



CITY OF  
MONASH

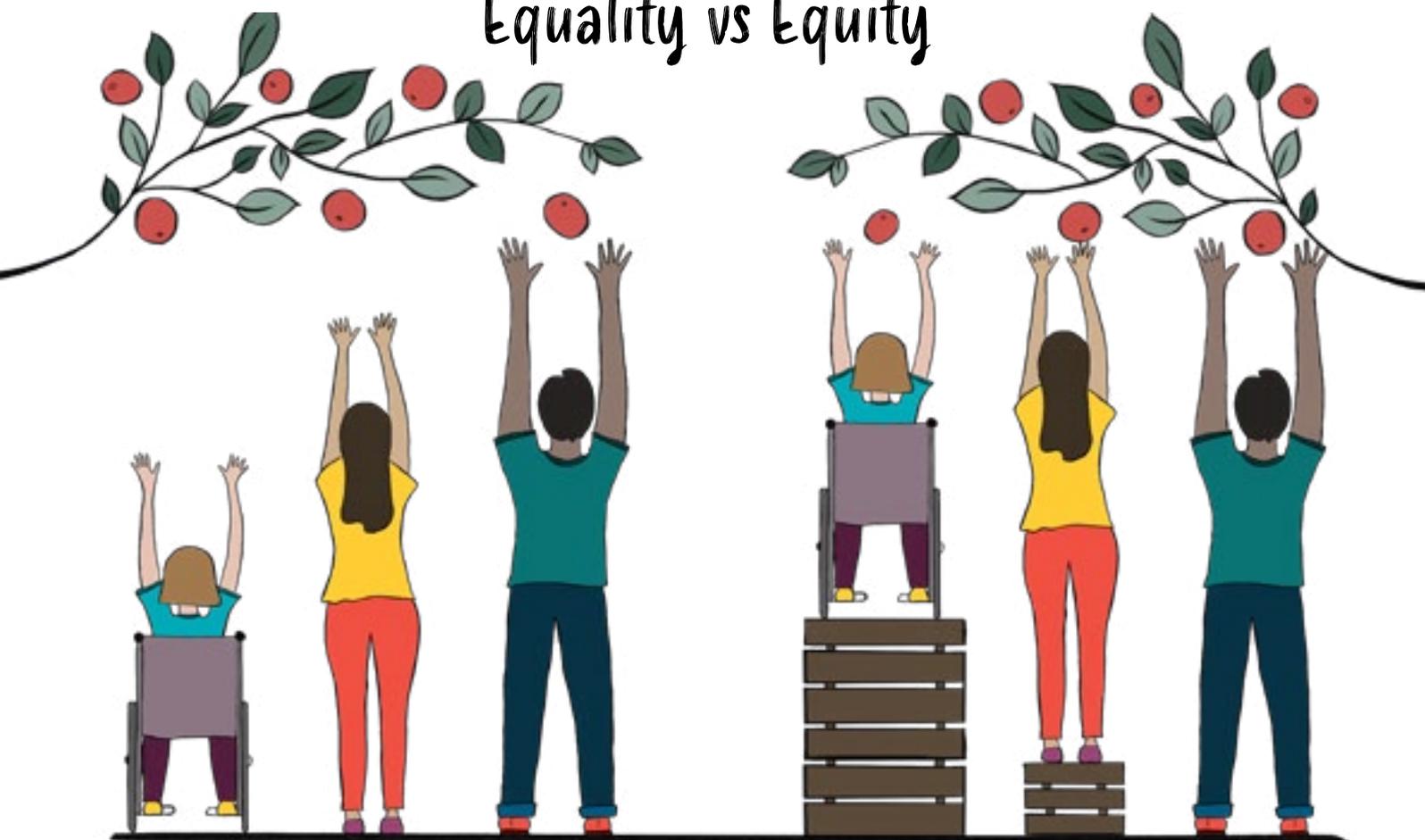
# MONASH GENDER EQUITY FRAMEWORK



# GENDER EQUITY FRAMEWORK

Monash Council has had a longstanding commitment to, and leadership role in, promoting gender equity in our community and workplace. Council has made a conscious decision to focus on 'gender equity' because this 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 way that rectifies gender related imbalances. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women, men and gender diverse people.

