

# Ideas for taking action on gender and disability equity

Here are some ideas to get you started on how you can take action towards gender and disability equity in the workplace.

You can support your workplace to:

1. Put in place gender and disability equitable policies and procedures
  - Gender equality and disability equality policies outline that discrimination, stereotyping, demeaning/devaluing language, jokes and behaviour are not tolerated and will be taken seriously with offenders disciplined.
  - All policies and procedures consider how gender and disability are reflected within them, and have had an intersectional lens applied to them.
  - All policies and procedures are evidence based and draw on the use of data disaggregated by sex, gender, age, disability, culture and other relevant social stratifications.
  - Everyone has a voice in planning and organisational direction.
2. Build gender and disability equity into the budget
  - Budgets have had a gender lens applied to ensure awareness of any unconscious bias in the allocation of funds.
  - Budgets allow for any special measures required to meet specific needs of people with disabilities.
  - Budgets allow for all people regardless of gender or ability to contribute to important planning and decision-making processes.

### 3. Communicate gender and disability equity

- Promote gender equality principles in promotional and marketing materials produced.
- Challenge disability stereotypes in marketing materials.
- Use clear, inclusive and accessible language and communication practices
- Ensure images and language in publications portray gender and disability in a manner that does not reinforce stereotypes.

### 4. Develop the workforce capacity and capability to support gender and disability practices

- Plan (and budget) for all staff to receive training in gender and disability equity and to understand how it applies to their role.
- Employ people with disabilities.
- Have women and people with disabilities in leadership roles.
- Deliver gender equity training.

### 5. Review human resource management practices

- Provide equal access for all people in the workplace.
- Ensure all people have equal access to advertised positions, interviews, equipment, office accommodation, staff training and promotion.
- Ensure formal and informal duties carried out by staff are not gender stereotypical.
- Have recruitment practices that enable the recruitment and employment of women, men and gender diverse people with disabilities.
- Support a gender balance in the workforce that is distributed evenly throughout all levels of the organisation.

## 6. Deliver safe and equitable services

- Ensure that gender and disability specific needs and concerns are addressed in all service provision.
- All people accessing services are equally encouraged to participate in all activities (avoiding gender stereotypes) with due consideration for individual needs and interests.
- Ensure that the workspace is free from violence, disrespect, explicit content and sexist or ableist jokes.
- For each program, service or work area, plans and practices are based on the different perspectives, priorities, needs and experiences of women, men and gender diverse people with disabilities.
- A trauma informed approach is used in service delivery.

## 7. Look inwardly at leadership practices

- The board is made up of a diversity of members with regard to gender, age, culture, sexuality and disability.
- Gender issues are discussed openly and taken seriously in our organisation.
- All people regardless of gender or ability have a genuine voice in organisational decision-making and governance.
- Strategies are in place to encourage employment and representation of women at senior levels.
- Managers and senior staff role-model inclusive and gender-sensitive behaviour.
- All staff are encouraged to report disrespectful, abusive or violent behaviour towards clients and staff by workers or other clients and clear policies are in place to support this.