Days Campaign was delivered with support from the internal Family Violence Prevention Champions Group. Community partners joined the program, and grant funding was awarded by Safe and Equal. Activities delivered included Active bystander training on 1 December 2022, Council officer participation in Walk Against Family Violence on 25 November 2022, staff Knowledge Hour on Understanding Family Violence in our Community by Peninsula Community Legal Centre, and internal campaign messaging with support information made available for duration of campaign including promotion of employee supports.
<b>2.1.3 Develop and implement a communications plan with employees on how to address sexual harassment and where to submit a sexual harassment formal complaint.</b>	Complete	New intranet page created promoting Employee Contact Officers, with key policy and procedure points summarised in plain English designed to empower employees and walk them through options for support and action. This was supported by an awareness raising campaign, alongside action 2.1.1 promoting values aligned workplace behaviours.
<b>2.1.4 Training and development programs provided to build skills in how to respond to workplace sexual harassment e.g. bystander training.</b>	Ongoing	Bystander and upstander content are incorporated into a range of learning programs featured on our corporate training calendar, in our employee compliance training, and dedicated ad-hoc events during awareness campaigns across the year. For example, our diversity and inclusion new staff orientation program explores a range of case studies, and our respectful workplace training equips employees to speak up and/or report what they have witnessed.

Action	Status	Description
<b>2.2.1 Create an internal awareness campaign to challenge gender stereotypes which are attached to specific types of work.</b>	Ongoing	Refer to action 3.3.4.
<b>2.2.2 Undertake an internal awareness campaign to promote the <i>Equal Employment Opportunity, Discrimination, Harassment and Vilification Policy</i> and acceptable workplace behaviours and how to raise a complaint.</b>	Complete	Deliberate combined campaign with actions 2.1.3 and 2.1.1, designed to remove the onus on the employee to identify the type of anti-social behaviour/s and navigate complex policy, instead turning focus to available supports, plain English information, and options to stop the unwelcome behaviour.
<b>2.2.3 Explore undertaking Rainbow Tick (or similar) accreditation across the organisation.</b>	Complete	Discussion paper presented to People, Culture and Safety Committee in June 2023, exploring options to achieve key priority 2.2 to provide a safe and inclusive work environment for an intersectional workforce. We agreed that the collection and analysis of LGBTIQ+ employee representation and workplace experience data was an initial priority.
<b>2.2.4 Engage with intersectional workforce to better understand strengths and gaps in support for an inclusive workplace.</b>	Ongoing	Engaged with employees across the organisation from a range of demographic and identity groups to consult, seek input, and inform content of workplace diversity, equity and inclusion programs, guidelines, and campaigns across the period. This included strong intersectional representation in the Listen, Learn, and Lead aspiring leaders' program (refer action 1.1.2) and lived experience input into the development of our LGBTIQ+ inclusive language guide and Workplace Gender Affirmation Guidelines.

Action	Status	Description
<b>2.3.1 Provide cultural awareness training and awareness activities to promote reconciliation and truth telling.</b>	Ongoing	Over 50 employees attended <i>Building Aboriginal Cultural Competency workshops</i> in 2022–2023, with content focused on building awareness of Aboriginal culture, people, their strengths, and identity. The impacts of colonisation and past policy are unpacked.
<b>2.3.2 Provide disability inclusion training and awareness activities to promote access and inclusion in the workplace for people with a disability.</b>	Ongoing	Over 100 employees attended <i>Disability Awareness Workshops</i> in 2022–2023, which were primarily focused on inclusive communication methods and quality customer service.
<b>2.3.3 Undertake awareness activities to promote LGBTIQ+ inclusion.</b>	Ongoing	The visibility and promotion of LGBTIQ+ employee inclusion gained traction over the period, helped by the return of regular face to face time for office-based employees. For IDAHOBIT 2023 a large turnout of employees heard from a panel of out and proud Glen Eira leaders, who shared lived experience stories from their working lives and how their LGBTIQ+ identities have shaped their leadership. Visible markers of LGBTIQ+ workplace inclusion have increased across the organisation, with a significant number of employees opting in to wear rainbow lanyards and pronoun badges. In 2023 we also held LGBTIQ+ Foundations training on International Pronouns Day, to coincide with the launch of our <i>Workplace Gender Affirmation Guidelines</i> and Pronouns and LGBTIQ+ inclusive language promotion.
<b>2.3.4 Development of gender equality e-learning module for all employees to complete.</b>	In progress	Gender equality e-learn developed in-house and trialed with select employee audience. This requires some modifications to more clearly explain the gender pay gap and revisit the duration of the module prior to rollout.
<b>2.3.5 Review capability of current human resource systems to support the collection of intersectional data.</b>	Complete	Worked with a provider to create new fields for employee personal demographic and identity data, which employees can confidentially populate via the <i>Employee Self Service</i> system in 2024. Awareness campaign content being prepared to explain the purpose of the opt in data collection, and data privacy.

