

# Gender Equality Action Plan Progress Report

2021-2023



Mildura Rural City Council

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# Introduction

Mildura Rural City Council is committed to promoting gender equality and the prevention of violence against women in the workplace and in the community. As an employer of over 600 individual staff, Council has a responsibility to ensure all employees, their families and potential future employees are treated with dignity, respect and are given equitable opportunities to grow their careers and develop both professionally and personally. By ensuring these opportunities, we hope to spread the benefits of Gender Equality throughout the wider community.

The Gender Equality Act 2020 (the Act) requires the public sector, Councils and universities to take positive action towards achieving workplace gender equality within their organisations. In 2021, Council developed our first Gender Equality Action Plan (GEAP), identifying actions to increase gender equality within Mildura Rural City Council for staff and Councillors.

The Act requires a progress report to be submitted to the Public Sector Gender Equality Commissioner (the Commissioner) every second year after submitting a GEAP. The Progress Report is a way for Council and the Commissioner to evaluate the success of our Gender Equality Action Plan.

Progress reports must address the following four elements outlined in section 19 of the Act:

- 1. Gender Impact Assessments (GIA):** report on the policies, programs and services that were subject to a GIA and the outcomes of those GIAs.
- 2. Gender Equality Action Plan (GEAP):** report your organisation's progress in relation to the strategies and measures listed in their GEAP.
- 3. Workplace Gender Equality Indicators:** demonstrate your organisation's progress in relation to the workplace gender equality indicators; and
- 4. Gender Equality Targets and Quotas:** demonstrate your organisation's progress towards meeting any prescribed gender equality targets or quotas.

*Please note: There are currently no prescribed gender equality targets or quotas in place, so no requirement to report on this in the current round of progress reporting.*



Mildura Rural City Council

## Section 2

# Gender Impact Assessments

# Gender Impact Assessments (GIA)

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
Nichols Point Pavillion	Program	This program is to design and build a custom-made sporting pavillion that will facilitate equitable and wider engagement with the sporting grounds for the Nichols Point community.	New	Yes	Reviewed gaps in existing infrastructure; engaged in wide consultation with sporting and community groups to understand future usage requirements; analysed data of existing use and growth options for recreational use in addition to traditional sporting use. Designed gender-inclusive changerooms, access for all-abilities to the pavilion including improved precinct lighting and all gender bathrooms.
Parks & Garden Non-Traditional Roles	Program	To highlight the possibilities and encourage women to apply for organisational roles that are viewed as non-traditional. Developed and shared case studies of MRCC who thrive in non-traditional roles as a 'see it to be it' mechanism in response to longstanding gendered segregation in our organisation.	New	Yes	Developed internal case studies of three women in non-traditional roles in our outdoor team which has been traditionally disproportionately male. These case studies included images and stories of success that became flyers and were widely distributed across the organisation and community.
Yennage Yettang Come See Powerhouse Art Projection Installation	Program	A collaborative art installation project with Maree Clarke's artwork projected onto the outside wall of the newly open Powerhouse Arts Precinct on the Mildura Riverfront.	New	Yes	Arts project to highlight the contributions of First Nations culture and women's connection to Country with collaborative contributions by a local women's choir and Ngiwa Yarna (MRCC Aboriginal Advisory Committee). This artwork is projected onto the outside wall of the Powerhouse Arts Precinct. PLACE: Coming to/from + Removal from CULTURE: Women as the culture keepers + practitioners SPACE: The space women occupy + unseen + unheard + invisible CONNECTION: To place + culture + family + community.

