

2026 gender equality action plan (GEAP) for: Mallee Catchment Management Authority

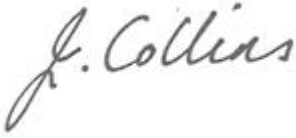
Cover page (recommended)

Organisation name (required)	Mallee Catchment Management Authority
Total number of employees (and full time equivalent FTE), as at 30 June 2025	Total employees: 58 Total FTE: 51.54
Location (metropolitan, regional or rural. If other, please specify)	Regional

Attestation by head of organisation (required)

I confirm that:

- ☒ I am the head of organisation (CEO or equivalent)
- ☒ I have reviewed and approved the submission of this gender equality action plan (GEAP) on behalf of my organisation (as named above), and I attest that the implementation of the GEAP will be adequately resourced as required under the Gender Equality Act (2020).

Any comments?	
Name	Jenny Collins
Role title	Chief Executive Officer
Signed	
Date	30/04/2026

A) Planning your GEAP

Section 1: Use insights from your previous gender equality work (recommended)

Prior to developing the 2026-2030 Gender Equality Action Plan (GEAP), we reflected on our previous action plan and progress report. This review provided valuable insights into what worked well and where improvements were needed. The review highlighted the need for a more structured and strategic approach to planning, including the development of clearer and more measurable actions that closely aligned with the outcomes of the workplace gender equality audit. To address this, we utilised the updated guidance materials and templates provided by the Commission for Gender Equality in the Public Sector. We also commenced planning approximately nine months prior to the submission deadline, which allowed sufficient time to analyse our audit data in detail, ensure all required components were addressed, and develop more focused and measurable strategies. This approach strengthened our understanding of the Gender Equality Act requirements and supported the development of a GEAP that more clearly aligns with identified gender equality issues, while ensuring all legislative obligations are addressed. We recognise that advancing gender equality is an ongoing process. Over time, we will continue to build our capability and improve our approach to meeting our gender equality obligations and support continuous improvement.

Section 2: Processes, record keeping and governance (recommended)

Gender equality action plan is a priority area of the Minister's Expectations and therefore is a key performance indicator in the Corporate Plan. Reporting GEAP is achieved via the Strategic Outcome Reporting Framework, with progress updates provided to the Board, Executive Management, and Business Units. The Senior Coordinator, Human Resources, will coordinate GEAP implementation, while the Executive Management Committee (EMC) is responsible for organisational oversight and accountability. The Mallee CMA Quality Management System (QMS) underpins the review, monitoring, and evaluation processes, ensuring consistency and continuous improvement. Insights are shared across the organisation through participation in QMS committees and working groups with the Corporate Services team supporting the coordination of an informed approach to delivering on our gender equality commitments.

Section 3: Leadership commitment (recommended)

At the Mallee Catchment Management Authority (CMA), we are committed to develop a gender balanced workforce and a culture of equality in all areas of our business by valuing social and professional identity, alternative thoughts, backgrounds, experiences, uniqueness and creativity. Gender equality, diversity and inclusion within the workforce is how we can demonstrate the highest value for our people, our stakeholders and our community. We need people who think and approach problems differently, who are willing to challenge the status quo, and who come from different backgrounds and experiences. When we value gender equality, diversity and inclusion we see benefits such as higher employee engagement, improved performance, greater innovation, retention of talent, improved employee wellbeing and lower levels of unlawful and unwelcome behaviour such as harassment and discrimination. Mallee CMA has developed a four-year Gender Equality Action Plan (GEAP) to achieve our strategies and meet future challenges, deliver innovative solutions for our community and improve service delivery. For us, equality and inclusion are about giving our people a real voice and a sense of being valued for their difference of opinion, style and approach in order to achieve improvements in the way we do business. It is our aim to get it right and continue to move forward and encourage people of all abilities and backgrounds to build a rewarding career, achieving their full potential.

