

Strategies and measures

Table 2.1 - Strategies and measures progress												
Required	Required	Required	Recommended	Recommended	Recommended	Recommended						
Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	Relevant indicator(s)						
						1	2	3	4	5	6	7
<p>List your organisation's strategies and measures. Include one strategy or measure per row.</p> <p>These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.</p>	<p>Assign each strategy or measure a status from the following list:</p> <ul style="list-style-type: none"> • 'Complete' indicates that all planned activities related to this strategy or measure have been finalised. • 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete. • 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis. • 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed. • 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled. 	<p>Describe your progress in implementing each strategy or measure in your GEAP.</p> <p>In particular, you need to explain:</p> <ul style="list-style-type: none"> • Why you have selected that status from the drop-down menu; and • Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change. 	<p>Evaluating the success of each of your strategies or measures may include:</p> <ul style="list-style-type: none"> • tracking against pre-identified success markers. These markers may have been specified in your GEAP; • other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure; • other ways the strategy or measure has contributed to promoting gender equality in your defined entity. 	<p>If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.</p> <p>If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.</p>	<p>Include the role or team responsible for implementing each strategy or measure.</p>	<p>Identify one or more indicators for each strategy or measure that the action was designed to address.</p> <p>See the Indicators key to the right of this table for a description of each workplace gender equality indicator.</p>						
Leadership opportunities for women	In progress	Some leadership training has been delivered externally and internally	Improved staff engagement results in 2023 to 76%. A reduction in percentage of negative behaviours including discrimination reported at 0%	1/12/2024	Executive team; People and Culture; Education Manager					x		
Introduction of strategies to reduce gendered segregation and increase gender diversity within the organisation	Ongoing	Developed partnerships with Deakin University and continue to support education placement students; Communication of leadership opportunities is delivered at morning huddles (new process for transparent communication with staff. Continue to consult on gender equality action plan and strategies to be included in leadership meeting agenda	100% of PMS respondents reported that work is allocated fairly regardless of gender and 100% believe the organisation uses inclusive language and images; Gender Equality Commissioner visit - Nikki/Vincent at Yea organised by YDMH to talk about Gender Equality and intersectionality in our community; Developed capabilities with reporting on gender composition through payroll provider and information collection data.	2025	People and Culture; Quality and Safety; Managers	x						x
Ensure Governing Board composition remains balanced	Ongoing	This will continue to be a consideration to ensure YDMH Governing Board remains equitable and provides fair representation with gender and skill set. This is monitored through the Department of Health and the BOD is published on the YDMH website, process and internal recruitment strategies	The current Governing Board is comprised of 3 females and 5 males as there was a resignation from a female board member. Recruitment to this Board is ongoing and balance will be considered on merit. The YDMH CEO is a female and not included in the BOD gender tally	1/07/2024	CEO; Board of Directors		x					
Review leave and flexible working arrangements policy	Ongoing	Review of the flexible work policy has been conducted; roster items are reviewed on a case-by-case basis when required and support for flexible work arrangements is supported, with 100% of PMS respondents confident a flexible work arrangement would be considered. A number of staff have individual work from home arrangements as part of a hybrid working model for roles with that capability. CEO spoke to staff about violence towards women (20 participants)	3 females in the Executive team have working from home days during a 7day roster period; Leave entitlements guidelines policy updated to support flexibility. PMS survey results show 88% agree flexible working is supported. 20 participants attended violence against women discussion.	2024	People and Culture; Quality and Safety; Managers						x	
Review workforce wage distribution	In progress	Audit of wage distribution shows a negative skew towards males earning on average more than females however this percentage is small. (8%)	Average gender pay gap is 8%, with males earning approx. \$4352 more than females at YDMH	Jun-24	People and Culture; Finance team			x				
Training is provided to all levels of staff to promote and understand gender equity	Ongoing	An education session was delivered by Nikki Vincent (GE Commissioner) in the community, organised by YDMH of which 20 employees were in attendance. More education will be considered in annual training days around intersectionality and gender equality with the inclusion of online learning modules, reference intended consultation highlighted in GIA process	An increased awareness of gender equality and intersectionality that can now be developed with ongoing education. 79% of staff feel it's safe to speak up, increased from 60% in 2022. Respect 86% increase 15% and 86% believe human rights are valued.	2024	People and Culture; Education				x			
Create a campaign that promotes respectful workplaces	In progress	Ran internal negative behaviors (risks associated with sexual harassment, bullying, harassment and discrimination) and Gender Equality training session to two work groups (clinical and non-clinical); Gender impact assessment process finalised and training yet to be delivered	PMS results reflect improvement in awareness and management of negative behaviors 6% bullying down from 20%, 4% sexual harassment down from 7%, 0% discrimination down from 3% and 17% violence and aggression.	Dec-24	People and Culture; Education				x			
Provide support for staff members experiencing family violence	Ongoing	Deliver training to Managers, Supervisors and staff to respond to disclosures of family violence, review of policy to support process is in progress. Family Violence training included as clinical governance meeting agenda item. Co-operation with WHQVINE and SHRFV networks are maintained and used to provide guidance.	Provided psychological and emergency accommodation for two staff members experiencing family violence. We linked meeting agenda item. Co-operation with WHQVINE and SHRFV networks are maintained and used to provide guidance.	Jun-24	Quality and risk; People and Culture						x	
Gender Equity is integrated into existing policies and procedures, plans, programs, services and infrastructure	Not started	GIA process has been finalised and included on Prompt (document management system). Gender impact assessment review was conducted with leaders to apply a gender lens to policy review and design. Continued review of policies and procedures will ensue	4 Executive team members participated in the GIA review process for Diversity and Inclusion policy. Policy confirming our commitment to gender equity is in the review and acceptance stage	Jun-24	Quality and risk; People and Culture					x		

