#### Gender impact assessment

Gender Impact assessments		1					
Table 1 - Gender impact assessments progress	Remind	Bear the d	Removed	Bendand	Bearing .	December and and	Becommended.
Title	Publish	Description	Plates	Confirm if actions taken	Describe actions taken	Confirm intersectionally assert	Facility intermediated lane confied
The Mark of the pulsy program or service that was the adject of the GD?  Please are an one for each GDA completed. When reporting on multiple actions below, include this information in the relevant couple cold.	Wiss the subject of the GN a policy, program or service?  For definitions of policies, programs and services, please nefer to the guidance materials at Appendix A. Glossary of terms.  Use the drop-down manu in the cell to select your arrower.	On temperate  Provide a description of the policy, program or service subject to the GM.	Was the policy, program or service new, or up for review? Use the drop-down menu in the cell to select your answer.	When actions taken to develop or vary the policy, program or service to meet the needs of people of different genetics, address gender trequality are assuit of the GAP. Use the drop-down menu in the cell to indicate whether or not actions were taken as a result of the GAP.	Obtained the designation of the control of the cont	Was 8 considered that gender inequality may be compounded by disachurings or discrimination that people may experience on the basis of intersectionality?  Use the drop-down means in the cell to aslect your answer.	Explain house in inferenced considered was applied white completing the GIA.  If this was not done, explain why this was not practicable.
Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality considered	Explain intersectional lens applied
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Dolfers Pilley	Policy	This policy guides the provisioning of uniforms for operational and production shalf at the Centre.	For Review	Yes	Arranded the policy to promote an inclusive environment by offering all-gender uniform options and clothing illers with indigenous print design.	Yes	The Centre conducted research and participated in consultation with staff and stakeholder groups. Feedback was sought on the suitability, certifort, design and style of existing uniform gaments and this informed the design and selection of a new range of all-gender uniform options, some of which include indigenous designs.
notarian bulleng design	Program	The Little Making Direct Redonvolgment has transformed by a Centery Ann Central scaling Little Mading Debt all sen in Anathralia largest regional Arts. Centre, forms to a diverse strope of performance worses and spaces. With a unique delign Hindelst Gesleys) history, cultim and creatively. Funded by the Victorian Conversement, the Little Making Direct Redonvolgment has applicately experted to Little Making Direct Redonvolgment has applicately experted to trigologister elements drawn from the Intelligent Contraling the conference of the Contraling Contraling Contraling the conference of Contraling Contraling Contraling the conference of Contraling Contraling Contraling Contraling First Nations culture and connection to Country.	Nane	Yes	The inclusion design of the Lifts Midney Direct Lording agrees to inverse the between the data case under all their data president perspective the building design temperature design to the second of the second second of the second	Yes	The Centre conduction research and participated in constitution with stand orbitations leg groups. It was identified but brany bathrooms were perceived as an access baseries for exhausty safety and extractive and participated by the public. The Centre convention to a gender obverse design as well as related to deficiated oversers facilities to a well as related to deficiated oversers facilities to a quantum standard orbitation and the convention of the conve
Seema 2004	Program	Source (1955 Annial See to Ministry and Frances See March Annials, Annial See Ministry and Frances Annials, Annial See An	New	Ves	Source 2554 Annual per derivence to the eritors frees includely translation.  Source 2554 Annual per derivence to the eritors frees includely start plantaments and a source of the eritors of the eritor	Vez	The Centre A milegic series is to be a brake, consection of control of the observing unlimit appearance before and global connectation. At the heart, or program sead. I support which completely not observed.  2 connects advanced area of support program sead in a control of the control of th
Disability Action Plan	Program	The Centra's Disability Action Plan describes how the Centre will address access and inclusion berriers for Deaf and Disabiled people, as both service users and employees. This begin us all promote support the Victorian Conventment meet its obligations under the United Nations Convention on the Slight of Persons with.	New	Yes	This plan focuses on breaking down barriers so that the levels of access are increased in elablor to: Access to specious and services Inclusion and participation Inclusion and participation Access to see quality of employment		
Gender Egually Chresty & Nichaen (GED) Working Group	Program	The Corede Equality, Devenity, A Inclusion Working Group previous and notworth pole and other progress on the implementation of parists, devenity & inclusion initiatives. The group also funciliation of parists, collections around diversity-related reporting to satisfy external requirements.	New	Yes	Actions completed by the CEID weeking process. A complete flow of the Action was to great up should building & hawassement. Listing jub wascries to reset of whome communities. Delivered and selections buildings and hard selection of the Ceid was a communities. Delivered and selection buildings and hard selection to country training to staff. Delivered if the International connection to country training to staff and the Ceid was a selection of the	Yes	This working group achs as a nexus to bring a shared focus across gender, diversity and inclusion. The working group plan initiation to support dishway of: Gender Equality Action Plan Disability Action Plan Plan Disability Action Plan Plan Consolitation Action Plan Reconstitution Action Plan Child Salely Farameter. People and Culture Plan
Propin and Colone Plans	Program	The Parties of Collect Piez agree to Inches d'Arres agree to trappe a sensor de Horges que trans en exchance and inches trappe a sensor de Horges que conserve a cabalante par proposition de la company and proposition an	Nano	Ves	Too he have a meet  Herbiting moral principalment  1. Gallan and well-assistant  1. Gallan and well-assistant  Conference on principalment  Conference on princip	Yes	The description of the temporal Propins and chiesen- man of the control property of the control propins of the control property of the control propins of the control propins of the control propins of collection from the control propins and collection from the control propins and collection from the control propins of the collection for the collection from the collection for the collection from the collection for the collection
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## MPORTANT: When inserting new row(s) to this table, please ensure they are inserted above these two black

