

THE CITY OF GREATER GEELONG

GENDER EQUALITY PROGRESS REPORT 2024



We Acknowledge the Wadawurrung People as the Traditional Owners of the Land, Waterways and Skies. We pay our respects to their Elders, past, present and emerging. We Acknowledge all Aboriginal and Torres Strait Islander people who are part of our Greater Geelong community today.



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Cover: One of our friendly Customer Service Officers.
Image: Barwon River, Moonah Park, Barwon Heads.

MESSAGE FROM THE CEO

At the City we recognise that gender equality is a human right, and a foundation to social justice and as such we are committed to creating a gender inclusive workplace culture. This culture will empower our people and harness our diversity to deliver better services to our community.

We understand that by improving gender equality in our organisation and our community we will help to bring about significant social, economic and health benefits, including preventing family violence, discrimination and disadvantage that women experience based on their sex and gender.

I am pleased to present our first Gender Equality Progress Report that outlines our progress in line with the requirements under the *Gender Equality Act 2020*. This progress report covers the reporting period 1 July 2022 to 30 June 2023.

During this period, we have made substantial progress on implementing the actions within our *Gender Equality Action Plan* and have made significant progress against several Workplace Gender Equality Indicators.

Here are some highlights from our progress report:

- Implementing 12 of the strategies within our Gender Equality Action Plan.
- Change in senior leadership composition from 52% to 65% women which is reflective of the overall gender composition of our workforce.
- Introducing an early careers strategy and employment program that has enabled our organisation to support greater inclusion, support diversity across internships, apprenticeships, scholarships and work experience opportunities.
- Working with Women in Local Democracy (WiLD) Geelong with the roll-out of recruitment, professional development opportunities and networking for women of all ages to learn about local government, get support to nominate for local elections and/or find a platform to support emerging candidates.

- Reducing our gender pay gap from 2.1% to 0% (median base salary) between the 2021 to 2023 audits.
- Increasing men accessing parental leave from 15.3% to 27.7% of leave takers, with an increase in average weeks taken from 2.16 weeks to 7.7 weeks.
- Completing several Gender Impact Assessments to ensure that policies, programs and services that we provide to the community are creating more inclusive and fairer opportunities and outcomes for everyone.

Whilst I acknowledge and am proud of all the work that has been done to date, I understand there is still a lot of work to do. We will continue to draw on data, knowledge, and the lived experiences of people from a diverse range of backgrounds to inform our work. By celebrating and embracing different lived experiences, we will create an environment with more equitable workplace practices and a more inclusive and collaborative culture.

We are committed to continuing this work and look forward to future progress reports to outline our progress and ensure accountability.



Ali Wastie
Ali Wastie
CEO,
City of Greater Geelong

OUR COMMITMENT TO WORKPLACE GENDER EQUALITY

OUR HISTORY OF GENDER EQUALITY WORK

We have been working to improve gender equality both in our organisation and in the community over many years.

One way we have done this is by incorporating social equity principles into our approach and supporting feminist organisations and campaigns, such as Reclaim the Night and 16 Days of Activism, to raise awareness about violence against women and girls. We have also worked strategically with regional partners through G21 since its establishment. As part of this work, G21 is currently developing and finalising a comprehensive gender equality strategy: Respect 2040.

As an organisation, we have implemented a range of gender equity activities, including:

- endorsing the Victorian Local Government Women's Charter in 2011
- partnering and supporting, Women in Local Democracy (WiLD) since 2012
- forming a women's advisory committee to Council – Women in Community Life Advisory Committee (WiCLAC) since 2013
- International Women's Day – Women in Community Life Awards since 2016
- individuals and groups across our organisation have been proactive in embedding gender equity approaches in their policy, community work, service delivery and departmental initiatives to tackle gendered workforce segregation.

GENDER EQUITY INITIATIVES OVER TIME

In 2016, we conducted a workforce gender equity audit to get an understanding of how we were doing. Several areas, including women in leadership, workforce segregation, and gender pay parity, were identified as focus areas and have all improved over time. However, some issues persist as our overall workforce composition from 2015 to 2021 has remained virtually unchanged. This is largely due to the pervasive impacts of social conditioning, heteronormative stereotypes, outdated gender norms, and inherent gender inequalities perpetuated by systemic and structural barriers, such as gendered workforce segregation.

