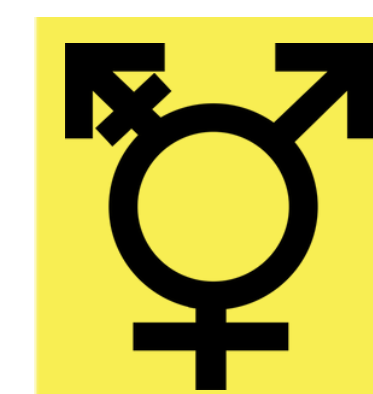


Gender Equality Action Plan 2022-2025



Message from the Executive Team

We are pleased to provide our first Gender Equality Action Plan. Through this plan, we are committed to actively promoting gender equality and integrating this principle into all strategies, policies, procedures, programs and ways we work. At the Eye and Ear, we are striving to create a safe, welcoming and fair environment that embraces everyone’s skills, perspectives and experiences. As is evident from this data, we have identified some key priority areas that need to be addressed.

Through our 2022-2025 Gender Equality Action Plan, we will implement measures of accountability, including updating the collection and reporting of employee data, as a means to support change and fulfil this vision. This will help to drive a culture at the Eye and Ear where equity is championed and people are empowered. By promoting flexible work, leave, transparency and fairness we aim to improve the guiding principles of all our practices and processes.

Every one of us has a role to play in sustaining progress towards a fair and inclusive workplace. As Executives, we will lead by example to ensure we are sensitive to the issue of inequality at work while demonstrating respect and inclusion across the organisation. Along this journey, we will include all staff to ensure we have the skills and knowledge to foster an inclusive and equitable work environment for everyone at the Eye and Ear.

Eye and Ear Gender Equality Vision Statement

We strive to be a workplace where:

- we welcome and celebrate all gender, cultural, identity and other Differences;
- there is rich opportunity for success for all employees;
- all employees actively contribute to a workplace that is: equitable, inclusive, respectful, safe, welcoming and supportive.

The Royal Victorian Eye and Ear Hospital acknowledges the land upon which our sites are located as the traditional lands of the Kulin Nations. We pay our respects to Elders past, present and emerging.

Terminology

Gender

- The culturally constructed system of categories each society uses to organise the identification and expression of masculinities and femininities. It is distinct from biological sex, which is the universal human categories of female, male and various forms of intersex.

Self-described gender

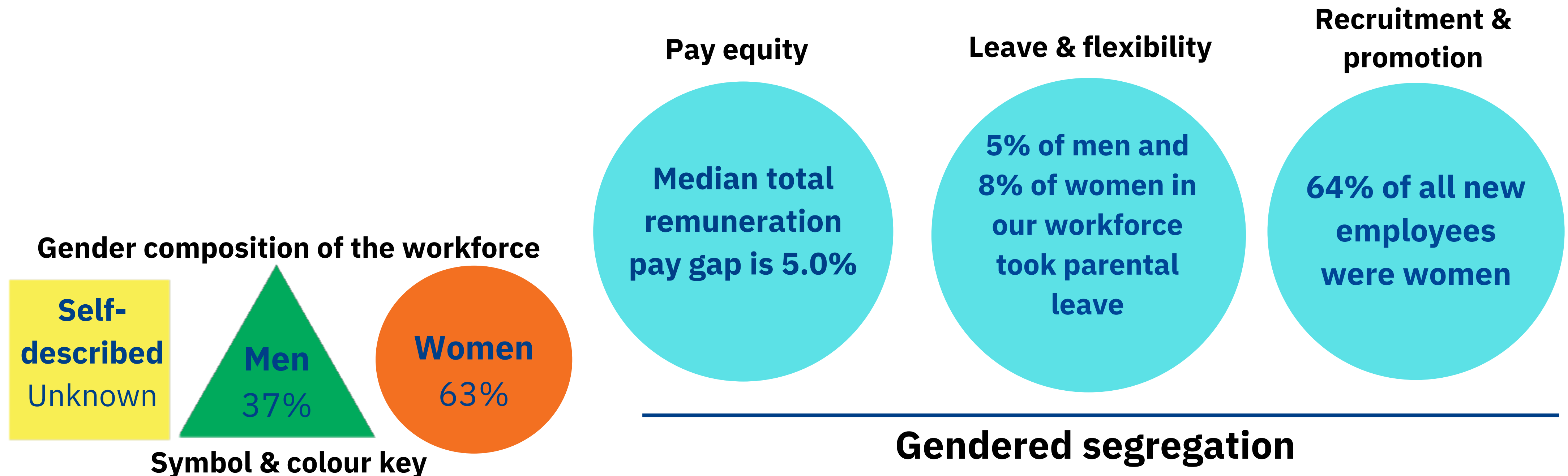
- An individual with a self-described gender may identify as non-binary, trans, gender diverse, agender, genderqueer, genderfluid or use another term.



