

Gender Equality Action Plan (GEAP) 2022 – 2025

A/Prof Anjali Dhulia - Chief Medical Officer, Monash Health



We aim to provide fair opportunities to enable equal outcomes for individuals regardless of their gender identities by 2025.

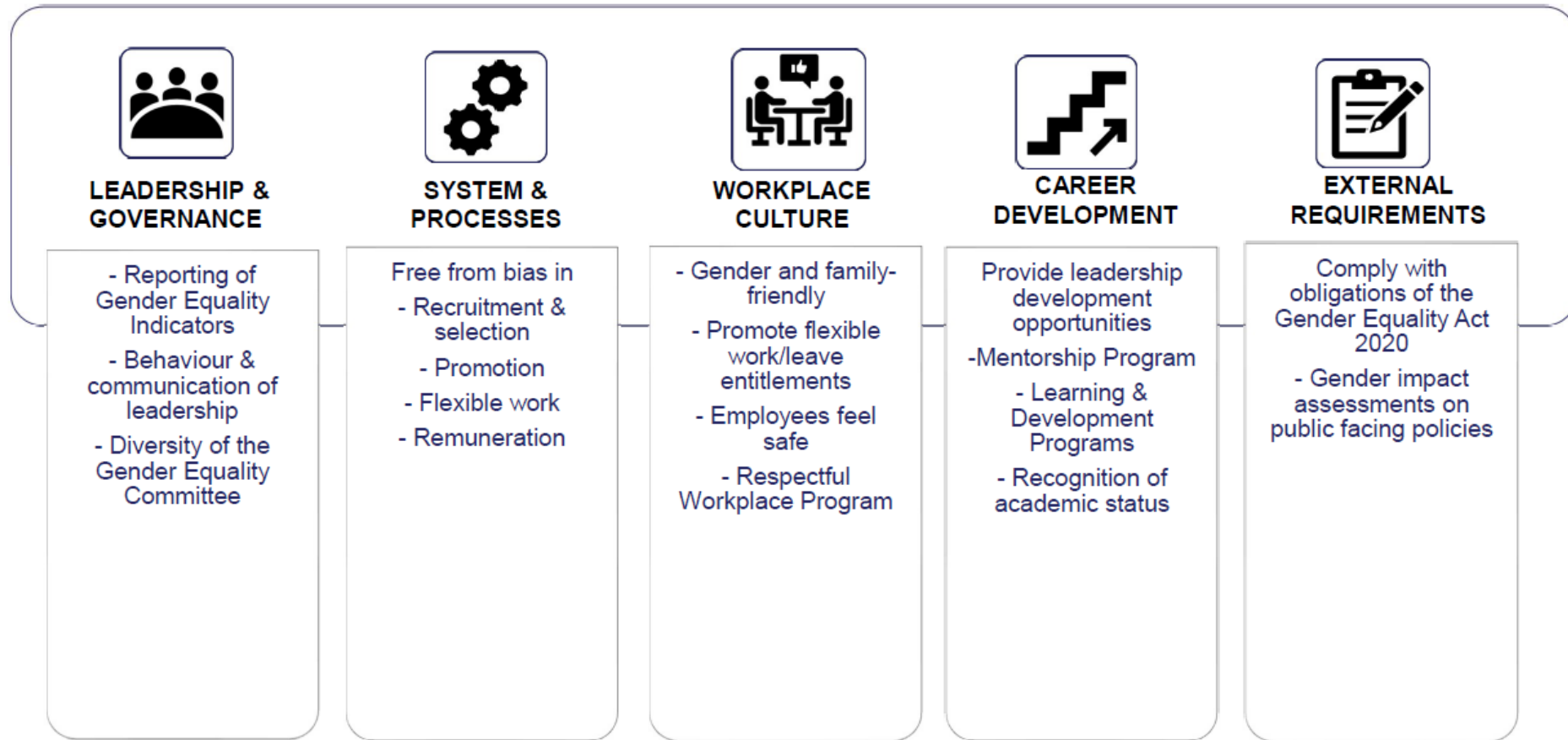


Our key areas of focus

- Focus 1 – Leadership and Governance
- Focus 2 – Systems and Processes
- Focus 3 – Career Development
- Focus 4 – Workplace Culture
- Focus 5 – External requirements



