



YWCA  
CANBERRA

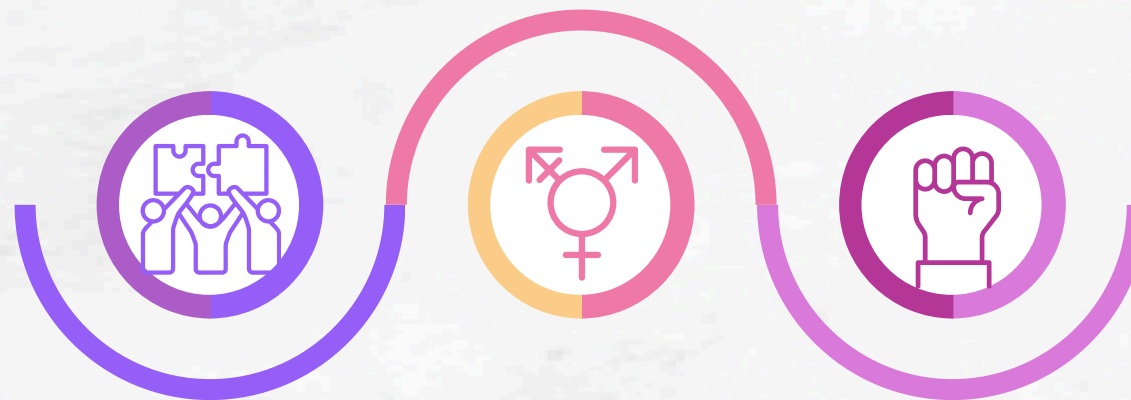
# Gender Equality and Equity Strategy

2024 - 2028

YWCA Canberra plans for a sustainable staffing profile that meets the growth and capability requirements of the organisation. YWCA Canberra fosters the knowledge, capabilities and skills of its staff to align with the organisations strategic plan and priorities.

This is achieved through active engagement with the organisational values including but not limited to workplace culture, workplace staffing profile and valuing our staff contribution to the organisation.

## Workplace Values



Workplace Culture

Workforce Profile

Workforce Values



# Workplace Culture

## Goal 1 : Inclusion

YWCA Canberra contributes to a safe, respectful and inclusive working environment, free from sex-based discrimination and harassment. We embrace the diversity of our communities and adopt an intersectional approach that respects differences including in gender and gender expression, culture, race, spirituality, age, sexuality, abilities, political beliefs and socioeconomic status.

## Goal 2 : Responsibility

YWCA Canberra is open and accountable for ensuring our leaders visibly champion gender equality, by managing resources and risk, and seeking opportunities to support gender equality outcomes

## Goal 3 : Equality

Flexible work practices are embedded in YWCA Canberra culture and supported by policy framework and workplace agreements (YWCA Canberra Enterprise Agreement).

ACTIONS	MEASURES
New staff members and managers undertake sex-based discrimination and gender equality training.	Sex-based discrimination and harassment training participation rates of 100 per cent.
All staff undertake refresher training at least every two years	Any grievances related to sex-based discrimination and harassment are managed and all reports are recorded and reported upon annually to governing bodies
YWCA Canberra leaders actively support, develop and communicate gender equality initiatives and outcomes.	Communications highlight YWCA Canberra's commitment to gender equality through our advocacy.
Managers are held accountable for managing workplace flexibility in line with meeting the business requirements. This responsibility is highlighted into managerial position descriptions and performance frameworks.	Participation rate of staff using flexible work arrangements are recorded and reported. These statistics are reported by category (i.e. office based staff v frontline staff) and gender.
Develop and implement training programs and resources with focus on flexible work practices.	Training and resources developed to enhance manager's skills in embedding flexible work practices



# Workforce Profile

## Goal 1 : Equality

YWCA Canberra strives to meet and maintain equal pay targets that contribute to the achievement of the YWCA Canberra’s strategic direction and objectives.

## Goal 2 : Inclusion

Gender equality initiatives are incorporated into business planning focused on identifying and reducing any gender pay gaps.

## Goal 3 : Responsibility

Managers and supervisors provide opportunities for staff participation and feedback at both an organisational and work unit level to embed gender equality across the organisation.

ACTIONS	MEASURES
Data is provided to the YWCA Canberra Board to assist them to monitor gender and diversity targets in the organisation.	Retention rates per gender Womens representation at all levels including senior leadership is not less than 50 per cent.
Leaders review workforce data and where required develop action plans to meet representation targets for women, including female identifying and non-binary people at all levels and in recruitment short-lists. Relevant targets set out in senior level position descriptions.	All recruitment shortlists to include at least 50 per cent women. All recruitment shortlists to include male representation to increase participation of men in our workforce contributing to closing gender pay gap.
Our workforce capability plan is aligned to the strategic plan and includes diversity targets.	YWCA Canberra maintains a governance board that commits 100 per cent of its positions to women.
The YWCA Canberra undertakes an annual gender pay equity analysis and develops and implements an action plan to address any identified pay gaps.	YWCA Canberra commits to maintain no gender pay gap and evidences this by tracking. Reporting of findings (to board) is undertaken annually.
YWCA Canberra undertakes an annual review of utilisation of flexible working practices, gender composition of the workforce, promotions by gender and manager, and utilisation and return from parental leave.	WGEA Compliance. Performance review and planning participation rates by gender. Promotion outcomes by gender. Retention rates by gender.



# Workforce Values

## Goal 1 : Courage

YWCA Canberra acknowledges and celebrates the achievement of girls and women, including female identifying and non-binary people, at YWCA Canberra both internally and externally.

## Goal 2 : Inclusion and Reconciliation

Career progression opportunities are accessed by all staff members. YWCA Canberra is committed to increasing participation of Aboriginal and Torres Strait Islander girls and women, including female identifying and non-binary people, in our programs and engaging them further into valued members of our workforce.

## Goal 3 : Responsibility

Staff are actively supported in their work transitions relating to parental and carers responsibilities through a range of leave and non-leave people management practices.

ACTIONS	MEASURES
Develop leaders to promote and support gender equality through identifying female staff for promotion and leadership opportunities.	Gender equality initiatives are led by YWCA Canberra
Continue to support staff through the She Leads Diploma offering (and ongoing scholarship offerings) as part of an ongoing commitment to promotion of women into leadership roles, talent identification, professional development, and succession planning.	Executive Management Team and Governing body to steer and monitor gender equality initiatives. Establish budget line dedicated to Gender Equality to monitor specific actions.
Monitor, review and report on parental leave and carers leave participation and turnover, taking action if gender bias is identified.	WGEA Compliance
Maintaining above national standard for parental leave entitlements, currently 14 weeks paid parental leave with no qualifying period of service (primary carer) and 3 weeks (secondary carer).	Analysis of impact of return to work from parental leave (primary and secondary) at one and two years post return including retention rates of staff, exit survey data and positions upon return to work.
10 days paid domestic violence leave and policies to support staff experiencing domestic violence to maintain their safety at work	Track de-identified data on staff accessing domestic violence leave.