## Example(

Title	Problems	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality considered	English into profitered land profited
THE	anapeci						
Example: Sports ground use and permits policy		This policy guides the hire and use of all Council's sportagrounds and facilities by sports clubs and the public. The policy outlines eligibility criteris for hire and use, selection and booking process,	For neview		Amended the policy to include a commitment to allocate 30% of the total sportsground hiring capacity to new and recently established sports teams comprising of somes and gender diverse people.		Council conducted research and participated in consultation to ensure the GIA considered intersectionality. It was identified that language and
		fees, payment options, cancellation options and expectations of use.					shared changeroom facilities are percieved as major
					Amended the policy to include a commitment to support local clubs to conduct		access barriers for culturally and linguistically diverse
					respect and responsibility training to promote gender equality.		(CALD) women. Council has addressed these concerns in
							amending the policy, committing to implementing private
					Amended the policy to include a commitment to provide dedicated womens and all-		changeroom areas and increased signage in a variety of
					gender secured changerooms and facilities for all womens and gender-diverse learns		languages.

# Strategies and measures

Strategies and measures		1						
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 is	dicat	r(s)
Call your organisation's statingies and measures. Include one stating or measure per row. These we the planned actions that you have outlined to your OSEAP to promotic guidely anyour workplane.	Assign each strology or measure a state from the blooming like "Oracidate that of planned strolled stated in this state grow of the strolled stated in this state grow oraces have been featured." The state of the state of the state of of the state of state of the state of state of the state of state of state state of state st	Oxocidia your programs in implementing such strikegy or measure in your GEAP.  GEAP.  Interducing your need to supplied:  Interducing you need to supplied:  Interducing you need to supplied:  Interducing your need you supplied:  Interducing your need you supplied:  Interducing your need you supplied:  Interducing your GEAP and if any be needed to drough from what was prevented in your GEAP and if any be needed to the change.	Evaluating the success of each of your stretchips or measures may include a market. These markets may be been people of the success of the su	If your GEAP included a firmeline for action or implementation for fraction or implementation for included \$10 streets below.  15 your GEAP included a firmeline feature.  15 your GEAP in weighty accommend your do so in this progress spect by including a timeline below.	Include the role or team responsible for responsible for the second of teach shallow or reason.	Identify one or more indicators for each strategy or measure that the action was designed to address.  See the Indicators key to the right of this table for a description of each workplace gender equality indicator.	2 3	4 5 6
Trust, CEO, Executive Leadership Team (ELT) and Manager People and Culture (PriC) to act as champions for gender equality through note-modeling and communications to staff.	Ongoing	GEAP items are added as an agenda item on Executive Leadership Team meetings on a quarterly basis and added to the Treat meeting agendu, are agendu. SED working group actions and progress form the basis of the report to the Executive Leadership Team.						
Develop is one-page floechast to explain to staff how to speak up about inappropriate behaviour and to encourage reporting. Review relevant policies as part of reviewing speak up process.	Complete	Speak up flowchart and poster has been made available to all staff on the Centru's intranet. Posters have been displayed in staff team rooms and crew ready rooms.						$\coprod$
Consider balance of gender, age and intersectional composition who meet selection oriteria, when employing new staff. Consider gender-balance of electriveness and interviewees on recruitment panels. Americas of challenging gender-based views of meet of candidates, to allow fair evaluation of all genders.	Complete	Balance of candidates and interviewees in selection processes						