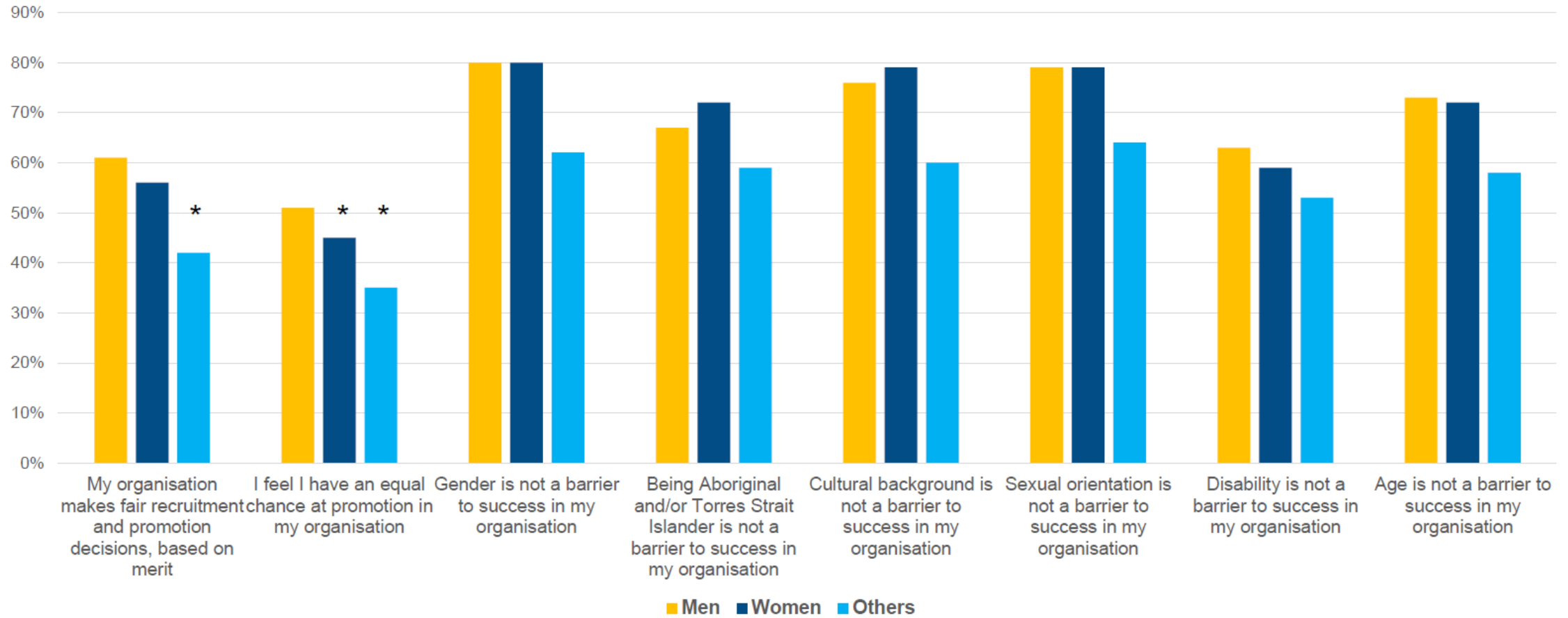
What lies beneath the focus areas



Reference: Monash Health Gender Equality Action Plan 2021-2025; Mar 2022



Employees responses on success in the workplace




Source: People Matters Survey 2021; Victorian Public Sector Commission (n=?)




Current State – Leadership and Governance

In Monash Health
(n=21,376)


- 77% identify as women
- 23% identify as men
- <1% self-described gender identity

Total workforce 

- We have gender diversity on our Board (W5:M4)

Board 

- Women are represented in 75% of the 1,116 Leadership positions (0-10)
- Women are represented in 50% of the top 36 leadership positions (0-3)

Leadership 

Source: Monash Health Gender Audit Data – 30 June 2021; submitted Dec 2021

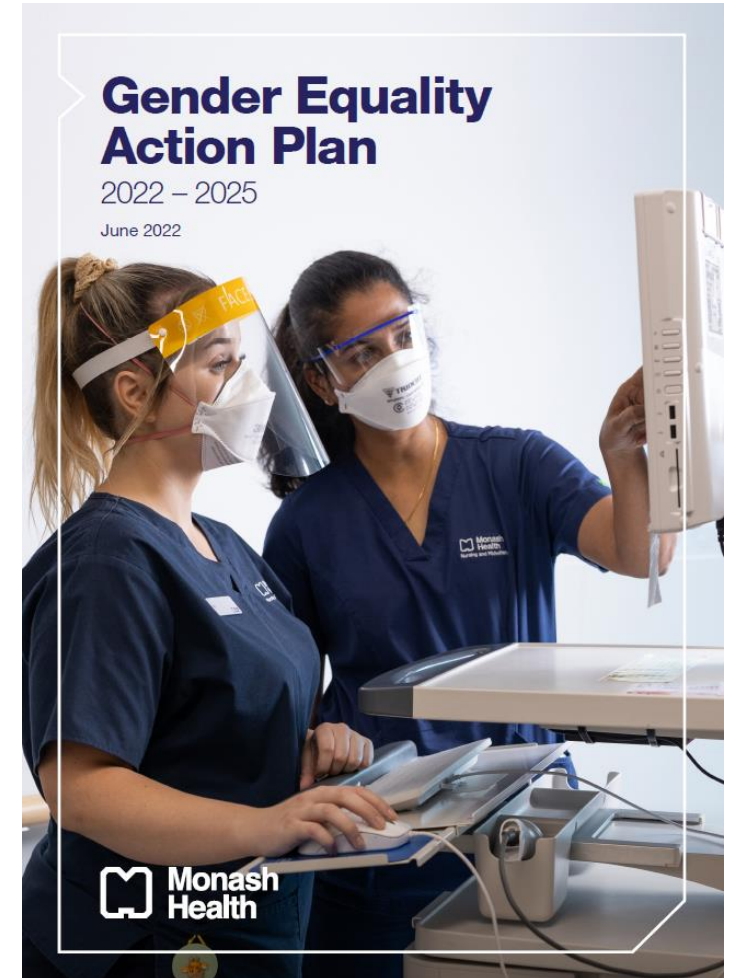


We have increased gender diversity of the Gender Equality Committee, 1 in 2021 → 5 men in 2022

Gender Equality Action Plan 2022 – 2025

Monash Health's **Gender Equality Action Plan 2022 – 2025 (GEAP)** will be implemented through strategic resourcing.

- Under the *Gender Equality Act 2020 (Vic)*, Monash Health is required to ensure adequate resources are invested to implement its GEAP.
- The delivery of this plan will be overseen by our Gender Equality Committee and resourced through the Gender Equality Lead.



Contact

Ashlee Linck

Gender Equity Lead

Please contact Ashlee via email (Ashlee.Linck@monashhealth.org) if you would like to discuss gender equality

Download

[Gender Equality Action Plan | Monash Health](https://monashhealth.org/about/publications/gender-equality-action-plan/)

<https://monashhealth.org/about/publications/gender-equality-action-plan/>