Preceding this action plan, we developed *Ba-gurrk: A gender equity framework for the Greater Geelong Region*. This was used to highlight our internal and external commitment to dismantling intersectional gender disparities and focused on three spheres of influence: leadership; organisational policies and procedures; and community. Since the implementation of the *Gender Equality Act 2020* the organisation has shifted its focus to meet our legislative requirements. This includes the development and implementation of our Gender Equality Action Plan and Gender Impact Assessments.

We will endeavour to build on these initiatives to further meet our obligations under the *Gender Equality Act 2020* by undertaking gender impact assessments on major policies, programs and services and building a culture of equity, acceptance and belonging as set out in our *Inclusion and Diversity Roadmap*.

ABOUT PROGRESS REPORTS

Table 1 – Gender equity initiatives over time

| Year | Initiatives |
|--------|--|
| 2000's | Support for the annual Geelong Reclaim the Night march, feminist community action to demand action to address violence against women. |
| 2011 | Council adopted the Victorian Local Government Women's Charter , which commits to progressing gender equity, diversity and active citizenship. |
| 2012 | Women in Local Democracy (WILD) established, with Council's support. This important local network supports women to run for local council election, with the aim of gender parity in local government. |
| 2013 | Women in Community Life Advisory Committee established with inaugural members including prominent local women, Christine Couzens MP, former Councillor Priscilla Pescott, Jennifer Wills OAM, and Professor Shurlee Swain OAM. |
| 2013 | First Workplace Family Violence Management Policy approved, with 20 days of paid family violence leave. |
| 2016 | Annual Women in Community Life Awards commenced. Announced every year at the International Women's Day event, the awards highlight women's contribution to the Greater Geelong community across many fields. |
| 2016 | First workplace gender equity audit conducted and recommendations adopted. |
| 2016 | <i>Strategic Plan for Preventing and Addressing Violence Against Women and Children in the G21 Region</i> launched. |
| 2017 | Family Violence Action Leadership Group established. |
| 2018 | Social Equity Principles adopted, including gender equity, to be applied across all service planning. |
| 2019 | <i>Ba-gurrk Gender Equity Framework</i> adopted by Council. |
| 2020 | <i>Gender Equality Act</i> Implementation Pilot. |
| 2021 | Gender COVID-19 Impact Analysis Report . |
| 2021 | Gender equity was elevated into our integrated <i>Council Plan</i> and <i>Municipal Public Health and Wellbeing Plan – Our Community Plan 2021-25</i> – as one of five health and wellbeing priorities. |
| 2021 | New Enterprise Agreement commenced, with: increases to parental leave for primary (16 weeks) and secondary (6 weeks) carers; super paid on all 52 weeks of paid and unpaid parental leave; IVF and surrogate leave; miscarriage bereavement leave; gender transition leave; and 20 days paid family violence leave. |
| 2021 | Development of our GEAP and GIA+ Implementation. |
| 2022 | Women's Street Art Program. |
| 2022 | Social Equity Framework 2022-25 adopted, which includes women and LGBTIQ+ people as priority groups. |
| 2022 | Gender Equality Action Plan 2022-25 launched, under the Victorian <i>Gender Equality Act 2020</i> . |
| 2022 | First year of participation in the Candlelight Vigil , led by Bethany, SAFVC and Safe Steps. |
| 2022 | Inaugural LGBTIQ+ Advisory Committee established. |
| 2023 | G21 Respect 2040 formally established, with City of Greater Geelong as a partner, led by Women's Health and Wellbeing Barwon South West. |

Under the *Gender Equality Act Amendment Regulations 2023* progress reports must contain the following components:

1. Progress audit – conduct and report on workforce data and an employee experience survey (People Matter Survey) to enable reporting on progress against seven workplace gender equality indicators.
2. Gender+ Impact Assessments (GIA+) – report on the policies, programs and services that were subject to a GIA+ and the outcomes of those GIA+'s.
3. Strategies and measures – report on the progress in implementing the strategies and measures from our *Gender Equality Action Plan (GEAP)*.
4. Workplace Gender Equality Indicators – report on our progress against the seven gender equality indicators using the results of the Progress audit.¹

The results of the progress audit are not included in this document but can be accessed directly via the Commission for Gender Equality in the Public Sector (CGEPS) insights portal geelong.link/GECInsights



A 'Women in Local Democracy' event at the Geelong Library and Heritage Centre.

