



Vision Gender equality is a fundamental human right essential to the health of our workplace culture, and our justice and community safety system



Focus areas

1. Improving data on gender and intersectionality
2. Building capability and capacity related to equality
3. Equitable pathways to career development and leadership
4. Creating a safer, empowering and inclusive culture



Flagship strategies

1. Develop a departmental Data Improvement Plan
2. Participate in annual People Matter Survey and analyse data against the gender equality indicators
3. Conduct a workplace gender audit
4. Develop a departmental Intersectionality Strategy
5. Develop a departmental Gender Equality Policy
6. Develop and deliver Gender Impact Assessment training
7. Deliver training related to equity including:
 - Sexual Harassment Prevention training
 - Respect in the Workplace training
 - Foundational Family Violence Training
8. Develop a communications strategy to increase awareness and understanding of gender equality
9. An intersectional approach is used to develop the departmental People Strategy and its pillars
10. Develop a Flexible Working Strategy
11. Identify pay gaps and targeted strategies to address factors that contribute to gender pay gaps
12. Deliver the Cultural Review of the Adult Correctional Services
13. Develop multi-agency process to prevent and respond to bullying, and sexual harassment



What success will look like

1. Improved data collection and analysis to better inform policies, programs, services, and workforce strategies.
2. Empowering staff and clients to understand how equality can improve people's lives in the workplace, at home and in society.
3. Improving diverse representation of women in leadership and equity for career development, remuneration, leave and flexibility.
4. To provide environments where staff and clients feel safe, respected, supported and valued.



Key principles Lived and living experience ~ Intersectionality ~ Self-determination ~ Human Rights

A strong governance framework will drive and monitor progress

The GEAP is underpinned by, and evaluated against the gender equality indicators, experiential data and evidence