## Equality vs Equity



Council's new Framework builds on the inaugural Gender Equity Strategy 2015-2020, which strengthened our structures, partnerships and community capacity. Below is a summary of the key parts of the Framework: the Policy Statement, Guiding Principles, and Recommendations.



## Policy Statement

**Monash Council is committed to promoting gender equity in our community and our organisation, and ensuring that people of all genders enjoy the same opportunities, rights and respect.**

### Council will:

- Actively encourage everyone's full and equal participation in community life, and work towards creating a safer and more inclusive community
- Take an intersectional approach to promoting gender equity wherever possible, acknowledging that gender inequality may be compounded by other forms of disadvantage or discrimination on the basis of sex and gender, as well as age, disability, ethnicity, gender identity, race (including Aboriginal and Torres Strait Islander descent), religion, sex, and/or sexual orientation.

### Council acknowledges:

- That women and gender diverse people have historically experienced, and continue to experience, discrimination and disadvantage on the basis of sex and gender
- That gender equity is not about treating everyone the same but recognises people's different needs and power related to their sex and gender
- The link between gender inequality and the prevention of violence against women and family violence
- Gender equality benefits everyone, and is a human right.



# GUIDING PRINCIPLES

The following principles will be used to guide Council's intent and implementation of this framework:

- 1. Intersectionality:** We will acknowledge that gender inequality does not impact all people in the same way. Sex and gender intersect with other experiences of discrimination and disadvantage due to characteristics such as age, disability, ethnicity, gender identity, race (including Aboriginal and Torres Strait Islander descent), religion, and/or sexual orientation.
- 2. Multiple settings:** We will work with the community where different people live, learn, work and play, to build the capacity of as many people as possible.
- 3. Leadership:** We will lead by example to create a more gender equitable workforce, and give our staff the skills to help promote gender equity within the organisation and our community.
- 4. Advocacy:** We will amplify the voices of our community. We will ensure that people know where they can go to seek help or advice and will advocate for gender equity and the prevention of violence against women and family violence.
- 5. Research and engagement:** We will build on our existing knowledge base, ensuring that we understand how people of different genders experience our services and programs so we know how we can best support them. We are committed to ensuring our policies, practices and allocation of funds are, at all times, evidence-led to the greatest extent possible.
- 6. Partnerships:** We value our partners and will continue to work with community and other organisations to promote gender equity in Monash.





# FRAMEWORK

# RECOMMENDATIONS



**The Framework itself does not include specific actions, rather the following are the key recommendations for Council, to guide our approach to gender equity:**

1. Continue to embed actions that promote gender equity and prevent violence against women and family violence in future iterations of the Monash Health and Wellbeing Plan and Council Plan, to ensure integration and alignment with other parts of Council.
  2. Continue to utilise the diverse skills and experiences within the Gender Equity Advisory Committee (GEAC), and seek opportunities to combine consultation with other advisory committees and community for an intersectional approach to our work.
  3. Ensure that gender equity is a focus for the whole of Council. Prioritise actions in – but do not limit them to – the five settings that our community has told us are most important to them, which are: Health, family and community organisations; Education and care settings for children and young people; Sports, recreation, social and leisure spaces; Public spaces, transport, infrastructure and facilities; and universities, TAFEs and other tertiary education institutions.
  4. Pilot new and strengthen existing intersectional gender equity activities, particularly in relevant language/s with our multicultural and faith-based communities, and for our LGBTIQ+ communities, people with a disability, and young people and older community members.
  5. Continue to acknowledge and publicise the link between gender inequality and the prevention of violence against women and family violence. Make it clear how our work in gender equity aligns with the goal of preventing violence against women and family violence.
  6. Increase community knowledge of new and existing service providers working in gender equity and prevention of violence against women and family violence. Work to shift any negative community attitudes through greater understanding.
  7. Provide training for Council staff and Councillors in gender equity and prevention of violence against women and family violence. Work with internal staff on Council's Gender Impact Assessments, Gender Equality Action Plan, and other requirements of the Gender Equality Act 2020.
  8. Embed Gender Impact Assessments in Council processes so that they become 'business as usual' across Council on all policies, programs and services that have a direct and significant impact on the community. This includes asking for gender-disaggregated data as a standard minimum during consultation, and intersectional data where supported by research and allowed under the Privacy and Data Protection Act 2014.
  9. Continue to work with new and existing partners to seek out initiatives and funding opportunities as they arise to support our work.
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