# Gender Impact Assessments (GIA)

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
<b>Gendering in a New Era in Mildura Regional Sports</b>	Program	Gendering in a new era in Mildura Regional Sports' is a club-based primary prevention of violence against women initiative aimed at developing a foundation of inclusive and respectful sporting clubs in the Mildura region.	New	Yes	Built the capacity of and empower local football and netball clubs to embed gender equality into the systems and processes within their club, building a strong foundation for long term cultural change. Built the capacity of clubs to value and understand how to apply an intersectional lens to their activities, systems and processes to create more diverse and inclusive clubs.
<b>Flexible Working Arrangements Policy</b>	Policy	Council's commitment to flexible working arrangement provisions is based on the principles of gender equality, fairness and shared responsibility across Council and to enhance organisational capability and work life balance for employees.	For Review	Yes	Wide consultation for feedback and comments to review this policy as part of the recurring organisational practice of policy renewal. Additional focus on increased recruitment and retention, wider unlimited access to flexible working arrangements.
<b>Best Start Community Project</b>	Program	Early Years childcare programs led by a CALD outreach worker linking migrant and First Nations families to childcare and identified CALD and First Nations Traineeships in childcare.	New	Yes	Appointed a CALD specialist to work with migrant and First Nations families to increase the knowledge and engagement with early years/childcare, including our Best Start program that supports social activation, for under-represented families and Dads to participate in community-based childcare. Resourcing and appointing two identified traineeship positions for CALD and First Nations team member in our PlayAlong program.
<b>PowerHouse &amp; Christie Centre Partnership</b>	Program	The Christie Centre contributes to the co-design and delivery of services in the foyer of the Powerhouse Precinct.	New	Yes	Council's Place-Making Officer has collaborated with the Christie Centre. The Christie Centre is a Mildura-based organisation that provides quality individualised support and opportunities for people with a disability, by creating relationships and advocating to communities, other service providers, and employers to embrace the contributions and capabilities of the people the Christie Centre support. This includes selling products made by the team at Christie Centre, the team from the Christie Centre act as tourism ambassadors and have a work-ready program through cleaning and event work-experience in a safe environment.

# Gender Impact Assessments (GIA)

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
<b>All-gender bathrooms @Powerhouse</b>	Service	The re-modelling the Powerhouse building all-gender bathrooms have been installed.	New	Yes	The bathrooms have been designed for safety and respect for all genders. This is an important project for the whole of Council as it demonstrates how all-gender bathrooms are embedded in design and completion of projects.
<b>Rainbow Ready Community Collaboration</b>	Program	Partnering with Rural Pride Australia to collaborate with local community members and organisations to assess how ready local spaces, settings and community are for LGBTIQ+ inclusion.	New	Yes	Council drew on existing networks to improve the respect, engagement and inclusion for the local LGBTIQ+ community. Working with young people members of the Queer community and diverse workplaces.
<b>Equitable Access and Usage for Community Sports Infrastructure Policy</b>	Policy	MRCC policy is to address known barriers experienced by women, girls, trans and gender diverse people in accessing and using community sports infrastructure.	New	Yes	This policy established the expectation that gender equality and intersectional inclusion is considered and prioritised in all current and future Mildura Rural City Council's planning, policy, service delivery and practice as they relate to community sports infrastructure.
<b>Training Review and Recommendations</b>	Program	An internal review conducted by the Gender Equality and Free from Violence Senior Advisor to review and recommend training options.	New	Yes	This review completed a scoping of available training for capacity building in relation to gender equality and intersectional inclusion for the whole organisation. The suggested training options are included in the newly developed Gender Equality and Primary Prevention of Violence Against Women Strategy.
<b>Digital Interactive Exploring the Community Panel</b>	Service	An interactive-touch digital story wall for visitors to understand the local experience lead by the MRCC Place-Making Officer.	New	Yes	This facilitates digital access and interest for tourists and is installed in a accessible and prominent position within the newly opened Powerhouse precinct. The stories on the touch wall broaden the experiences of Mildura and encourages tourists to stay in the local Mildura area for longer and inspires them to come back. It also enables a wider conversation with tourists about what experiences Mildura has to offer, diversifying local stories such as creation stories of the river and Lock 11. The digital wall is designed to be interactional, educational and inspirational and so engages with people of all ages and interests. It focuses on local women such as Dr. Patricia Edgar AM who was born in Mildura.

