

Attachment 1: Implementation Action Plan: Phase 1 – Inner West Council (IWC) Gender Equity Strategy 2021

1. Leadership

Action	Short Term	Medium – Longer Term	Long Term	Results Based Accountability	Who	\$
1.1 IWC to become a champion of change for gender equity and diversity	<p>Adopt <i>Gender Equity Strategy 2021 - 2024</i></p> <p>Establish an understanding and commitment for gender equity</p> <p>CEO and executive team become gender equity champions for the organisation</p> <p>Councillors equipped with the skills and expertise through unconscious bias training and bystander training</p>	<p>Advocate to NSW Government to drive for structural and legislative change</p> <p>Advocate to NSW Government for Gender Equity legislation</p>	Ongoing commitment and advocacy to strive for gender equity	Enhanced gender equity across Council	Governance	Within existing resources
1.2 Council to embed gender equity across the organisation/adopt	An internal gender equity committee is established to support gender equity initiatives within IWC; and	Conduct a community survey to understand the	Develop a framework including principles and protocols that ensures a gender lens	Enhanced gender equity across Council	HR, Community Well Being	Within existing resources

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a gender and intersectional lens in its work	support the implementation evaluation and reporting of the strategy	attitudes and experiences about gender Review and promote anti-discrimination, equal employment opportunity (EEO) policies and procedures	is adopted and applied to all Council work			
1.3 Consider gender equity in all Council plans, strategies and policies	Develop guide/checklist to support staff to consider the significance and impact on gender when developing and resourcing strategies, grants and plans.	Embed key gender equity outcomes in the Community Strategic Plan		KPIs are developed and reported on through the IPR process	Corporate Strategy	Within existing resources
1.4 Support Council's Women's Committee and its initiatives	Establish partnerships and develop a business and leadership mentoring program for young women in the workplace and the community Increase awareness of the inequalities that exist	Continue to deliver the Women in Business Program that supports women in local area through business education workshops and business mentoring program			Economic Development , Women's Committee	Within existing resources

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	between genders among staff					
1.5 Build language and communication into Council business that adopts gender equity messaging	<p>Liaise with communication and engagement team to review plans</p> <p>Ensure language and images in IWC internal and external communication and publications are diverse and promote gender equity</p>	Embed gender language in communication plans and engagement		Enhanced gender equity across Council	Communications	Within existing resources
1.6 Develop and implement a communication campaign to acknowledge and support gender equity at Council	<p>Profile employees in non-traditional roles.</p> <p>Share stories from mentoring program in workplace</p>			Enhanced gender equity across Council	Communications	Within existing resources

2. Building Capacity

Action	Short Term	Medium – Longer Term	Long Term	Results Based Accountability	Who	\$
2.1 Empowering staff and community to enhance gender equity	<p>Gender Equity Champions identified to support the implementation of the Gender Equity Strategy</p> <p>Unconscious bias training and bystander training to be embedded in Council staff training program</p>	<p>Staff champions equipped with the skills and expertise through EEO, unconscious bias training and bystander training</p>	<p>All staff provided training in EEO, unconscious bias and bystander training</p>	<p>Enhanced gender equity across Council</p>	<p>HR</p>	<p>Within existing resources</p>
2.2 Develop policy and protocols for a flexible and gender family friendly workplace	<p>Develop and implement flexible working arrangement policies that support employees to balance work and personal commitments with management approval</p> <p>Conduct a staff survey to understand the attitudes and experiences about</p>	<p>Review and revise Council’s recruitment and selection protocols, practices and materials/documents.</p> <p>Review process for recruitment of representatives for Council committees.</p>	<p>Equitable and inclusive practices are consistent throughout the organisation</p>	<p>Enhanced gender equity across Council</p>	<p>HR</p>	<p>Within existing resources</p>

