

Gender Equality Action Plan 2022 – 2025

Gillian Yap (she/her), Governance and Projects Manager

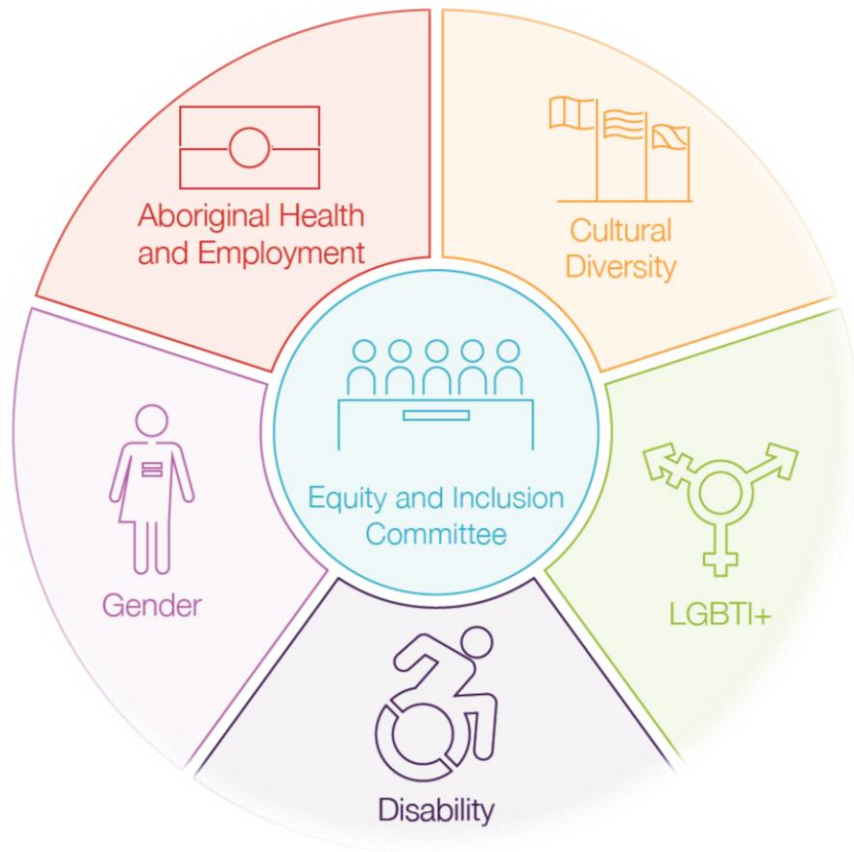
Strong laws lead to strong economies: Gender Equality Act 2020

About the Gender Equality Act 2020

The Gender Equality Act 2020 will improve workplace gender equality in the Victorian public sector, universities and local councils. The Act commenced on 31 March 2021.



Equity & Inclusion @ Monash Health: Gender Equality Committee



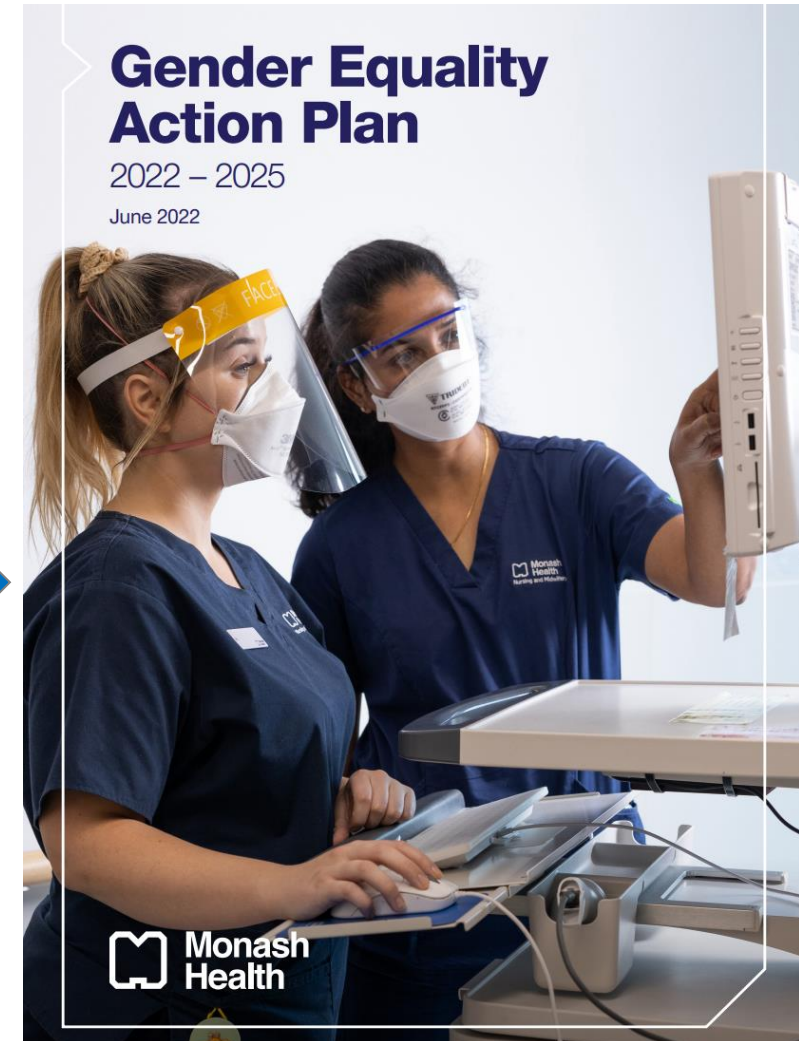
**Monash Health Equity and Inclusion Strategy
2018-2023**