Action	Status	Description
<b>3.1.1 Expand the range of services used to advertise Council jobs, to capture a more diverse pool of applicants.</b>	Ongoing	Glen Eira now uses Koori Mail to advertise vacant positions and will continue to explore new ways of building more diverse candidate pools. We continue to invest energy in the identification and removal of barriers in the application and selection processes, for example we now have standardised selection criteria for leadership roles with mandatory or specific qualifications removed unless clearly justified.
<b>3.1.2 Adopt a recruitment process for secondment and higher duties arrangements which applies gender equality principles.</b>	In progress	Action deferred to 2023/2024, so a new comprehensive GIA tool can be used to complete the review.
<b>3.1.3 Use developed tools to review language of job advertisements to minimise gender bias.</b>	Complete	Research shows that the language in job advertisements can influence an individual's choice whether to apply for a position, with stereotypically male language a potential deterrent. The People and Culture recruitment team now use a gender decoder to identify and remove subtle bias from job ads and position descriptions, substituting words as required and educating recruiting managers.
<b>3.1.4 Undertake a gender impact assessment on recruitment process to identify areas for improvement to achieve more gender equitable outcomes.</b>	Complete	The completed intersectional GIA identified three key themes and actions to continue to build equity into our practices (on top of existing commitments already featured in workforce strategies and plans). Action has already been taken to standardise selection criteria and introduce greater focus on transferable skills. We also plan to take action to use imagery on our careers site and materials which better showcase the diversity of our workforce and community. Work is also planned to institute the use of plain English in all our materials.

Action	Status	Description
<b>3.2.1 Undertake an internal awareness campaign to encourage people of all genders to access flexible work arrangements, parental and carers leave, regardless of gender.</b>	Ongoing	Promoted flexible work in recent employee news item, with stories of three dads who work at Glen Eira, and how their flexible work arrangements enable them to juggle their parenting responsibilities and work lives. Part-time options, flexible work hours, and work from home options were referenced, and flexibility celebrated as a win-win for Glen Eira and our employees.
<b>3.2.2 Review paid parental leave entitlements to ensure provisions are gender equitable, use inclusive language, and seek to remove distinction between primary/secondary carer leave so all are entitled to 12-week minimum paid leave period.</b>	In progress	<i>The Glen Eira Enterprise Agreement 2022</i> benefited from an inclusive language review, with provisions more reflective of all families and language, and more accurate and inclusive. Glen Eira moved away from the terminology of primary and secondary care, to avoid inadvertently reinforcing gender roles and associated inequality with unpaid caring responsibilities. While paid leave provisions were increased, the recommended combined 12-week minimum paid leave period was not negotiated for the 2022 agreement, so this item will be carried over.
<b>3.2.3 Explore provision of superannuation contributions whilst employees are taking unpaid parental leave.</b>	Complete	Superannuation contributions on unpaid parental leave was investigated, and provisions implemented in the 2022 <i>agreement</i> .
<b>3.2.4 Communicate the range of leave and flexible work options offered by Council.</b>	Ongoing	A promotion of flexible work options was completed in the reporting period, supported by stories of employees making use of options to meet their caring responsibilities and work/life balance and wellbeing goals.
<b>3.2.5 Communication/promotion of the Family Violence Support Policy and support processes.</b>	Ongoing	Employee family violence supports were promoted to staff as part of the <i>16 Days of Activism against Gender-Based Violence</i> , and again during the <i>Are You Safe at Home</i> campaign. This twice-yearly promotion aims to maintain awareness and build trust to encourage vulnerable employees to seek support, to ensure we meet our health and safety obligations.