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	gender equality in the workplace					
2.3 Measure Council's progress on gender equity in the workplace	<p>Establish, maintain and report on gender equity as part of a broader range of workforce data</p> <p>Ensure equity principles are applied consistently on remuneration and reward mechanism such as salary offers, performance reviews, reward and recognition, and awarding of higher duties and secondments</p>	<p>Ongoing reporting of data on gender equity as part of a broader range of workforce data</p> <p>Benchmark Council's work and efforts on improving gender equity against industry standards through participation in surveys such as the Workplace Gender Equality Survey</p>		Enhanced gender equity across Council	HR	Within existing resources
2.4 Apply gender equity and inclusion principles in the development of relevant new and revised Council	<p>Provide tools and support to staff on the impact and/or implications of the work on gender</p> <p>Advocate and seek information from State</p>	<p>Work with partners and housing providers on the feasibility of adding priorities in affordable housing policy, gender equity allocation, and for women and children</p>			<p>Community</p> <p>Social and Cultural planning</p> <p>Strategic Planning (affordable</p>	Within Existing

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policies, strategies and programs	Minister for Housing to understand 1. the extent to which women escaping domestic and family violence are being prioritised in housing and 2. the adequacy of supply	escaping domestic and family violence			housing policy)	
2.5 Review access to Council grants funding in relation to gender	Collate data on grant recipients and applicants according to gender breakdown Review grant application forms and enable applicants to identify impact of funding on gender	Establish a process/system that allows gender to be captured in grant applications and acquittal reports		Enhanced gender equity across Council	Social and Cultural Planning	Within existing resources
2.6 Review access to community facilities and venues in relation to gender	Collate data on hirers who occupy community venues and facilities, including sporting grounds, according to gender breakdown	Embed a system that allows for gender to be captured in venue hirers. Develop sporting ground allocation policy focused on ensuring equitable sportsground allocation		Enhanced gender equity across Council Equitable sportsground allocation	Community facilities Infrastructure Recreation and Parks	Within existing resources Aligned with Recreation strategy

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2.7 Engage with sections that work in Community Facilities places and open spaces	Work with property and urban designers to ensure Council's community facilities and public space development consider significance of gender and gender diverse community when planning shared facilities	Guidelines and design principles for community facilities and public spaces include consideration of the significance and impact on safety and inclusion for women and gender diverse people		Community facilities and open spaces are safe, welcoming and inclusive of all genders	Infrastructure Services	Within existing resources
2.8 Engage and consult with key community groups who work with diverse communities who are more adversely affected by inequality	Consultations/forums with key agencies that work in homelessness and with young people, children, CALD, LGBTIQ, older people and the frail aged, and people with a disability	Work with culturally and linguistically diverse and interfaith communities to promote initiatives that increase awareness of gender equality and prevention of violence		Enhanced engagement and community connections and increased awareness	Community Wellbeing	Within existing resources
2.9 Engage with local Aboriginal Elders and Land Council	Consultations/forums with key agencies, local Elders and Land Council to discuss gender equity and to seek understanding of what communities need	Actions from consultation with Aboriginal and Torres Strait Islander communities		Enhanced engagement and community connections	Community Wellbeing	Within existing resources

3. Partnership

Action	Short Term	Medium – Longer Term	Long Term	Results Based Accountability	Who	\$
3.1 Challenge gender stereotypes and encourage gender diversity	Develop and design a video that showcases women in non-traditional roles such as STEM and outdoor roles	The video will be used across Council's promotion and communications plan	An ongoing commitment to raise the profile and diversity across all aspects of Councils work	Enhanced gender equity across Council	IWC Women's Committee, communications	Within existing resources
3.2 Establish a multi-sectioned approach that challenges gender stereotypes		Explore opportunities to challenge gender stereotypes through arts programming and events		Enhanced gender equity across Council	City living Arts and Culture Events	Within existing budget
3.3 Establish work placements to connect the workplace and senior staff with women and those working in STEM	Connect and liaise with local high schools / universities to promote work placements	A sustainable work placement system that encourages career pathways for women interested in working in STEM and/or from STEM backgrounds		Enhanced gender equity across Council	HR & Infrastructure Services	Within existing resources
3.4 Council continues to support the Inner West Domestic Violence	Domestic and family violence specialists are supported and given a platform to network and work collaboratively	An effective interagency response to supporting victims of domestic and family violence		Decrease in DV related assaults	Well being	Within existing resources

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Liaison Committee						
3.5 Deliver respectful relationship education to young people within the LGA	Review existing delivery of respectful relationship education to schools in the LGA to ensure best practice	A whole of community approach is adopted in delivering respectful relationship education.		Enhanced gender equity across Council	Community Wellbeing	Within existing resources