# Gender Impact Assessments (GIA)

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
Mildura Sports Precinct Program	Program	Equity and Inclusion usage	New	Yes	Curated programs for the Mildura Sports Precinct (MSP) to provide activities to diverse members of the Mildura community such as 'Active Mumma' classes - a 45-minute active group classes designed specifically for new mums also providing childcare. The 'Walk and Talk' program altered the name away from 'Mums' walking group' to broadening inclusion language to welcome all parents. The MSP regularly hosts the national Women's Basketball League games of Bendigo Spirit, strengthening and highlighting women's elite sport. MSP also extends the capacity of community engagement using the space for hosting a Community Playgroup. Modified Social Sport is also offered to widen inclusion and engagement. MSP features a large digital image reproduction of an 1857 sketch by William Blandowski, showcasing Aboriginal people playing Marngrook near Merbein. This reproduced image welcomes people to MSP as an acknowledgement and respect for First Nations culture.
Diversity Books Mildura Library	Service	Children's book collection in Mildura Rural City Council Library	For Review	Yes	Identify and purchase books for Mildura libraries that empower children to be themselves, challenge gender stereotypes, have messages of respect and equity, are inclusive of race and acknowledge First Nations People.
Riverfront Website Review	Service	The Mildura Riverfront Website is the online entry point for tourism and community information about the Mildura Riverfront Precinct – a key community and tourism asset.	For Review	Yes	An audit was undertaken of the existing images used on the Mildura Riverfront web site regarding their representation of diversity within our community. Images were updated to reflect: <ul style="list-style-type: none"> <li>- a gender balance</li> <li>- Aboriginal community</li> <li>- Culturally diverse community</li> <li>- people with disability</li> </ul>
Indigenous picture books support early literacy for ATSI families	Program	Mildura Rural City Council has partnered with Mallee District Aboriginal Services to source culturally relevant and age-appropriate books for local Indigenous families.	New	Yes	Aboriginal and Torres Strait Islander families now receive an Indigenous picture book when they visit Maternal and Child Health (MCH). Council's Maternal Child Health Nurses will distribute the books when Indigenous families bring their babies and children to a Key Age and Stage milestone visit



## Section 3

# Gender Equality Action Plan (GEAP)

## Strategies & Measures

Strategies and Measure	Status	Status Description
<p><b>1.1</b> Review level -4 gender representation with a view to understanding why there are substantially more women clustered in this level</p>	<p>In progress</p>	<p>Upon further investigation into this action and noting the variation of types of roles that sat within level -4, it was decided to select a cohort of staff whose core responsibilities included administrative and support duties. In line with our initial findings, our updated data of this cohort showed the overwhelming majority of staff within this cohort were female. It also meant we were now able focus on one key area of work or key occupation that would assist with work towards action 7.1.</p> <p>Mildura Rural City Council went through an Organisational Sustainability Review (restructure) in 2023 where we saw a flattening of our structure. This meant we were now able to survey approximately 90 staff who fall into this cohort, opposed to the original 23 staff.</p> <p>As at 30 June 2023, the survey was developed and awaiting final implementation changes from the organisational review prior to actioning.</p>
<p><b>1.2</b> Develop pathways for diverse team members and potential employees to move into nontraditional roles</p>	<p>In progress</p>	<p>Due to 1.1 above still being a work in progress, commencement of this action has been delayed. The information gathered in the survey (being conducted in 1.1) will contribute to building a greater understanding of potential reasons for gender disparity within Administration / Support roles, and how we can support career growth and recruit into non-traditional roles within our organisation.</p> <p>Discussions of identifying an appropriate team where we can develop a structured program to support diversity in non-traditional roles have commenced.</p>
<p><b>1.3</b> Develop communication plan to profile diverse staff and staff working in non-traditional roles</p>	<p>Complete</p>	<p>A Communication Plan has been developed to ensure profiling of diverse staff and staff in non-traditional roles occurs on a quarterly basis.</p> <p>The communication plan includes profiling, featured internally as part of staff news (hard copy newsletter and on Intranet) as well as externally via our Community Matters newsletter, social media platforms and is also featured in local magazine - Mildura Living.</p>
<p><b>1.4</b> Review recruitment documentation to ensure language in position descriptions, advertising etc. is inclusive and promotes diversity, gender inclusive language and flexible work</p>	<p>In progress</p>	<p>Investigated inclusive language type workshops offered by The Equality Institute and Common Cause Australia however did not meet objectives or was cost prohibitive. (Also refer to 5.5)</p>