Action	Status	Description
<b>3.2.6 Include information about flexible work arrangements in all parts of the recruitment process ie. advertising, position description and interview process.</b>	Ongoing	Job advertisements for senior roles now explicitly communicate available part-time options, which was an agreed change from our <i>Listen, Learn and Lead</i> forums with aspiring women and gender diverse leaders. Position description content will be reviewed in the next period.
<b>3.3.1 Review remuneration process for the classification levels where the gender pay gap is most evident.</b>	Complete	Right Lane consulting was engaged to complete a review of remuneration practices for positions that fall outside of our enterprise agreements. A best practice gender equitable remuneration framework was developed, and benchmarking was completed with other like-minded Councils. The report recommendations were accepted by our CEO, and initial implementation steps have been taken ahead of the 2024–2025 deadline.
<b>3.3.3 Undertake a leadership lunch and learn session to educate employees about the gender pay gap.</b>	Not started	This action has been deferred and will be completed when our current gender pay gap data is available to share, which will also coincide with the publication of private sector pay gaps.
<b>3.3.4 Conduct an internal awareness campaign to empower employees to challenge gender stereotypes, highlighting gender segregated occupations and work groups.</b>	Ongoing	The annual diversity, wellbeing and safety calendar of events and associated communication campaigns have been used to message against limiting gender stereotypes, and to promote and celebrate progress in non-traditional areas of employment for women. Separate but related campaigns have reinforced this messaging, such as a campaign promoting men with primary or equal caring responsibilities and their flexible arrangements.

# Gender Impact Assessments

PSU

Council is committed to conducting GIAs on all new or reviewed policies, programs, or services to ensure we meet the different needs of women, men, and gender diverse people and achieve our responsibilities in the *Gender Equality Act 2020 (Vic)*.

We are proud to highlight the significant progress made in completing GIAs for the reporting period from July 2021 to June 2023. While building our workforce capacity to conduct thorough and meaningful GIAs, we have successfully completed a number of assessments to a high standard.

Each assessment undertaken has resulted in actionable insights aimed at better serving the needs of our community members while embracing the principles of intersectionality. These insights have led to meaningful updates to our policies, programs, and services, enabling us to make material progress towards the outcomes in our *Action Plan*.

These assessments represented diverse areas across Council contributing to the enhancement of our organisational capacity. They encompassed a wide range of programs, plans and services, demonstrating the breadth of our approach to gender equality and inclusivity within our community. We view these accomplishments as meaningful strides toward our commitment to fostering a more equitable and inclusive environment for the community.



## Recruitment and Selection Procedure

**Subject / Status:** Policy / For review

**Description:** *The Recruitment and Selection Procedure and Guide* provides support and resources when undertaking a recruitment process on behalf of Glen Eira City Council.

**Actions:** We have updated the *procedure* to include a plain English decoder on adverts and position descriptions; images and videos of diverse individuals on advert banners and careers website; and conducted an exercise to identify and challenge the mandatory nature of qualifications and technical skills for people leadership roles (from Team Leader level upwards).

We also understand that while all people are seeking the same goal (finding employment), not everyone has the same needs. To better understand needs, comprehensive data collection and analysis was undertaken with a vast array of diverse community groups.

## Social and Affordable Housing Strategy

**Subject / Status:** Policy / For review

**Description:** *The Social and Affordable Housing Strategy* assesses the need for social and affordable housing in Glen Eira and identifies Council's role in developing solutions that will see an increase in the provision of social and affordable housing.

**Actions:** We have updated the procedure to include demographic questions in survey and consultation documents to collect gender-disaggregated data; designed an engagement plan to enable people of all genders to engage in the consultation process by providing a variety of times and locations for community engagement activities; and will include a section in the strategy that discusses how homelessness and housing stress impacts are experienced and compounded on the basis of intersectionality.

We understand that not everyone has the same needs or desired outcomes from seeking secure housing, depending on their life experience and intersectional identities. To better understand our community, we collected a broad range of data to understand how certain demographic groups and experiences overlap to further impact the community or increase need.

## Community Groups Committee

**Subject / Status:** Program / For review

**Description:** The *Glen Eira Community Groups Committee* encourages organisations to work together, to identify issues impacting on sectors of our community and to support the community's current and changing needs.

**Actions:** We invited community groups who were not represented to join the committee and create a more gender equitable and intersectional representation on the committee. We also completed a survey with current members to identify themes for meetings, initiate discussion and learnings, and create opportunities to integrate a gendered lens within member organisations.

## Donations for Provision of Park Benches Policy

**Subject / Status:** Policy / For review

**Description:** The *Donations for Provision of Park Benches Policy* enables recognition of individuals, couples or community organisations through a Council plaque affixed to a Council bench.

**Actions:** We updated the *Donations for Provision of Park Benches Application Form* to collect data on the gender of the person seeking to be memorialised, as this was an identified gap in the GIA. This information will support Council to understand who is applying and who is being memorialised through the donations.

We also amended the policy to update the naming conventions required, to accommodate all name formats used by the community and broader society.

## Sportsground Charging and Allocation Policy

**Subject / Status:** Policy / For review

**Description:** The licensed sports club allocation and charging policy provides a consistent, transparent and easily understood process to govern the allocation of Council managed sports facilities to community sports clubs through seasonal license agreements.

