

# Case Study: Effectively Implementing Gender Equality in the City of Equiterra

## BACKGROUND

This case study has been designed to assist organisations to reflect on and draw from their own experiences of beginning and/or progressing through the change journey towards becoming a more gender equitable workplace that can affect community change.

The case study is based on a staged approach starting with awareness raising, assessing the current state and working towards affecting community change through implementing targeted action and tracking progress over time.

## INSTRUCTIONS

As you read the case study, reflect on the following questions:

1. What is your organisations shared **vision** and **commitment** to increase gender equality in your workplace?
2. What is the **change process** or **structure** that your workplace is using to guide this work?
3. Who / what do you need [both internally and externally] to progress this work and ensure adequate **resources** are allocated?

## TOP TIP

Have a conversation with a colleague about how gender equality aligns your core business, existing strategies and plans and reflect on what's working well and how you can build upon this.



## IMPLEMENTATION JOURNEY

The City of Equiterra has a long-standing commitment to increase gender equality where we live, work, learn and play that is reflected in the existing Council Plan and Municipal Public Health and Wellbeing Plan.

The City of Equiterra People and Culture department were required under the Gender Equality Act (2020) to coordinate a Workplace Gender Audit to start the change process towards greater gender equality in their workplace.

Project aim was to develop a structured process to complete the audit, use the findings to inform the action plan and to track process over time. The project was structured around four steps:

- **Analysing** the current state
- **Developing** a tailored action plan
- **Implementing** the actions
- Establishing a method to **review** the plan and track progress over time

The first step was to build a business case to gain leadership commitment and develop a method for identifying employees from a cross section of departments to lead, support and champion the work.

A working group was formed to oversee a Workplace Gender Audit that not only assessed current activities, but also assessed current culture surrounding gender equitable practices, knowledge and attitudes to identify gaps and opportunities (capacity for change) around creating a more gender equitable organisation.

Using the findings and recommendations from the Workplace Gender Audit, the working group developed a 4-year Gender Equality Action Plan (GEAP) that identified five key areas to focus on. As the GEAP was **evidence-based** and **tailored** towards the organisation this enabled the City of Equiterra to prioritise actions, secure resources and track progress over time.

Having a shared understanding and commitment to promoting gender equality in the workplace was critical to ensuring a whole-of-organisation approach. However, it took time to bring together all parts of the organisation to work together to provide input and champion the work.