RESOURCING OUR GENDER EQUALITY ACTION PLAN (GEAP)

We have been in a period of great structural and organisational change. Many initiatives have been designed and allocated in a manner that will embed intersectional gender equality theories and practices into 'business as usual' (BAU). In order to achieve this, we have designed and implemented a staged approach - a maturity model, focused on building foundations (systems, process and culture).

What we have developed is a new business model designed to ensure we will be able to support community organisations through strategic partnerships with private, not-for-profit and community stakeholders.

We have also invested in building gender equity expertise across diverse business areas and departments with eight employees completing accredited training through RMIT. This is to ensure we broaden capability and capacity, knowing that our aim is to incorporate and embed gender analysis across our business planning, design and delivery.

We have allocated 1 FTE for a gender equality consultant to provide advice, analysis, and coaching. We have identified some additional projects that can support and uplift our gender equality work for which we are applying for grant funding.

Responsibility for GIA+ resourcing lies with business areas, and at this stage we are unable to adequately analyse any resourcing gaps, as the aim is for business areas to either conduct GIA+s themselves, include requirements through procurement/tender processes, or buy in specialised support for major projects and programs.

We know that awareness and knowledge must be built over time and at all levels of the organisation for our approach to gender mainstreaming to be effective. We want to be able to influence organisational cultural change as well as procedural and systemic change for longevity and sustainability.



International Women's Day event with an expert panel of City of Greater Geelong officers.

OUR PROGRESS – GENDER IMPACT ASSESSMENTS

Gender impact assessments are designed to help organisations think critically about how policies, programs and services will meet the different needs of women, men and gender diverse people.

The purpose of gender impact assessments is to create better and fairer outcomes, and make sure all people have equal access to opportunities and resources.²

The below table shows the gender impact assessments that have been completed from the implementation of the Act in March 2021 through to June 2023.

Since this reporting period there has been a greater application of gender impact assessments, on a wide range of programs, policies and services, such as the *Disability Access and Inclusion Plan*, the local law review, as well as a broad range of community and recreation and open space planning projects. These will be reported on in the next reporting period.



The Carousel team in colourful shirts to start conversations about mental health.

Table 2 – Gender impact assessments

| Title | Subject | Description | Status | Confirm if actions taken | Describe actions taken |
|---|---------|--|--------|--------------------------|---|
| Climate Change Plan (CCP) Community Programs and Engagement Officer | Program | The CCP community program will support climate action activities carried out by the community. The Climate Action Community Program has a three-year outlook. | New | Yes | Participatory community engagement will be built into community program development, review and evaluation. |
| Northern and Western Growth Areas Biodiversity Conservation Strategy implementation | Program | The project will develop tailored biodiversity development guidelines for use in the Northern and Western Geelong Growth Areas to guide urban planning to meet target requirements for canopy coverage, urban cooling and maintaining visibility of threatened species and ecosystems. | New | No action taken | |
| Corio Norlane Project | Program | Response to State Government initiative to renew social housing stock in Corio and Norlane and update Corio and Norlane Structure Plan. | New | No action taken | |
| Strategic land acquisition | Program | Transfer of property to a Registered Housing Authority (RHA) for social housing use. | New | No action taken | |
| Asset Management Stage 2 | Service | Develop an asset management plan for the physical review and collection of current state data for all engineering assets related to water sensitive urban design, stormwater and drainage, footpaths and accessible parking. | New | No action taken | |

| Title | Subject | Description | Status | Confirm if actions taken | Describe actions taken |
|--|---------|---|------------|--------------------------|--|
| Endorsed transport strategies | Program | The program will address gaps in the transport network related to road standards, safety and parking for areas across Geelong. | New | Yes | Ensuring that appropriate data is collected and used to inform the design for all residents is identified and included in project scoping activities. |
| Animal pound upgrade | Service | Building works at Geelong Animal Welfare Society (GAWS). | For Review | Yes | Staff consultations were included in project plan and implementation. |
| Cat desexing | Service | Eliminate overpopulation of stray cats and subsequent costs to the City and the Pound and heavy disease burden caused by stray not spayed cats and high euthanasia rates. | For review | No action taken | |
| Dogs in public signage | Service | Community education regarding dog controls through the use of signage in public areas. | New | Yes | Community consultation and consideration of best ways to support literacy, linguistic diversity, cultural diversity and accessibility needs and challenges. |
| Website redevelopment - online Interface project | Service | Replacing the platform that our external facing website uses to provide greater functionality for our customers to view content and conduct business with us. | New | Yes | No variation deemed necessary for a digital service. Once the website platform is implemented, the content will be created and audiences communicated to as appropriate. |
| Surround Sounds | Service | Music festival spread out across music and community venues across Geelong. | New | Yes | Identified that no gender disaggregated or intersectional data was available. Project team incorporated intersectional data collection as part of audience and participant evaluation. |