B) Consult on your audit results and strategies

Section 4: Confirm consultation groups (required)

You must consult with your...	Confirm yes or no	If no, why not?
Governing body (if your organisation has one)	Yes	
Employees	Yes	
Employee representatives, including relevant trade unions	Yes -Employee Representatives No -Union	Union was invited to consultation session but did not attend
You might consult with...	Confirm yes or no	Please describe additional people and/or groups
Other relevant people	Executive Management Committee	Senior Leaders of the organisation

Section 5: Document your consultation process (required)

Consultation involved presenting an outline of our gender equality obligations and summarised findings from the recent audit. The Senior Coordinator, Human Resources, delivered the presentation to several key groups across the organisation. Sessions were held with the Executive Management Committee (including the CEO and four senior leaders) via Teams, the Governing Body (the chair and seven members) at an in-person board meeting, and the Safety and Consultative Committee (seven employee representatives), also at an in-person meeting. All employees were invited to attend a session delivered via Teams, and a total of 16 staff were present across two sessions. The presentation was additionally shared with all employees via the virtual noticeboard and internal news updates. Each group received a QR code linking to a short survey where participants could respond to questions about the presentation and provide feedback. They were also invited to contact Human Resources by email or meet with the team in person if they wished to provide confidential feedback. To ensure participants felt safe and supported throughout the process, contact details for support services were provided during each session, and both Managers and the Human Resources team were available for confidential discussions afterwards. The Australian Services Union was invited to attend the Safety and Consultative Committee meeting; however, they were not present. Alternative options for participation were offered to the union, but no response was received. The Executive Management Committee received a draft Gender Equality Action Plan and proposed strategies, and the Governing Body received the same materials at their board meeting. All employees were also provided a draft of the proposed strategies, via the internal noticeboard. Feedback on the draft action plan and proposed strategies was welcomed from all parties.
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Section 6: Findings from your consultation (recommended)

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C) Consider the gender equality and the gender pay equity principles, and intersectionality

Section 7: Consider the gender equality principles (required)

Mallee CMA has embedded the gender equality principles within our Quality Management System (QMS) to guide decision-making, policies and action plans. Our management teams and project officers through our QMS ensure decisions and actions have a commitment to respect, fairness and equal access to resources. Recognition that gender equality benefits everyone and alignment with human rights and social justice objectives.

We utilise our QMS committees and working groups to ensure Gender Equality is a shared responsibility across our organisation. Accountabilities are clearly defined with our policies, communicated and consultation process through regular meetings.

The principles explicitly acknowledge that women have historically experienced discrimination and disadvantage. Mallee CMA has reviewed workforce gender audit findings on gendered composition, segregation, pay gaps, recruitment and promotion patterns, access to flexible work and sexually harassment. Our results demonstrate we are making reasonable and material progress against the workforce gender equality indicators.

In developing a GEAP, an organisation takes the Victorian Gender Equality Principles into account by:

- Embedding the principles as the foundation of planning and decision-making.
- Applying a human-rights and intersectional lens to workforce data and actions.
- Designing actions that correct structural inequity, challenge stereotypes, and promote safety and fairness.
- Ensuring shared responsibility across the organisation and incorporating targeted measures where needed.

Gender Equality Principles (Gender Equality Act 2020):

1. *All Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.*
2. *Gender equality benefits all Victorians regardless of gender.*
3. *Gender equality is a human right and precondition to social justice.*
4. *Gender equality brings significant economic, social and health benefits to Victoria.*
5. *Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.*
6. *Advancing gender equality is a shared responsibility across the Victorian community.*
7. *All human beings, regardless of gender, should be free to develop their abilities, pursue their professional careers and make choices about their lives without being limited by gender stereotypes, gender roles or prejudices.*
8. *Gender inequality may be compounded by other forms of disadvantage or discrimination based on Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, and other attributes.*
9. *Women have historically experienced discrimination and disadvantage based on sex and gender.*
10. *Special measures may be necessary to achieve gender equality.*

Section 8: Consider the gender pay equity principles (required)

The gender pay equity principles have been taken into consideration when developing our GEAP through the analysis of our audit data and the development of our strategies. In particular, indicator three: equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender; highlighted in the data analysis that although the overall pay gap is favourable, gaps exist at occupational levels. The gender pay equity principles assisted in developing the strategy for this indicator to undertake comparison of salaries to ensure equal pay for work of equal or comparable value. The gender pay equity principles were also used to inform our vision to develop a gender-balanced workforce and an organisation that has a culture of equality that is free from bias and discrimination and ensures transparent and informed decision making and practices.