Provision and promotion of parental leave, family violence leave, and carens leave to all genders.	Complete	Information posted on staff intranet and promoted via email.					Ш	Ш
Inclusion of transition leave in the Enterprise Agreement, to give staff access to paid leave and minimise career disruption whilst undergoing gender transition.	Complete	Transition leave included in Enterprise Agreement.					Ш	Ш
Include flexible working options in job fistings, to promote attraction of all genders and intersectionality.	In progress	All current job listings updated					Ш	Ш
All employment liking to include Gastroig Arts Cardina values atterment making to being a disentily amployer, encouraging applications from all genders, cultures and LCBTICA's community.	Complete	All position descriptions make reference to the Centru's values of bold, sectoring, corrected and working as an ensemble. The Centru's career appear and information for cardidate shall be that the Centru values an inclusive workplace that entrances diversity and storegly encourages exclusive workplace that entrances diversity and storegly encourages explainations from honograph or from that infancing regions, people with descriptions and the honograph of from the continuity and people from culturally diverse backgrounds.						
Create a remuneration review process with clear criteria for assessment and an objective process for review. Consider gender pay differences when hiring new staff.	Complete	The Centre has an established renumeration review process.						
Devolop and implement an armal program of activities and events to build assertines of grades equally and intersectional testers, including intersectional Worsen's Day and COSTION's features and events, and applicant collection events informed by DAY.	In progress	An everth calender has been developed and will be implemented subject to resourcing and funding. Events supported to date include: Weet in Playa Boy, (CRETION + VOID). REPORT OF THE PROPERTY OF THE PROPERT						
				1	1	1	. 11	11

# 2. Gender composition of governing bodies. 3. Equal remneration for work of equal or comparable valuations and leash of the workforce, insepretive of gender. Season harassered in the workforce 4. Recruitment and promotion practices in the workplace.

 Availability and utilization of terms, conditions and pr relating to:
 - family violence leave

working arrangements supporting employees with to caring responsibilities.

Gendered segregation within the workplace.

#### Example(s

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	Relevant i	ndicator	
Exemple: Address gaps identified in collecting intersectional data as part of employee and payod systems	Complete	This strategy was implemented in March 2023.  A payroll systems film was engaged to upgrade our systems to support the collection of intersections data in relation to assual orientation, race. Aberiginally, religion, entries), disability and general infesting. We have now began collecting intersectional data and addressing the gaps demoted on our 2021 and it.	Although originally articipated for implementation in 2022, delays meant this artisting was implemented in Mach 2023, interascional data in being coolected as part on one reconstitutions and promotions, and voluntary updates by resident gut. The way to the control of the control of the control data as part of our 2023 progress audit and future GEAPs will emable us to better understant interascional gunden equally in our organization and austice for hypothesis or improvement and access for improvement.	2022	People and Culture Corporate Support	х	××	×××

# **Resourcing your GEAP**

# Table 2.2 - Allocation of resources to implement the strategies and measures in your GEAP

### Recommended

You might consider some or all of the following, in addition to any other aspects you consider relevant:

- Who implements the strategies and measures in your GEAP? What role do they perform at what level in your defined entity?
- How many staff members/FTE are allocated to implementing the strategies and measures?
- •Was enough resourcing allocated to successfully implement your strategies and measures? If not, how will this be addressed?

# Your Comments

During the reporting period, Geelong Arts Centre engaged a fixed-term staff member at 0.4 FTE who supported Gender Equality Diversity & Inclusion initiatives, and the GEDI working group as a part of the remit of their role.

