



# Gender equality action plan

2022 to 2025



Easy English

## Hard words



This book has some hard words.

The first time we write a hard word

- the word is in **blue**
  
- we write what the hard word means.

## You can get help with this book



You can get someone to help you

- read this book
  
- know what this book is about
  
- find more information.



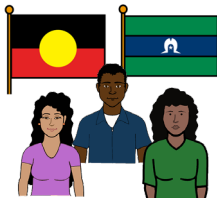
We will write contact information at the end of this book.

# We acknowledge First Nations people

The City of Greater Geelong **acknowledges**  
the **First Nations people** of Australia.

Acknowledge means we understand the  
importance of First Nations people's

- culture
- language
- history.



First Nations people are the Aboriginal and  
Torres Strait Islander people.

In the City of Greater Geelong the First  
Nations people are called the Wadawurrung.

## About this book

This book is from the City of Greater Geelong.



This book is about our  
**Gender equality action plan.**

In this book we will call it **the plan.**



**Gender equality** means every gender is treated the same.



Your gender could be

- a man

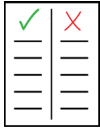


- a woman



- something else.

## Why did we make the plan?



There are rules about gender equality.



We want everyone to be equal.



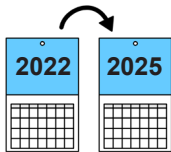
We asked our staff if they feel equal.



We can do more to help our staff be equal.



The plan says what we will do.



The plan goes from 2022 to 2025.

## What will we do?

### 1 We will help our staff feel more equal



Our jobs are for people of all genders.



We will write reports about the numbers of staff who are different genders.

### 2 We want more women to be councillors



**Councillors** are people who you vote for.

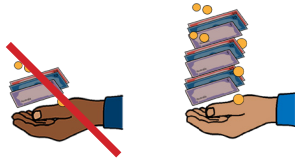
Councillors

- make decisions about your local area
  
- speak up for people in your local area.

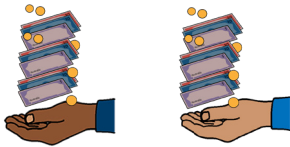


We will have programs to help people of all genders be councillors.

### 3 We want the way we pay people to be fair



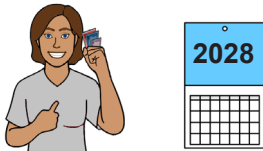
Nobody should get less money because of their gender.



We want to pay people the same if they do the same job.



We will find out why some staff are paid less.



We will make the way we pay our staff more fair by 2028.

## 4 We want no sexual harassment at work



**Sexual harassment** is when someone bothers you with sexual behaviour that you do **not** like.



We want our staff to feel safe at work.



We train our staff to treat everyone with **respect**.

Respect means we understand that

- everyone is important
- we should be kind to everyone
- we should **not** hurt other people.



We help our staff when they are treated badly.

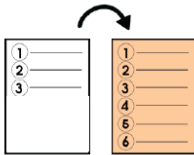
## 5 We want people of all genders to work for us



We will learn how to make our jobs better for all genders.

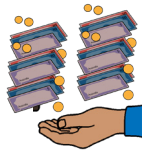


We will help our staff to do training and get **promotions**.



A promotion might mean you have

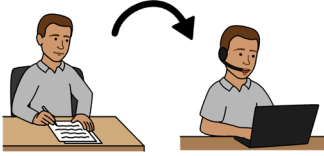
- more things to do in your job



- more money.

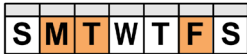


## 6 We will help our staff have flexible work

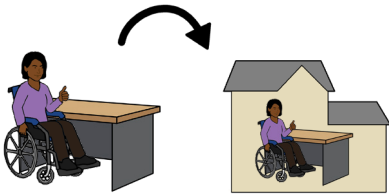


**Flexible work** can mean when you change

- how you work



- when you work



- where you work.



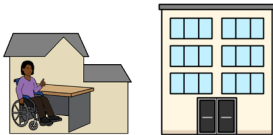
Flexible work can

- help you work better

and



- be good for your team and customers.

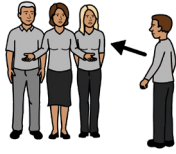


Flexible work can be when you

- work on the days you like
- work at the times you like
- work from home or the office
- have time with your family
- have meetings in person or **online**.

Online means when you use the internet.

## 7 We want inclusion at work



**Inclusion** means that everyone

- can be a part of something



- feels important.



We want people to like working with us.



We will help our staff be equal and safe.

## More information



For more information contact the  
City of Greater Geelong.



Call        03 5272 5272



Website    [www.geelongaustralia.com.au](http://www.geelongaustralia.com.au)



Email  
[contactus@geelongcity.vic.gov.au](mailto:contactus@geelongcity.vic.gov.au)

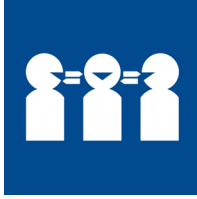


**You can read the full report on our website**



Website    [www.geelongaustralia.com.au](http://www.geelongaustralia.com.au)

## If you do not speak English



Ask the Translating and Interpreting Service or TIS to call us.

Call 131 450



Give the TIS officer our phone number.



## If you need help to speak or listen

The National Relay Service can help you make a phone call.



Call 1800 555 560



Website [bit.ly/nrs-helpdesk](http://bit.ly/nrs-helpdesk)



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