



# Statement of Commitment to Gender Equity

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## Background

At Ballarat Community Health (BCH) gender equality is a fundamental [human right](#) and that everyone deserves equal opportunities, regardless of their gender identity. The principle of gender equity recognises that there are inherent inequalities across societies, including workplaces, and that processes and efforts to redress these need to be commonplace.

Gender inequality can be experienced in combination with other forms of inequality and discrimination. To be truly effective in redressing these we need to adopt an intersectional approach as a way of understanding all the factors that can shape people's individual experiences. These can include but are not limited to culture, race, ethnicity, ability, sexuality, gender identity, education, class, age, and migration status. A commitment to ending inequity is vital to improve the lives of all women, men, and people of diverse genders and sexualities.

BCH also acknowledges that all forms of violence, in the workplace and community, are unacceptable and will not be tolerated. Gender inequality continues to mean that women are most at risk of experiencing family violence.

Ballarat Community Health's Communities of Respect and Equality (CoRE) Action Plan, developed in partnership with Women's Health Grampians, is pivotal to addressing these inequities and building a truly inclusive workplace.

## Our Commitment

Ballarat Community Health will:

1. Contribute to the prevention of violence against women and behaviour change of adults who use violence, through promoting a culture that embraces gender equality and respect in our workplace.
2. Reaffirm our commitment to our responsibilities as a 'prescribed entity' under the Multi-Agency Risk Assessment and Management (MARAM) Framework, and the associated Information Sharing Schemes: The Family Violence Information Sharing Scheme (FVISS) and the Child Information Sharing Scheme (CISS).
3. Ensure that access to opportunities and resources will be provided equally and fairly with dignity and respect, ensuring that gender is not a barrier to success.
4. Apply an intersectional approach to workplace initiatives to remove barriers currently preventing gender equity at BCH.
5. Provide training for all staff to combat discrimination and provide pivotal information to strengthen positive attitudes.
6. Undertake gender impact assessments and apply a gender lens to our policies, procedures, programs and services.
7. Seek and involve the voices of women in our community.
8. Regularly report on our progress towards our gender equity goals, keeping ourselves accountable to these commitments.

## Conclusion

Ballarat Community Health's commitment to gender equity is a continuous journey that requires dedication, action and collaboration. By upholding these commitments, we will achieve our purpose and maintain an equitable, diverse and inclusive workplace that is safer for all.