The Gender Equality Action Plan assigns responsibility to key stakeholders across the Centre for delivery of identified goals. Positions responsible for delivery of goals range from the Chief Executive Officer, Department Directors and managers whose role includes a remit to support delivery of GEAP outcomes.

The GEDI Working Group's membership comprises staff who hold responsibility for delivering on Centre gender, diversity and inclusion plans, as well as staff who have a strong desire to support GEAP initiatives and bring a lived experience to inform the working group's activities.

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## Workplace Gender Equality Indicators

Workplace Gender Equality Indicators										
Table 2 - Workplace gender equality indicators progress Resulted	Required	Required	Recommended					Recommended	Factors to	
	Confern II concress made	Occupation description		Factors		_	_	Europa discussion	a.	The size of the defined entity, including the defined entity's number of employees.
This colors contain the same vortigine grade equity to colors contain the same vortigine grade equity to conjust the "soconeeoled" colores, to the right of each relocation.	Indicate whether your organisation has made progress in relation to the workplace gender equality indicators.  Use the diop-down menu in the cell to select year or ho:	Consection pair program is maken it such evolption grade equally relation.  This little, the manual set in two two contracts are partial and the second grade in administration date.  This little, the manual set is related in the second grade grade in the second grade gr	indicate below whether or not one of these factors has affected by over organization's progress against each indicator. You are encouraged to reference these factor in your decreasion in your decreasion in your decreasion is obtained to column I. See the Factors key the right of this stales a description of each factor.	and di ch di ch				Fact have selected from the sys of the factors in the occumentation occurred to the left, you are encouraged to company the for colors.  Fact for the system of the colors of the left of the left of the system of the left of the left of the system of the left of the left of the system of the colors of the left of the left of the left of the system of the colors of the left of	6. d. e.	The native and collections and the defined artifly, including any better to making process, and the artifly and the second process and temporal process and compared and the second process and compared and second process.  The processible and cost to the artificed entity of making programs.  Gentline alternative make by the defined entity to make programs.
Gender composition of all levels of the workforce	Yes	In the "Ell morality prior to the 2020 and date, the Centra browscand the number of Willmann appoints for the ene-pring position by 46th [Headmont 2012 12th (2002 28)] Willman as a proportion of the ownstructions by 48th (FET. 2002 26, 2002 38) Propin who as de-alling for new 2002 2019 2 (10) (2012 2012 2012 2012 2012 2012 2012 201								
Gender composition of governing bodies	Yes	Pernale composition at the Trust level has increased from 6 out of 9 members, to 8 out of 9 members (Target >50%; Actual 89%)		П	Т	П				
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	Geoleir pay gas for permanent staff at 50 Janu 2023 (Target «15%, Actual 12 ASN).								
Sexual harasure or in the workplace	Yes	We form it was of beaution to complete two excitoded string the sould provide  The Propilish follows 2023 showing registered from the "Georgeoistems and that they separated in exact in least and the "Display that the "Georgeoistems of the Separated Security Securi								
Recruitment and promotion practices in the workplace	Yes	OT SI have welcomed between 5107022 and 30000202. 22 everytypes identified as the risk (Target 1906, Actual 51%) OT SI have welcomed between 51070202 and 30000202. 3 everytypes identified as non-binary (Target 1-7% pointed devene, Actual 50%) OT si have welcomed between 51070202 and 50000202. 3 everytypes identified as films (Target 1-20% non-main; Actual 57%) OT si himmad promotions granted during the reporting period if were employees identified as films (Target 1-20% non-main; Actual 57%)								
Availability and utilization of terms, conditions and practices in inleng to: - family violence leave; and - family violence leave; and - working arrangements augusting - working arrangements supporting - supplying a supporting - supplying a supporting - suppossessibilities	You	Two finals was necessaries regarding features and ethin front you carrier separations and or a deathing was a place. Not all makes accessed reference bears. Comes pading separate audit to sugation in debical finalizing scrangements, including one day excelling than forms.								
Gendered segregation within the workglace	Yes	Seamed affecting companions for instruction, that has reconsist from found interface (Text Account RE).  The Charlest of the Carter Seames and an all and instruction of the Account A								

Example(s)
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dicator	Confirm if progress made	Progress description		Factors			Factors discussion
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