Gender Pay Equity Principles (Gender Equality Regulations 2020):

- a) *equal pay for work of equal or comparable value, which refers to work valued as equal or similar in terms of skill, effort, responsibility and working conditions, including different types of work;*
- b) *employment and pay practices are free from bias and discrimination, including the effects of unconscious bias and assumptions based on gender;*
- c) *employment and pay practices, pay rates and systems are transparent, and information about these matters is readily accessible and understandable;*
- d) *employment and pay practices recognise and account for different patterns of labour force participation by employees who undertake unpaid or caring work;*
- e) *interventions and solutions are collectively developed and agreed to, sustainable and enduring;*
- f) *employees, unions, and employers work collaboratively to achieve mutually agreed outcomes.*

Section 9: Consider intersectionality (required)

Our organisation acknowledges that gender inequality is shaped by intersectionality, where disadvantage can be compounded by other identity factors such as Aboriginality, ethnicity, disability, age, gender identity, sexual orientation, race, or religion. We are committed to eliminating intersectional gender inequality, and this commitment is embedded in our organisational vision.

As part of our consultation process, we ensured that our engagement groups included people with intersecting identities to reflect the diverse experiences within our workforce.

To protect employee privacy and maintain anonymity given our small dataset, we applied a high-level intersectional lens to our data analysis.

Intersectionality has been considered throughout the development of all strategies within this GEAP, with particular emphasis on:

- Indicator 1: Strengthening organisational awareness of intersectionality by acknowledging commemorative days and integrating them into internal communications and, where appropriate, learning sessions and workshops.
- Indicator 6: Strengthening manager capability by providing resources and planning tools to support fair and consistent evaluation of flexible work arrangement requests.
- Indicator 7: Maintain career development and opportunities to support employees of all genders and attributes across the organisation.

We have aligned our Diversity and Inclusion Plan with our Gender Equality Action Plan to ensure a consistent, organisation-wide approach to equity and inclusion. This alignment strengthens our ability to address intersecting forms of disadvantage, embed inclusive practices, and deliver coordinated actions that support meaningful and sustained gender equality outcomes. In accordance with the Gender Equality Act, we ensure that

our gender impact assessments consider intersectionality wherever practicable. This enables us to recognise and respond to the diverse experiences of our stakeholders and community, and to ensure that the design and delivery of programs and services consider diverse needs.

D) Making a case for change

Section 10: Make a case for change and create a vision (recommended)

Our natural resources are for everyone, and we want a workplace for everyone. We have a responsibility to our community and our future to provide leadership in driving change.

We believe a balanced and diverse workforce strengthens our organisation. It helps us attract and retain talented people, enhances engagement and satisfaction, and deepens our understanding of the communities and stakeholders we serve. By bringing together varied perspectives and experiences, we improve our ability to solve complex problems and deliver innovative, shared outcomes.

Our vision is to develop a gender-balanced workforce and a culture of equality across all areas of our business by valuing social and professional identity, diverse perspectives, backgrounds, experiences, uniqueness, and creativity. This includes fostering an organisation free from bias and discrimination, upholding transparent and well-informed decision-making and practices, and demonstrating a clear commitment to eliminating intersectional gender inequality.

Gender equality, diversity and inclusion within the workforce is how we can demonstrate the highest value for our people, our stakeholders and our community. We need people who think and approach problems differently, who are willing to challenge the status quo, and who come from different backgrounds and experiences.

The community we live and work in is becoming increasingly diverse, represented by significant Indigenous culture, multicultural groups from across the globe, and a strong farming community. Mallee CMA values the differences between people in our community and the contribution these differences make to our work and achieving our vision. Many individual, groups and organisations contribute to ensure that our region's natural resources are managed sustainably.

For us, equality and inclusion are about giving our people a real voice and a sense of being valued for their difference of opinion, style and approach to achieve improvements in the way we do business. It is our aim to get it right and continue to move forward and encourage people of all abilities and backgrounds to build a rewarding career, achieving their full potential.

