

GENDER EQUALITY

Gender equality in our community

Leadership commitment statement

Addressing unequal expectations, pressures and treatment of people based on gender in our community.

Our vision

We want everyone who lives, works and spends time in Cardinia Shire – regardless of their gender identity – to be treated with respect and fairness, to feel and be safe, and to have equal access to opportunities to reach their potential and pursue their dreams.

Barriers to achieving this vision

In our homes, workplaces and across the wider community, stereotypical and outdated views of gender roles, responsibilities and capabilities can lead to inequalities.

For example, what is expected of women and girls is often different to what is expected of men and boys. This can result in imbalances in areas including domestic duties, parenting responsibilities and access to resources and opportunities.

In addition, gender diverse people are often subject to similar expectations and discrimination based on their gender identity and may feel forced to hide their gender identity as a result. They are at greater risk of mental illness, physical and verbal abuse, and exclusion.

In our community, outdated views and stereotypes that reinforce gender inequality are often due to a lack of education and awareness. This causes gender bias, both conscious and unconscious, which perpetuates inequality in our policies, practices, systems and structures.

Solutions and call to action

Council will continuously strive to put policies and practices in place that help to deliver gender equitable programs and services for everyone in Cardinia Shire.

We will actively listen to women, girls and gender diverse people in our community, and learn from their lived experiences to help make Cardinia Shire a safer, healthier, fairer and more equitable place for all.

We will create opportunities for women, girls and gender diverse people in our community to have a voice and inform our decision making. We will lead by example on gender equality.

Gender equality in our workplace

Leadership commitment statement

Addressing unequal expectations, pressures and treatment of people based on gender in our workplace.

Our vision

We recognise that gender equality is a fundamental human right. We will be an equitable workplace where our team members are valued, respected and given equal opportunity regardless of their gender identity. These values will be reflected in the services we deliver and our culture. We will work together as one team to ensure our services and programs are accessible, equitable and inclusive for all community members.

Barriers to achieving this vision

Ingrained stereotypical and outdated views about gender roles in our organisation may lead to inequality. This bias is often unintentional and the result of a lack of education and awareness.

We recognise that our workplace is made up of employees with different life experiences, views, and ideas about gender equality. This can sometimes include unconscious bias that results in inequality in our policies, practices, systems, and structures.

We recognise that women may not be seen as valuable due to gender stereotypes. As a result, women are more likely to suffer harassment or inequality.

Solutions and call to action

We will strive to provide a gender equitable workplace for all employees. This will be reflected in our service delivery by ensuring our services and programs are accessible, equitable and inclusive for all community members.

We will create opportunities for women, girls, and gender diverse people in our community to have a voice and inform our decision making.

We will build the gender equality capacity of our workplace and challenge any policies, practices systems or structures that may hinder equality.

We are committed to gender equality and will strive to lead by example in creating a fair and equal workplace for all.