OUR PROGRESS – GENDER EQUALITY ACTION PLAN (GEAP)

A Gender Equality Action Plan (GEAP) helps to plan, implement, and measure change in order to achieve workplace gender equality.³ The below table shows the progress made in the first two years of our four-year [Gender Equality Action Plan](#).

Table 3 – Strategies and measures

| Strategies & measures | Status | Status description | Timeline |
|---|-------------|--|----------|
| 1.1.1a Unconscious bias training provided to leaders and cascaded to whole of workforce | Complete | Training was completed in 2022 which included masterclasses for senior leaders including our Executive Leadership Team (ELT). People Leaders were entrusted to encourage their teams to complete bespoke online training modules. | 2022 |
| 1.1.1b Review of position descriptions to remove any gendered language | Complete | Our Recruitment team conducted an internal review of position descriptions to ensure more inclusive language and approaches are incorporated across our recruitment practices. Other areas were identified which included disability and First Nation's employment for additional review. In response, we engaged on the Australian Disability Network to incorporate a disability lens over our recruitment policies and procedures. Of several recommendations that have been presented and endorsed, a key recommendation being incorporation of more inclusive practices in recruitment ads, applications, interviews, and onboarding. This has led to the review of a comprehensive reasonable adjustment policies, inclusion of identified roles across our early careers program as well as financial investment in a First Nations and a Women in STEM Scholarship with Deakin University. | 2023 |
| 1.1.1c Look at workforces that are successfully dismantling gender stereotypes and identify how to scale-up and build on internal capacity, expertise and lived experiences | In progress | Through our newly established Early Careers team (2022), the organisation has developed an early careers strategy and have identified the opportunity to work with our City Services teams to identify and strengthen factors that have seen women apply for and succeed in traditionally male dominated roles. These early interventions have enabled active recruitment of women, people from CALD backgrounds, people with disability, and people from low socio-economic backgrounds into a variety of roles and positions. | 2022-25 |

| Strategies & measures | Status | Status description | Timeline |
|---|-------------|---|----------|
| 1.1.1d Review our branding and language guidelines to identify use of stereotypes and identify images and language to challenge these norms | Ongoing | Our Communications and Marketing experts incorporated an iterative approach to ways we enhance our language, images, and other public facing materials enabling departments across the organisation to get bespoke images of inclusion that challenge social norms. | 2023 |
| 1.1.2a Workplace Gender Audit identifiers and indicators incorporated in our new Human Capital Management system data measures | Not started | Procurement of an appropriate system has been substantially delayed due to organisational and budgetary changes and challenges. The project is still deemed valuable to long term optimisation of systems but will commence at a later date. | 2025 |
| 1.1.2b Gender equality and intersectional workforce composition incorporated into People Dashboards and Annual reporting cycles | Complete | People Dashboards have been updated. Gender equality update included as part of Audit and Risk Committee reporting, gender incorporated into our CEO KPIs, workforce plan and annual reporting cycles. | 2023 |
| 2.1.1a Provide community grants for community organisations supporting new candidates | In progress | Women in Local Democracy (WILD) and the City have been collaborating to deliver a series of community forums and training that aim to promote women's participation in local council elections and campaigns. | 2024 |
| 2.1.2a Provide training, support and capacity building for councillors aimed at increasing understanding of intersectional gender equality, diversity and social equity | In progress | We have approached local consultants and panel of provider organisations to assess suitability to provide gender equality training to our governing body. The aim is to increase awareness about the obligations of the <i>Gender Equality Act 2020</i> , focusing on the positive benefits of gender impact assessments. | 2023 |