**Actions:** We updated the policy to include reference to gender equity in the expression of interest process for new/changes to allocations; reference to inclusiveness and diversity, and support for sports clubs that are accessible to all members of the community

We also updated procedures including educating clubs about diversity and gender equality through a formal program to ensure their processes provide for gender equity, and highlighting and celebrating clubs that are doing things well (in gender equality and equitable access for people of all genders living with a disability) through community news articles and promoting good news stories via club email updates.

The needs of people of different genders, religions, abilities, sexuality and other intersectional identities were also outlined and linked with the recommendations of the GIA, to understand how their use of sportsgrounds need to be considered. These findings were then integrated into the recommendations and actions of the GIA.

## Inkerman Safe Travel Corridor

**Subject / Status:** Program / New

**Description:** The *Integrated Transport Strategy* aims to find ways of encouraging the community to use different modes of transport. One action in the *Strategy* is to conduct a pilot for a safe cycling route. The *Strategy* identified Inkerman Road as a potential key cycling corridor. Two cycling corridor design options were prepared for Inkerman Road.

**Actions:** This pilot did not progress.

## GECKO (Staff intranet site) Development

**Subject / Status:** Service / New

**Description:** GECKO is an online digital workspace for Glen Eira City Council staff. It supports modern, flexible ways of working — making it the ideal tool for the hybrid working environment. It brings our systems together into a single hub and connects staff to key systems and tools.

**Actions:** We selected a platform for the intranet that enabled equitable access to all staff, including those not based at central office locations – which may impact different genders depending on the gender make-up of roles based ‘in the field’. We also conduct regular reviews on the platform and its content to ensure accessibility for all staff — no matter their personal identity (e.g., culture, age, sex, gender identity, socio-economic background).

We made sure to select a platform that is simple and intuitive to use to ensure staff can access the information they require, regardless of their technology skill level. We also considered accessibility when designing colours and navigation and search functions. Importantly, a custom footer was enabled in the platform to include the Aboriginal and Torres Strait Islander flags, the pride progress flag, and a diversity statement to emphasise our commitment to diversity and inclusion.

## Open Space and Pavillion Naming Policy

**Subject / Status:** Policy / For review

**Description:** The *Open Space and Pavilion Naming Policy* provides a consistent process for the naming of open space and pavilions owned and/or managed by Council.

**Actions:** We have proposed that this *policy* formalise Council’s position that pavilions and open space will not be named after individuals to avoid gender inequality in naming, due to the historically higher male participation in sport. We have also updated our community engagement processes to capture gender related data to inform future decision making and support further understanding on if gender influences the ideas or preferences for naming of pavilions and open space. The naming process will also encourage the use of Aboriginal names with the need to consult with Traditional Owners.

We understand that social roles and responsibilities may impact how people access the policy, depending on their priority level and interest, but there is limited data available to further understand this concept.

# Next steps

Advancing gender equality is a journey, and we will continue to monitor, share progress, and reflect and learn along the way — to make sure that we are doing the right things, and doing these things right.

Through the process of preparing our progress report, it has come to our attention that not all policies, programs or services that should have been subject to GIAs in the reporting period were assessed. We recognise the importance of rectifying this, and following guidance from the Commission provided in June 2023, we intend to complete retrospective GIAs.

We are investigating 29 policies, programs, or services to understand the suitability of a retrospective GIA for each. Alternatives may also be explored to ensure a gender lens is applied to the implementation of these policies, programs, or services. Those initially identified as a priority to investigate include:

- *Glen Eira Placemaking Strategy 2023–2027*
- *Glen Eira Community Engagement Strategy 2022–2026*
- *Glen Eira Community Safety Plan 2022–25*
- *Glen Eira Community Wellbeing Plan 2021–25*
- *Glen Eira Active Recreation Action Plan 2021*
- *Glen Eira Asset Plan 2022–2032*

Retrospectives assessments will be completed as part of an organisation-wide capability uplift through mandatory training clinics with owners of non-compliant policies, programs, or services. This capability uplift forms part of our continued efforts to embed gender impact assessments into business-as-usual, including embedding assessment prompts into existing business processes, ongoing training and guidance for teams, and stronger mechanisms for accountability and monitoring of compliance.

We appreciate the importance of compliance with the *Gender Equality Act 2020 (Vic)* and are dedicated to upholding its provisions. Council will continue to prioritise GIAs as an integral part of our everyday business.

See our [Glen Eira Gender Equality Action Plan 2022–2025](#) for more information on gender equality at Glen Eira.