Indicators key
1. Gender composition of all levels of the workforce.
2. Gender composition of governing bodies.
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
Sexual harassment in the workplace
4. Recruitment and promotion practices in the workplace.
5. Availability and utilisation of terms, conditions and practices relating to:
- family violence leave
- flexible working arrangements
- working arrangements supporting employees with family or caring responsibilities
Gendered segregation within the workplace
7.

Recruitment across the organisation promotes gender balance	Ongoing	Review of recruitment processes to promote fairness, without bias has been completed. Review of all PD's and transfer to the new template is underway. This commitment to gender equity has started but has not been completed and will be ongoing. Building partnerships with schools and volunteers from gender diverse backgrounds continues to be a strategy and encouragement of males in healthcare remains a priority.	Review of recruitment process is underway. 10 PD reviews have been completed. Developed partnership with Deakin University and Alexandra District Hospital to share service provision for Finance and People and Culture, engaged local gender diverse student group to explore opportunities for enhancing safe access to health services.	Jun-24	Quality and risk; People and Culture						x	x		
Celebration and promotion of success	Ongoing	Participated in joint Womens health week forum with Alexandra District Health and providing community health advice and checks at Yea Sale yards. Celebrated RUCk day with staff morning tea and discussion, high levels of participation were seen. Participated in 16 days of activism. Session delivered for violence against women in November 2023 by CEO at staff huddles.	20 participants attended violence against women discussion. 100% of PMS respondents states the organisation provides a physically safe work environment and 67% feel all levels of the organisation are involved in stress prevention	Dec-24	Quality and risk; People and Culture						x		x	x
To ensure provision of information to all levels of staff across the organisation	Ongoing	Continue to communicate Gender Equality action plan items across the organisation and encourage participation in activities, education, assessments and reviews. Develop data for all staff to enable more complete gender reporting mechanisms and monitor all indicators such as pay gap, gender composition and quality	Added GE to leadership agenda. The gender pay gap is 9% with females earning more than males at YDMH. Males only represent 16% at YDMH which is considered in recruitment.	Dec-24	People and Culture; Executive and Leadership teams	x			x			x		x

IMPORTANT: When inserting new row(s) to this table, please ensure they are inserted above these two black rows.

Example(s)

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Example: Address gaps identified in collecting intersectional data as part of employee and payroll systems	Complete	This strategy was implemented in March 2023. A payroll systems firm was engaged to upgrade our systems to support the collection of intersectional data in relation to sexual orientation, race, Aboriginality, religion, ethnicity, disability and gender identity. We have now begun collecting intersectional data and addressing the gaps identified in our 2021 audit.	Although originally anticipated for implementation in 2022, delays meant this strategy was implemented in March 2023. Intersectional data is being collected as part of new recruitments and promotions, and voluntary updates by existing staff. New intersectional data as part of our 2023 progress audit and future GEAPs will enable us to better understand intersectional gender equality in our organisation and areas for improvement.	2022	People and Culture Corporate Support	X	X	X		X	X		X