| Strategies & measures | Status | Status description | Timeline |
|---|-------------|---|----------|
| 2.1.2b Showcase programs, policies and services that have undertaken and incorporated Gender+ impact assessments and recommendations | Ongoing | <p>We have used the Surround Sounds program as an interesting case study for ELT briefing and business planning masterclasses. We have identified the development of our Transport Strategy as another key program of work to showcase.</p> <p>On completion of our first integrated business planning cycle, a community arts program, Surround Sounds, was identified as an interesting case study for internal stakeholders. It became very evident that the business area lacked gender disaggregated data about target audiences, performers and participation rates in our community arts events. This example demonstrates to our internal stakeholders that, depending on the program or project, we are at different levels of maturity and have a substantial structural hurdle to contend with, that is lack of local gender disaggregated data and sets a relatable base line for other teams to learn from.</p> <p>We have also identified our Transport Strategy as a case study of key value to community and council.</p> | 2025 |
| 2.1.3a Undertake future mapping to identify services and equitable supports that will improve councillor work/life balance | Complete | <p>Wurriki Nyal, our new civic precinct, included inclusive design features including a separate family room and baby change facilities in both public and work areas. The Mayor and Councillor areas includes a lounge area to allow for councillors to attend with their children or other family members. Consultation conducted with our councillors identified challenges for parents including family friendly facilities and attitudes as a barrier to participation.</p> | 2023 |
| 2.1.3b Incorporate inclusive supports, in accordance with the Council Expenses Policy, that will assist councillors of all genders and backgrounds to undertake their roles more equitably and flexibly | Ongoing | <p>Provide ongoing training and development opportunities, as well as information sharing opportunities for councillors to ensure a holistic civic experience for our councillors.</p> | 2023 |
| 3.1.1a Review and comprehensively analyse the impact of allowances for different professional groups to our gender pay gap | In progress | <p>Project commenced 2021/22. It is currently on hold due to resourcing.</p> | 2025 |
| 3.1.1b Analyse the impacts of our remuneration policy and process for senior leaders on our gender pay gap | Complete | <p>Alignment of all executive salaries was finalised in 2022.</p> | 2023 |

| Strategies & measures | Status | Status description | Timeline |
|---|-------------|--|----------|
| 3.1.2a Ensure intersectional gender equality indicators are included in our Human Capital Management system to ensure improved ongoing pay parity analysis capabilities | Not started | <p>The procurement of our Human Capital Management System (HCMS) has been identified of great benefit to management of employee information, remuneration and entitlements. However, the project is currently on hold.</p> | 2025 |
| 4.1.1a Bullying and harassment training continues to be undertaken as part of induction of all employees, including an annual refresh for all employees | Ongoing | <p>Training is provided to all new employees as part of their onboarding, and ongoing compliance training for all employees.</p> | 2025 |
| 4.1.1b Implement and promote our sexual harassment prevention policy, procedures and guidelines | Ongoing | <p>Our prevention strategy and updated policies were rolled out organisation-wide in December 2021.</p> | 2025 |
| 4.1.2a Offer family violence and gender-based violence compliance training | Complete | <p>Sexual harassment training has been updated and is part of our organisation-wide compliance training.</p> | 2023 |
| 4.1.2b Promote our family violence leave policy and employee supports | Ongoing | <p>Our People Partners along with our Internal Communications team continue to promote our family violence leave entitlements with people leaders and employees across all our communications channels.</p> | 2025 |
| 5.1.1a Build our brand as an inclusive employer on our strengths | Ongoing | <p>Our Future-Flex principles and approach have been a factor in being able to attract employees who need flexibility in their work not only for work/life balance but overall wellbeing. It has also enabled employees from other regions of the state and country to work remotely.</p> <p>Through the completion of Wurriki Nyal, inclusion of accessibility features, and our ongoing relationship with the Australian Disability Network, we are building confidence and capability to better engage with and recruit diverse candidates, including candidates with disability, more women in senior roles, and people from other diverse groups.</p> | 2025 |
| 5.1.1b Build Future-Flex values and principles in all our job advertisements | Complete | <p>Future-Flex was rolled out across the organisation in 2022.</p> | 2023 |

