

Statement of Commitment Gender Equality (GEAP)



Corryong Health is committed to ensuring that all people in our community are treated with dignity, respect and fairness. We will consider the gender, equality and diversity of all people in our workplace and wider community as we develop our plans, strategies and services. We will uphold our requirements to the Victorian Gender Equality Act 2020 and will continue to monitor and seek ways to improve all that we do to make Manningham a safe, respectful and inclusive community.

Corryong Health's vision is for a peaceful, inclusive and safe community, where we all have a sense of belonging and respect for one another. A commitment to gender equality underpins the achievement of this vision, as we commit to ensuring that all people in our community are treated with dignity, respect and fairness.

We recognise our 170-strong agency workforce as key agents in the achievement of our vision. We also believe our Gender Equality Action Plan (GEAP), 2022–2025 will ensure our current and future workforce is best placed to deliver for our vibrant and diverse community.

We have developed our GEAP as a requirement under Victoria's new Gender Equality Act 2020. While our commitment to this work goes far beyond a legal mandate, the development of our GEAP is grounded the various gender equality principles outlined in the legislation. Gender equality, and our broader diversity and inclusion objectives, must continue to be prioritised.

The foundations of our GEAP are as follows:

- an overarching policy and planning environment which commits the agency to addressing gender equality and other disadvantage related to intersectionality;
- leadership commitment, capability, and accountability;
- an organisational culture which embraces gender equality, diversity, and inclusion;
- people leaders and key staff who have the understanding, commitment, confidence, and skills to implement gender equity action, including Gender Impact Assessments; and
- policies and systems which enable effective action to progress gender equality, diversity, and inclusion.

Over the next four years we aim to implement our GEAP within a broader workplace equality and inclusion strategy. This approach will align our GEAP strategies and actions with other established action plans supporting equality and inclusion outcomes and integrate the principles of gender equality into all aspects of work.

Corryong Health will strive to break down stereotypes and shift gender norms to provide a respectful, safe and inclusive culture in the workplace. Our GEAP highlights the responsibility of leaders at all levels to hold themselves and others to account for demonstrating gender equitable and inclusive behaviour. Equality ensures everyone has an opportunity to make the most of their experiences, skills and talent. Equality is about recognising and valuing differences and providing tools and support to ensure everyone has an opportunity to succeed.

Corryong Health is committed to building a workforce reflective of the diversity of the Australian community it serves. We will actively promote awareness across our agency on the issue of gender equality and take the lead to implement resources and services to support the Victorian Gender Equality Act 2020.

Dominic Sandilands, CEO

Nicole Barwick, Board Chair