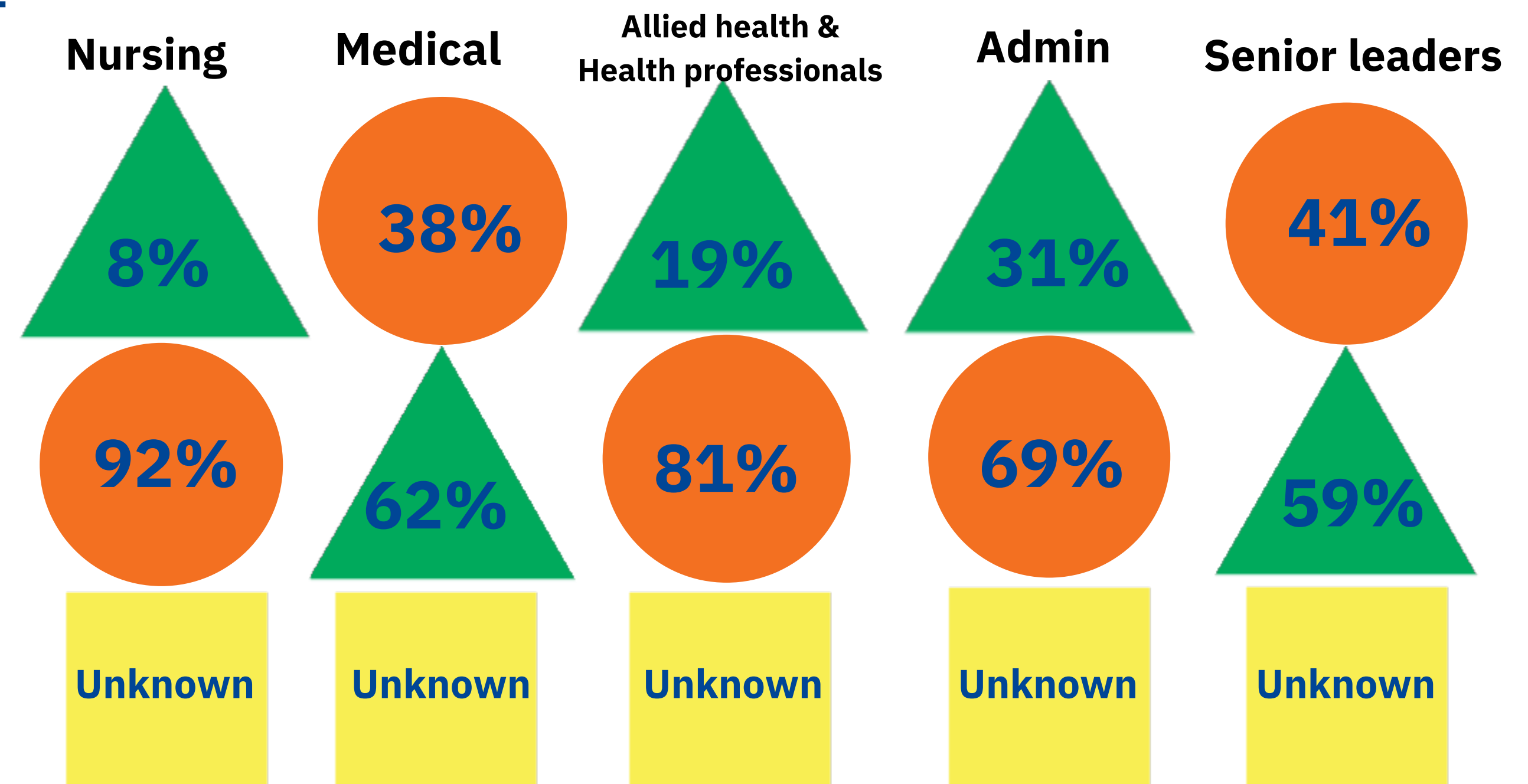
Intersectionality

- For many people, gender inequality may be compounded by other forms of disadvantage or discrimination due to: Aboriginality, race, religion, ethnicity, disability, age, sexual orientation, gender identity, country of origin, language or accent, socioeconomic status, locality, education and more.

Audit Highlights Informing our Action Plan



Filling gaps in our data is an important goal for this first GEAP

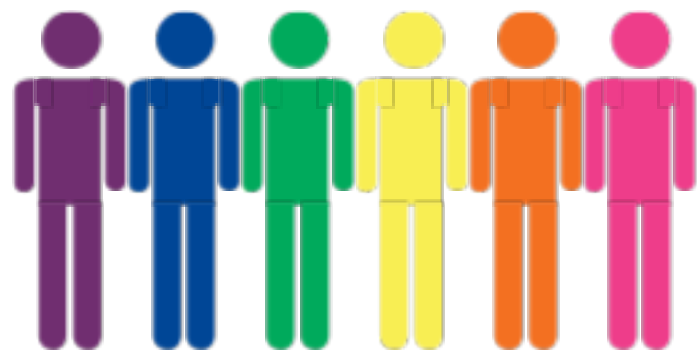


Employee Experience Data

Recruitment and promotion

81% of respondents agreed:

There is a positive culture within my organisation in relation to employees of different sexes/genders.



Leave and flexibility

73% agreed: My organisation would support me if I needed to take family violence leave.

69% agreed: My organisation supports employees with family or other caring responsibilities, regardless of gender.

60% agreed: I am confident that if I requested a flexible work arrangement, it would be given due consideration.

78-82% agreed: gender, age, sexual orientation and cultural background are not barriers to success in my organisation.

76% agreed: Being Aboriginal and/or Torres Strait Islander is not a barrier to success.

66% agreed: Disability is not a barrier to success.

58% agreed: My organisation makes fair recruitment & promotion decisions.

40% agreed: I feel I have an equal chance at promotion.

18% preferred not to give information about their religion.

Inappropriate behaviour

14 people reported being sexually harassed at the Eye and Ear (5% of respondents)

70% agreed: My organisation takes steps to eliminate bullying, harassment and discrimination.

66% agreed: I feel safe to challenge inappropriate behaviour at work.



Data on this page is from the 2021 People Matter Survey (30% staff participation)

Our Action Plan

6 State-Mandated Indicators



- Gender composition at all levels of the workforce
- Gender pay equity
- Recruitment and promotion
- Leave and flexibility

12 Strategies



- Improve our internal systems and structures, including data collection and reporting, that support representation, visibility and accountability.
- Ensure our policies, procedures and overall organisational culture support equitable outcomes for everyone.
- Inspire our people so that they have the confidence to self-identify and be themselves at work, as well as the curiosity, awareness and skills to support or lead change.

34 Markers of Success



- Decreasing pay inequity found in annual pay audit.
- Leadership teams, including E&I Champions & Agents, trained in recognising monocultural thinking and unconscious biases.

To view all indicators, strategies and markers, see our full and accessible Gender Equality Action Plan: [website](#)