| Strategies & measures | Status | Status description | Timeline |
|---|-------------|--|----------|
| 5.1.1c Provide equitable access to Jobs of the Future including STEM, traineeships, and new graduate program | Complete | We endorsed an Early Careers Strategy that is being implemented successfully. | 2023 |
| 5.1.1d Review recruitment processes and artefacts to ensure inclusive language and ways of working | In progress | The organisation has been keen to ensure that our position descriptions are not only clearer, simplified and more user friendly, but also more accessible and inclusive in order to attract candidates from more diverse backgrounds and embed principles of equity into the ways job roles are designed and redesigned. | 2024 |
| 5.1.2a Harness our digital technologies to map and track horizontal and vertical promotion opportunities and learning and development goals | Not started | This initiative is part of our Human Capital Management System (HCMS) project which has been delayed and not yet commenced. | 2025 |
| 5.1.2b Include career growth and opportunity indicators in employee opinion surveys | Complete | Questions about career development and promotion opportunities have been included in our organisation's employee opinion survey known as the Better Together Survey. | 2022 |
| 5.1.2c Strengths-based inclusion capability training and coaching embedded across talent, capability, and employee experience | Complete | Coaching panel of providers has been established and Emotional Intelligence training program implemented to all frontline leaders. | 2023 |
| 6.1.1a Collaborate with workforce to identify and trial different flexible arrangements to improve equitable access to flexible working arrangements | In progress | Targeted gender equality initiatives are designed with key internal stakeholders from gender-segregated workforces. | 2024 |
| 6.1.1b Incorporate an inclusive intersectional lens into the way we provide leave and flexible working arrangements that enable employees to feel included and valued | Complete | Last Enterprise Agreement (EA) included cultural leave and enables employees to access a much broader range of leave entitlements including an additional three days for annual leave. | 2023 |
| 6.1.1c Build understanding of person-centred focus for optimal incorporation of FutureFlex amongst people leaders | Complete | FutureFlex rolled across the organisation in 2022 and capacity building via Better Together Forum completed for all people leaders to better understand the benefits and positive impacts of flexibility for business and employee work-life balance and wellbeing. | 2022 |

| Strategies & measures | Status | Status description | Timeline |
|--|-------------|---|----------|
| 7.1.1a Embed inclusive practices and culture across our organisation, through implementation of our Inclusion Roadmap | Ongoing | Completed Horizon 1 and moved to Horizon 2a, noting that targeted initiatives with priority business areas commenced in 2024. | 2025 |
| 7.1.1b Establish our gender equality Change Champion Network with representatives from our gender-segregated workforces, union representatives, senior leaders and interested employees. | In progress | We have established an informal employee network after completion of accredited gender equity training through RMIT for eight of our employees and four people from other defined entities in our region. The establishment of targeted working groups has been prioritised due to impacts of organisation restructure. | 2025 |



Careers at the City of Greater Geelong expo table.

OUR PROGRESS – WORKPLACE GENDER EQUALITY INDICATORS

The *Gender Equality Act 2020* sets out seven workplace gender equality indicators. They represent the key areas where workplace gender inequality persists and where progress towards gender equality must be demonstrated.

Figure 1 – Workplace gender equality indicators



Table 4 – Workplace gender equality indicators

| Indicator | Confirm if progress made | Progress description |
|--|--------------------------|--|
| Gender composition of all levels of the workforce | Yes | <p>Our audit results demonstrate that we have made progress in areas relating to gender composition, including senior leadership, of which 65% are now women compared to 52% in 2021. The latest figure is more representative of our 'overall' whole of organisation gender composition. We have also achieved more balanced distribution of gender composition across workforce status compared to 2021.</p> <p>Still lacking comprehensive intersectional gender disaggregated data, it is difficult to draw any conclusions or evidence to ascertain our progress. Through manual analysis we are able to determine that we lack diversity in our leadership levels.</p> <p>As this can often be complex, it is important to note that we have been able to measure increase in the numbers of employees from First Nation's backgrounds (50/50) and employees with disability.</p> <p>Despite recent organisational restructuring and functional redesign, and impacts on some of our action plan initiatives, the structural changes have impacted the gender composition across all teams, more noticeably across our more masculinised business areas.</p> <p>Another key success factor has been the introduction of an early careers strategy and employment program. It has enabled our organisation to support greater inclusion, support diversity across internships, apprenticeships, scholarships, and work experience opportunities. This program has also provided a pathway for women and diverse employees to transition into more permanent employment opportunities.</p> |
| Gender composition of the governing body | No | <p>There has been no change in the gender composition of our governing body. As local elections are held every four years, the next opportunity for change will be in 2024.</p> <p>This does not mean, however, that no progress has been achieved. We have been able to work with and support Women in Local Democracy (WiLD) Geelong with the roll-out of recruitment, and professional development opportunities and networking for women of all ages to learn about local government, get support to nominate for local elections and/or find a platform to support emerging candidates.</p> |
| Gender pay equity – across all levels of the workforce, irrespective of gender | Yes | <p>Our median base salary pay gap is 0%. This is a result of a review and redevelopment of our senior leadership recruitment and remuneration policies. All other aspects have seen marked improvement except for median total remuneration where the gap has increased by 1.7%. We believe this is due to the highly gendered impacts of allowances paid in business areas such as construction.</p> <p>Our 'caring' workforces including early learning and community care have been impacted by worker shortages and having to close programs and centres throughout the year, adversely affecting casual employees.</p> |