Strategies and Measure	Status	Status Description
<p><b>1.5</b> Review how Council collects and records intersectional data.</p> <p>Develop processes to collect and store data to encourage disclosure and protect privacy.</p>	In progress	<p>Reviewed current system capabilities of collecting and storing data. Do not have option to record intersectionality data beyond gender and race.</p> <p>Investigated software capabilities of ELMO platform for recruitment and onboarding April 2022, however system was not suitable with privacy and confidentiality being an issue.</p>
<p><b>1.6</b> Engage with staff to measure the perceptions of inclusion and support within the organisation</p>	Not started	Scheduled to commence in 2023/2024
<p><b>2.1</b> Continue to engage with the Victorian Local Government Association (VLGA), Municipal Association of Victoria (MAV) and other opportunities to support and encourage more gender diversity.</p>	Not started	Scheduled to commence in 2024/2025 (to align with when elections fall due).
<p><b>2.2</b> Ensure Councillors have an understanding of Gender Equality principles.</p>	In progress	Scheduled to commence in 2024/2025 (to align with when elections fall due / induction to occur), however training was also provided to our current Councillors in June 2022 by VGLA. This session was customised for MRCC Councillors and included content on the following: Gender equality, Intersectionality, PVAW, Bystander interventions and Respect.
<p><b>3.1</b> Engage with staff currently working part-time to gauge their levels of satisfaction with their arrangement in terms of earning capacity and career progression.</p>	Not started	Yet to commence
<p><b>3.2</b> Engage with people working fulltime to identify barriers to flexible work arrangements</p>	Not started	Yet to commence
<p><b>4.1</b> Ensure regular all-staff training about sexual harassment and Bystander Action training.</p>	Ongoing	66% of all staff completed sexual harassment module training in ELMO as at June 2023. This training was introduced to Managers and Coordinators before roll-out to all-staff. Sexual Harassment is module now mandatory in MRCC induction.
<p><b>4.2</b> Review and strengthen staff awareness of the reporting of sexual harassment mechanism with a particular focus on confidentiality.</p>	In progress	<p>This action is on-going in relation to communication of reporting process. This is achieved via a HR bulletin circulated on an annual basis, with information always available on Council's intranet.</p> <p>Intention is to survey staff to gauge a better understanding of any barriers to reporting. Draft survey questions have been developed.</p>

Strategies and Measure	Status	Status Description
4.3 Maintain White Ribbon Workplace Accreditation	Complete	MRCC achieved reaccreditation in 2021. Have investigated Ochre Ribbon Program and confirmed there is no formal accreditation process.
5.1 Exit interview data to include intersectional information.  Review exit interview questionnaire to include qualitative questions in relation to gender and inclusion experiences	In progress	Review of exit interview template and data collected still to be undertaken.  Exit Interview template was updated to include aboriginality data, however further updates are pending outcome of benchmarking and system capability to record data.  Benchmarking questions have been drafted in conjunction with benchmarking questions for 5.2.
5.2 Review the way professional and career development is captured in the organisation.	Not started	Yet to commence  Benchmarking questions have been drafted in conjunction with benchmarking questions for 5.1.
5.3 Source and implement intersectionality specific training with a focus on workplace inclusion, gender equality and inclusive language	Ongoing	MRCC engaged Women's Health Loddon Mallee to deliver Inclusive Workplaces: Intersectionality in Action training. 78 staff members participated in these sessions delivered online in March 2022, which was focused on Team Leaders and Coordinators.
5.4 Continue to offer Unconscious Bias training	Ongoing	Delivered multiple sessions June 2022, July 2021 and Sept 2021. 38 staff participated in training delivered by Australian Institute of Management.
5.5 Provide relevant staff with updated training in relation to inclusive language and language that reaches people from a diverse background.	Ongoing	Reviewed training available - cost prohibitive. Include module - Building an Inclusive Workplace - module in online training module. Ongoing discussions embedded in training and within the roll-out of Pronouns including Lunch and Learn session.
6.1 Review the take-up of flexible working arrangements to increase the confidence for staff and management to encourage and/or support the take-up of these options.  Strengthen the awareness of the provisions of Flexible Working Arrangement and Leave policies	Ongoing	Communicated as part of policy of the month process.  FWA Bulletin communicated in July 2022  FWA Policy reviewed in June 2023  Pending action: incorporate into HR Dashboard to enable trends of uptake.