- ❖ Women in Leadership (WIL) Courses
- ❖ Breastfeeding rooms across Monash Health sites
- ❖ Updates to the Monash Health policies and procedures
- ❖ Communication strategy for workplace harassment and sexual discrimination
- ❖ Recognition of academic appointments

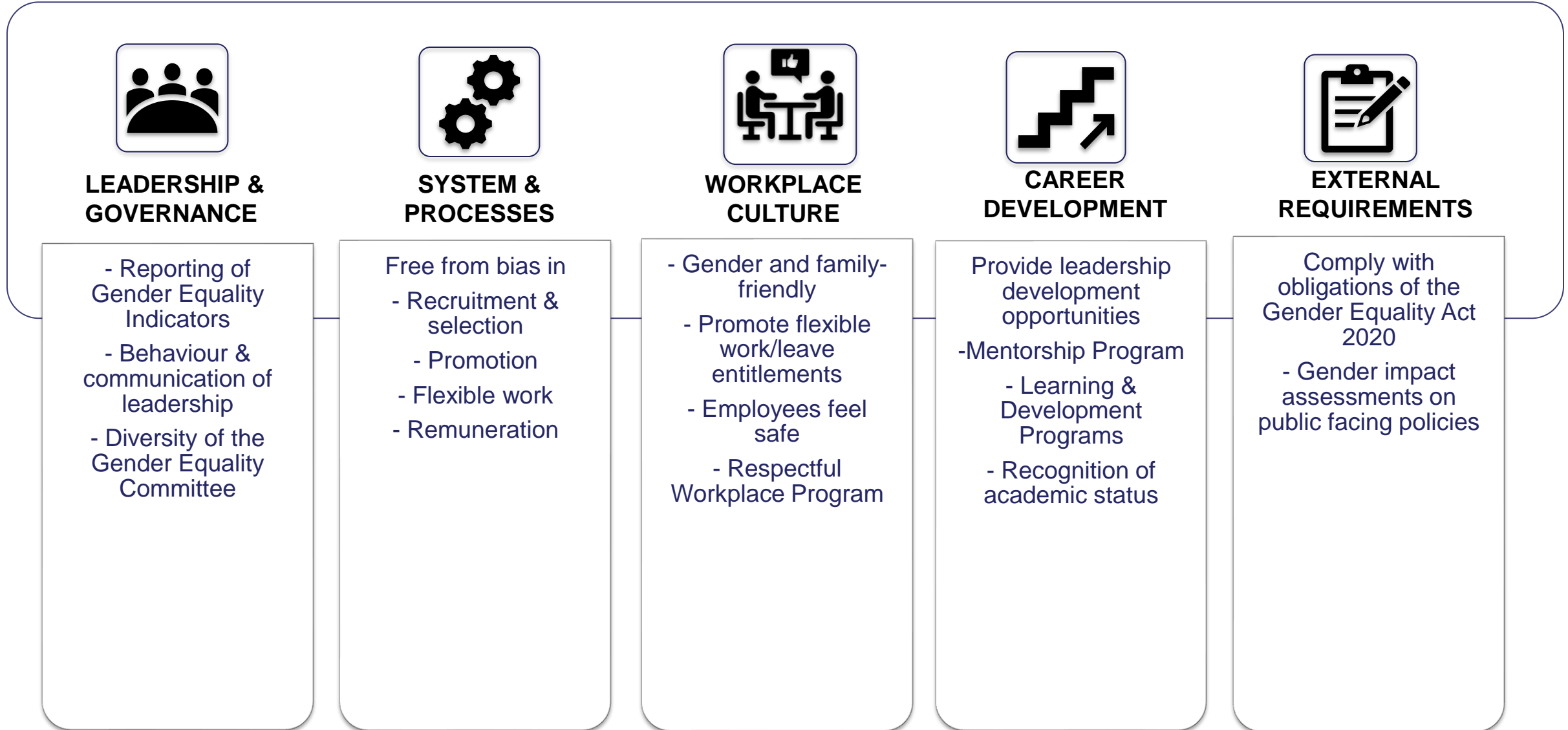
Our journey continues

Below is a list of organisation-wide stakeholder engagement groups that were consulted from March 2021 - April 2022.