We acknowledge and welcome the unique perspectives of all employees and foster a culture of inclusion where everyone feels equal, valued, respected and can fully contribute.

When we value gender equality, diversity and inclusion we see benefits such as higher employee engagement, improved performance, greater innovation, retention of talent, improved employee wellbeing and lower levels of unlawful and unwelcome behaviour such as harassment and discrimination.

Mallee CMA is committed to gender equality, diversity and inclusion because:

- It improves our access to a broad talent pool and fosters a work environment in which we are more likely to retain a committed and satisfied workforce.
- It improves our relationship with the community, industry and its representatives to enable a better platform in delivering on our commitments.
- It fosters broad-minded thinking, encourages innovation and creates better outcomes.
- There is a strong expectation from our community that all organisations, including Government organisations, will embrace gender equality.
- We want to be part of the Victorian Government's commitment that public sector organisations will strongly embrace and promote gender equality.
- Our efforts and contributions complement and add to the collective effort of all CMAs, the Department of Energy, Environment and Climate Action (DEECA) and other organisations working in catchment and environmental management to strengthen gender equality in Victoria's workplaces and communities.
- Our reach into various communities and sectors can help others to embrace and support gender equality.

E) Analysing your data to identify forms of gender inequality AND developing your strategies

Section 11: Identifying underlying causes of gender inequality (recommended)

Gender composition shows a higher proportion of women across the workforce, including in senior leadership roles, and no employees reported a self-described gender. Women also make up the larger proportion of part-time workers, indicating that while women’s representation is strong, they are more likely than men to work reduced hours. Gender pay gap continues to exist at occupation levels, and our aim is to further reduce the gap across all levels. Our audit data shows unavailable data for 2025 for the anonymous experience rate of sexual harassment and for formal reports of sexual harassment, and our employee experience response rate was lower, which makes it challenging to assess whether any improvement has occurred or whether the lower response rate has resulted in fewer reports. Women represent the majority of new recruits and promotions; however, perceptions of fairness in recruitment and promotion practices remain low. There were fewer parental leave takers in the 2025 reporting period, with the average being 16 weeks for women. The employees who took parental leave in the 2025 were yet to complete their unpaid period of parental leave, and therefore this was not included. We believe not including the unpaid component, and the reduced number of parental leave takers has resulted in a decrease. The uptake of flexible work was also reported differently in 2025, and organisation-wide flexible work arrangements were not included. Rather than a decrease, we believe the 2025 audit data is a more accurate measure of formal flexible work arrangements in our organisation, with flexible work mostly taken up by women. Perception of flexible work culture is low, which may indicate uncertainty and low confidence around flexible work practices. Gender segregation shows a higher proportion of women across the workforce, and while women are well represented in manager and professional categories, they also dominate clerical and administrative roles, which are traditionally lower paid, lower status, and offer limited career advancement opportunities.

Section 12: Analysing your data and documenting your strategies (required)

Indicator 1: Gender composition of all levels of the workforce

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Gender composition of the duty holder organisation in 2025: W: 66.1% M: 33.9% S: 0% Gender composition of part time workers in the duty holder organisation in 2025: W: 29.7% M: 5.3% S: 0% Gender composition of senior leaders in the duty holder organisation in 2025: W: 66.7% M: 33.3% S: 0% Gender composition shows a higher proportion of women across the workforce, including in senior leadership roles. No employees reported a self-described gender. Women also make up the larger proportion of part-time workers, indicating that while women representation is strong, women are more likely than men to work reduced hours.
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Gender composition of the duty holder organisation . Gender composition of part time workers in the duty holder organisation . Gender composition of senior leaders in the duty holder organisation . Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Review the gender composition annually to track progress, identify gaps in gender representation and apply the findings to strengthen workforce planning strategies.			

