

Gender Equity Organisational Assessment



The **Gender Equity Organisational Assessment** assists managers, executive staff, human resources teams and other policy and planning staff to assess whether current workplace approaches and practices are gender sensitive and to measure subsequent change. The checklist can be used to identify strengths and gaps to inform workplace and can also be used as an advocacy tool to promote ways for an organisation to become gender sensitive.

For more information about gender analysis, please refer to the **Gender Analysis Overview**. For assistance with applying a gender lens to program planning, refer to the **Gender Analysis Planning Too**. Both are available at <http://www.whin.org.au/resources/gender-equity-and-analysis.html>

| Question | Yes | No | Evidence |
|---|-----|----|----------|
| 1. Do your organisation's vision, mission and values statements clearly acknowledge the different experiences and needs of women and men? | | | |
| 2. Do your organisation's plans, programs and policies recognise the different experiences and needs of women and men? | | | |
| 3. Has your organisation previously undertaken a gender audit of the workplace? If yes, what did it find and what changes, if any, were made after this audit? | | | |
| 4. Has your organisation undertaken a gender analysis of organisational plans, programs and policies? If yes, what did it find and what changes, if any, were made after this audit? | | | |
| 5. Do your organisation's plans, programs and policies clearly consider women's intersecting social, biological and cultural identities? Do they consider the intersection between multiple forms of discrimination or oppression, such as sexism, racism, class oppression, homophobia and ableism? | | | |
| 6. Do senior staff in your organisation express an ongoing commitment to gender equity? How do they do this? | | | |
| 7. Does your organisation provide gender equity and analysis training and resources to staff, management and the governance group? | | | |

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| 8. Does your organisation have tools in place to encourage equal representation of women in management positions? | | | |
| 9. Does your organisation have agreements, entitlements or policies that support staff with families and/or who are carers? | | | |
| 10. Are there designated staff members in the organisation who have responsibility to provide leadership on gender equity? | | | |
| 11. Does your organisation have processes to ensure that women can routinely participate in decision-making and consultations? For example, addressing options for transport and child care? | | | |
| 12. Is there a dedicated budget and time allocation for gender equity work and gender analysis across the organisation, including training? | | | |



For more information:

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