

Policy 6. Gender Equality

Leadership Victoria values a diverse workforce and a diverse nation. LV recognises the benefits to all humanity of gender equality, and aims to promote and progress gender equality across all genders. LV recognises that gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of staff, participants and other community members, and that women, girls and members of LGBTIQ communities are particularly affected.

LV recognises the prevalence and impact of gender-based discrimination and harassment, and is committed to building an organisation and nation that challenges the stereotypes, power differences and social norms that foster gender inequality. LV recognises that gender inequality is both structural and individual, and works to address individual attitudes and actions, and to foster leadership which addresses biases in structures, systems, policies and processes throughout the community.

Through policies, procedures, programs and community projects, LV seeks to address aspects of gender inequality which assign unequal value, status and power to women, men and other genders. LV acts positively to surface issues of gender and to foster discussion and progress in addressing all gendered stereotypes and expectations about how individuals should behave, think and act. LV actively creates circumstances in programs and in public discussion which draws attention to subconscious and systemic gender bias. LV's staff, volunteer and Board recruitment, selection, appointment and co-ordination actively incorporates principles and activities of gender equality. LV complies with all legal frameworks and does not tolerate direct and indirect discrimination other than in the context of affirmative action to foster equality. LV supports and gives implementation to the principles of A Fairer Victoria and the Victorian Government's Safe & Strong Gender Equality Strategy, and/or similar or successor policies and strategies in Victoria and other jurisdictions.

LV's underpinning core values and policy frameworks are all intended to promote gender equality. LV's community activities and operational procedures are always shaped by these policy frameworks: LV is committed to fostering an organisational and community culture which lives and promotes gender equality, respect, safety and to ensuring equality of opportunity and outcomes for all staff, program participants, and other stakeholders.