Indicator 2: Gender composition of the governing body

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Gender composition of the duty holder organisation’s governing body in 2025: W: 62.5% M: 37.5% S: 0% Board members are Ministerially appointed. The Chair representation has continued to remain at 100% women and member representation is 57% women and 43% men. Data shows the gender composition of the governing body has become more balanced since the previous audit.
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Gender composition of the duty holder organisation’s governing body. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Review the gender composition whenever changes occur to the governing body to ensure it remains balanced throughout the GEAP four-year period 2026-2030.			

Indicator 3: Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Mean total remuneration gender pay gap by occupation group in 2025: Women: Managers: 2.7% Professionals: 9.6% Clerical and Administrative Workers: 2.4% All occupations: -2.8% Data unavailable for other occupation groups and self-described. Mean total remuneration senior leader gender pay gap in 2025: -23.5% between women and men, data unavailable between people of self-described gender and men. Gender pay gaps exist at occupation levels, including an increase at manager level to 2.7% (2023: -0.6%). Whilst progress has been made at professionals' level 9.6% (2023: 10.7%) and clerical and administrative workers 2.4% (2023: 11.2%), our aim is to further reduce the gap at all occupation levels. The mean total remuneration senior leader gender pay gap is -23.5%, noting this is a very small data set which may have a substantial impact to the pay gap variance. Supplementary measures: Mean base salary pay gap in 2025: Median total remuneration pay gap in 2025: Median base salary pay gap in 2025:
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Mean total remuneration gender pay gap by occupation group. Mean total remuneration senior leader gender pay gap. Supplementary measures: Mean base salary pay gap. Median total remuneration pay gap. Median base salary pay gap. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
The year following the gender equality audit, analyse gaps identified in audit findings across all levels of the workforce to ensure like-for-like positions are remunerated equally and to further close the gender pay gap.			

Indicator 4: Sexual harassment in the workplace

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Anonymous experience rate of sexual harassment in 2025: Data unavailable. Number of formal reports of sexual harassment in 2025: Data unavailable. Our audit data shows unavailable data for 2025 for anonymous experience rate of sexual harassment and formal reports of sexual harassment. In comparison, the 2023 audit showed the anonymous experience rate of sexual harassment was W: 3.3% and M: 8.3%, which indicates progress, however, our employee experience response rate was lower in 2025 at 55% (2023: 77%), which makes it challenging to assess whether any improvement has occurred or a lower response rate has resulted in less reports. Supplementary measures: Participants who said they reported sexual harassment in 2025: Reasons for not making a formal sexual harassment complaint in 2025: Satisfaction with handling of workplace sexual harassment complaint in 2025: Satisfaction with handling of formal workplace sexual harassment complaint in 2025:
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Anonymous experience rate of sexual harassment. Number of formal reports of sexual harassment. Supplementary measures: Participants who said they reported sexual harassment. Reasons for not making a formal sexual harassment complaint. Satisfaction with handling of workplace sexual harassment complaint. Satisfaction with handling of formal workplace sexual harassment complaint. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Support and reinforce a zero-tolerance approach to sexual harassment and negative behaviours through communication campaigns, ongoing training and development, and consistent leadership commitment across the four-year GEAP period 2026-2030.			
Promote formal reporting of sexual harassment, ensuring clear guidelines, accessibility and trusted reporting pathways by 2030.			
Implement trained Contact Officers to provide confidential support, guidance, and referral pathways for employees and promote the organisation's policies, procedures and employee assistance program.			

Indicator 5: Recruitment and promotion practices in the workplace

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Gender composition of recruited employees in 2025: W: 69.2%, M: 30.8%, S: 0% Gender composition of employees who were promoted in 2025: W: 66.7%, M: 33.3%, S: 0% Perceptions of recruitment, by gender in 2025: W: 61.1% M: Data unavailable S: Data unavailable Perceptions of promotion, by gender in 2025: W: 50% M: Data unavailable S: Data unavailable Women represent majority of new recruits and promotions, however perceptions of fairness in recruitment and promotion practices remain low, indicating that while women are entering and progressing through the organisation at a higher rate, they do not view the processes as fair. This may indicate that employees are unaware of the recruitment and promotion processes.
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Gender composition of recruited employees. Gender composition of employees who were promoted. Perceptions of recruitment, by gender. Perceptions of promotion, by gender. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Provide quarterly reports using human resource metrics to internally promote recruitment and promotion outcomes.			
Monitor gender representation on all recruitment selection panels throughout the GEAP four-year period 2026-2030.			