Stakeholder group	Date
International Women's Day Forum (all Monash Health staff)	Mar 2021
Chief Medical Officer newsletter (all medical staff)	Apr 2021
Gender Equality Committee	Mar, Jun, Jul 2021
Family Violence Taskforce	Jul 2021
Equity and Inclusion Committee	Jun 2021
Junior Medical Staff Open Forum	Jul 2021
LGBTI Subcommittee	Aug 2021
Industrial Briefing	Nov 2021
Australian Nursing and Midwifery Federation	Apr 2022
Nurses Forum	In progress
Monash Health Board of Directors	Mar 2022



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



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)

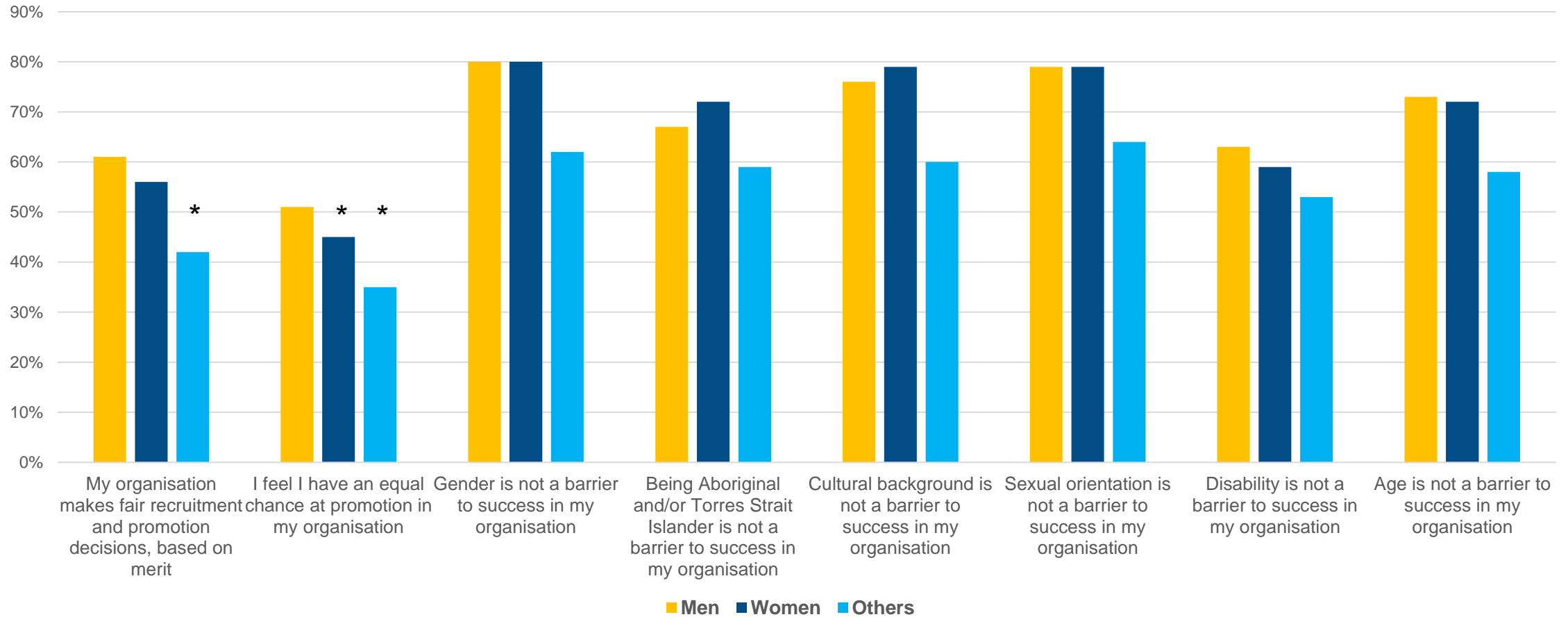
Leadership



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

Many employees feel our recruitment and promotion processes are not free from bias

Employees responses on success in the workplace



Source: People Matters Survey 2021; Victorian Public Sector Commission