| Indicator | Confirm if progress made | Progress description |
|--|--------------------------|--|
| Sexual harassment in the workplace | No | <p>We have not received any formal complaints or allegations of sexual harassment. However, 6% of employees participating in the People Matters Survey (PMS) indicated that they have either experienced or witnessed sexual harassment in the workplace. This figure is the same as the local government benchmark.</p> <p>We have experienced some data integrity issues pertaining to survey results for sexual harassment in 2021, therefore we will be using 2023 figures as our baseline moving forwards.</p> <p>We have made progress since the last survey with a decline in the number of people witnessing or experiencing bullying and harassment. This is an area of keen focus for several years and we can see from comparisons with previous rates that the incidents are decreasing steadily and if they remain on the same trajectory that we are making material progress towards the elimination of bullying and harassment.</p> <p>Our data from the latest survey indicate that rates of sexual harassment, bullying and harassment are varied across different work functions and roles and experienced differently by people from diverse backgrounds. Rates are higher for women, people with disability, First Nation's employees, casual employees, and employees with no flexible working arrangements.</p> |
| Recruitment and promotion practices in the workplace | Yes | <p>The early careers program has been a 'beacon' project that has signalled an organisational commitment to improving access to employment opportunities at the City for women in technology and trade, people with disability across most business areas, and the introduction of university scholarships. We can identify through workplace data that we are making progress in the employment of gender diverse people as well.</p> <p>What we are unable to track quantitatively are women, gender non-binary and diverse employees' experiences of promotion and professional development. We currently do not have a system that can track this. We do have feedback from our PMS respondents which demonstrates a less than favourable rating in this area. In 2021 employees expressed concern about the ways they saw their ability to access career development opportunities including promotion, job share and job design.</p> |
| Leave and flexibility | Yes | <p>Uptake of flexible leave including parental leave and carer's leave has increased. We believe promotion and introduction of paid superannuation benefits on parental leave has impacted the increase in utilisation of these entitlements. Most notably, the number of men accessing parental leave has almost doubled from 25 in 2021 to 44 in 2023 and total of average weeks of paid leave take by men has increased from 15 weeks to 173 weeks.</p> |
| Gendered segregation within the workplace | Yes | <p>We have been able to achieve better gender representation across different business areas and business functions. This has been impacted strongly through the functional restructure and development and implementation of a strategic early careers program. The restructure directly affected the gender composition of different business areas, most notably our City Services, as business units with more women and gender diverse people were moved into new departments.</p> <p>Our early careers program is supporting work to dismantle gender norms and stereotypes by engaging and providing opportunities for women and diverse students and recruits to work in areas they may not have considered, as well as provide support to people leaders and the workforces to work more inclusively and strengthen sense of safety.</p> |

REFERENCES

1. Gender Equality Commission, 2025, (<https://www.genderequalitycommission.vic.gov.au/about-progress-reports> accessed December 2024)
2. Gender Equality Commission, 2025, (<https://www.genderequalitycommission.vic.gov.au/about-gender-impact-assessments> accessed December 2024)
3. Gender Equality Commission, 2025, (<https://www.genderequalitycommission.vic.gov.au/about-gender-equality-action-plans> accessed December 2024)



Image: Two of our City works employee.

This document contains important information about the City of Greater Geelong. Please contact us if you have any questions or would like to request a hard copy of the report.

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