Indicator 6: Availability and utilisation of terms, conditions and practices relating to:
family violence leave, flexible working arrangements, and working arrangements
supporting employees with family or caring responsibilities

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Average weeks of parental leave, by gender in 2025: W: 16 M: Data unavailable S: Data unavailable Uptake of flexible work, by gender in 2025: W: 45.2%, M: 21.7%, S: Data unavailable Perceptions of flexible work culture, by gender in 2025: W: 61.1% M: Data unavailable S: Data unavailable There were fewer parental leave takers in the 2025 reporting period, with the average being 16 weeks for women. The employees who took parental leave in the 2025 reporting period were yet to complete their unpaid period of parental leave, and therefore this was not included. We believe not including the unpaid component, and the reduced number of parental leave takers has resulted in a decrease. The uptake of flexible work was also reported differently in 2025, and the availability of organisation-wide flexible work arrangements were not included. Therefore, rather than a decrease, we believe the 2025 audit data is a more accurate measure of formal flexible work arrangements in our organisation, with flexible work mostly taken up by women. Perception of flexible work culture is low, which may indicate uncertainty and low confidence around flexible work practices. Supplementary measures: Gender composition of parental leave takers in 2025: Gender gap in carer's leave in 2025:
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Average weeks of parental leave, by gender. Uptake of flexible work, by gender. Perceptions of flexible work culture, by gender. Supplementary measures: Gender composition of parental leave takers. Gender gap in carer's leave. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Strengthen manager capability and provide them with resources and planning tools to assist them with evaluating flexible work arrangement requests by 2028.			

Indicator 7: Gendered segregation within the workplace

Describing the problem (see [step 2](#))

Analyse audit data (required)	Critical performance measures: Occupational gender segregation in 2025: Managers W: 78.6%, M: 21.4%, S: Data unavailable Professionals W: 59.4%, M: 40.6%, S: Data unavailable Clerical and Administrative Workers W: 87.5%, M: 12.5%, S: Data unavailable Labourers W: Data unavailable M: 100% S: Data unavailable Gender segregation shows a higher proportion of women across the workforce. While there is higher women distribution in manager and professional categories, women also dominate clerical and administrative roles, which are traditionally lower paid, lower status and offer limited career advancement opportunities.
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Setting metrics (see [step 6](#))

Measures (required)	Critical performance measures: Occupational gender segregation. Additional measures (optional):
Target/s (recommended)	

Strategies (see [step 6](#))

Strategy (required)	Responsible (recommended)	Timeline (recommended)	Related to other indicators? (recommended)
Maintain career development and opportunities to support employees of all genders and backgrounds across the organisation throughout the GEAP four-year period 2026-2030.			

F) Resourcing your GEAP

Section 13: Identifying current and required resources (recommended)

Section 14: Developing a resourcing plan (required)

The Board and Executive Leadership are committed to Gender Equality and driving meaningful change across both our organisation and the wider community.

As a small organisation with limited resources, we resourced the development of our Gender Equality Action Plan in a way that was relative to our size while still ensuring a thorough and meaningful process. Our Senior Coordinator Human Resources (FTE 0.5) led the development of the plan and included key stakeholders for the purpose of gathering information, consultation and feedback. We utilised the resources and guidance materials provided by the Commission to support and assist us with the process. We have purposefully designed strategies that will address audit findings and make meaningful progress, while also ensuring these strategies remain achievable with our limited capacity and adaptable to any future change.

Our Senior Coordinator Human Resources will work closely with the Executive Management Committee and manage the implementation of strategies. The costs associated with implementing strategies and measures outlined in this Gender Equality Action Plan will be planned for and budgeted as part of existing business processes and initiatives.

Leveraging from our corporate governance resources to support monitoring and reporting and utilising the ISO quality management system. Our Board and Leadership Team will receive regular reports and updates to ensure progress continues against our strategies and measures towards an inclusive and equitable future.

Any other additions or comments (optional)