Strategies and Measure	Status	Status Description
<p><b>6.2</b> Continue to build the awareness of Family Violence and particularly the primary prevention of family violence, including the availability and access of the MRCC policy on Family and Domestic Violence Leave.</p>	<p>Ongoing</p>	<p>Communicated during induction.</p> <p><b>White Ribbon Accreditation</b> In August 2022 Council again successfully completed the White Ribbon Australia Workplace Accreditation Program for a third consecutive time.</p> <p>Council first gained White Ribbon accreditation in March 2016 and has since made great strides, both internally and in the community, to raise awareness about violence against women, family and gendered violence and how to prevent it.</p> <p><b>White Ribbon Annual Walk - November 2022</b> Council hold an annual community White Ribbon Walk raising awareness against family violence providing a chance for our community to come together as a powerful and hugely successful way for us to raise awareness about family violence. This event is also supported by local service providers, organisations and groups having readily information and handouts proving to be invaluable in prompting victims to reach out for help or simply identifying that they are victims.</p> <p><b>16 Days of Activism - Nov/Dec 2022</b> Mildura Rural City Council has proudly partnered with local agencies and groups to support the global 16 Days of Activism initiative.</p> <p>The 16 Days of Activism against Gender-Based Violence is a global campaign led annually by UN Women. It runs every year from 25 November (the International Day for the Elimination of Violence Against Women) to 10 December (Human Rights Day), and sees communities join the call to prevent and eliminate violence against women and girls. FFV and Healthcheck.</p>
<p><b>7.1</b> Within one key organisational area of work or key occupation to increase engagement across all genders over the next four years</p>	<p>In progress</p>	<p>Refer to 1.1 and 1.2 as prework for this action, along with other actions assisting in achieving end deliverable of an increased composition of a selected area / job role.</p>

## Section 4

# Workforce Gender Equality Indicators

# Gender Composition of all Levels of the Workforce

Indicator:

1

Progress Made:

No

In both 2021 and 2023, Mildura Rural City Council maintained a consistent gender composition, with 58% females and 42% males with minimal shifts in our workforce metrics over this period.

While our employee Full-Time Equivalent (FTE) slightly decreased by 6.13 from 2021 to 2023, our headcount saw a marginal increase of 4. When reviewing the gender composition based on employment status, we observe that the distribution remains relatively stable between full-time and part-time roles for both males and females across the two reporting periods. That is, women continued to hold the dominate percentage of part time work (91% in 2021 and 92% in 2023) and men continued to hold the dominate percentage of full-time work (60% in 2021 and 59% in 2023).

There is a clear correlation between women predominantly assuming the role of caregiver within the family dynamic and their requests for flexible working arrangements, particularly for reduced 'part-time' hours. Across the two reporting periods, the majority of such requests were made by women.

Consequently, Council identifies there is still significant progress needed to see a shift in the gender composition of part time employment status data.

During the development of our Gender Equity Action Plan (GEAP) in 2021, one of our key focal points was addressing the significant gender gap at Level -4. However, due to an organisational restructure within this reporting period, there was a flattening of the structure, resulting in slight variations in employee classification levels between the initial audit and the progress audit.

This variation is particularly evident when comparing 2021, where we reported 63 men and 116 women within Level -4, to 2023, where we now report 104 men and 129 women in the same grouping. The increased male representation can be mainly attributed to changes in the structure of a specific branch, where labourers moved from Level -5 to -4.

As a result of this audit, we have reaffirmed our decision to adjust the initial action within our Gender Equity Action Plan to focus on cohorts of staff rather than levels derived from the number of reports from the CEO as per gender equality audit specifications as this method of classification does not accurately represent the level of seniority or responsibility within our workforce



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# Gender Composition of Governing Bodies

Indicator: 2

Progress Made: Yes

This data presents an incomplete picture of this indicator, primarily due to missing responses from our Governing Body. Our Governing Body comprises of nine elected Councillors, who remained the same throughout both reporting periods. The available data fails to reflect this stability. All nine Councillors were invited to provide responses to the data required for this audit. Only four responses were received and notably, the Mayor (“Chair”) did not participate in the survey.

As outlined in our Gender Equity Action Plan (GEAP), Mildura Rural City Council has no direct capacity to shape the gendered composition of Councillor, however we have committed to promoting and supporting programs locally, including the Local Women Leading Change project which is scheduled to commence in 2024 / 2025 financial year to align with Councillor elections.



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# Equal Remuneration for Work of Equal or Comparable Value Across all Levels of the Workforce, Irrespective of Gender

Indicator:

3

Progress Made:

Yes

In 2021, Mildura Rural City Council had a reported gender pay gap for women of 10.5%. In 2023, this pay gap has dropped to -3% indicating a significant change in the earnings comparison between men and women. As Council operate under a structured banding processes connected to roles classified based on duties performed rather than the individuals occupying them, this positive change is attributed to an increase in the representation of females at the senior (“Manager”) level. This is clearly evident in our data where in 2021, we had a male dominated gendered composition of 59% within the Manager field to 2023, where we now have a female dominated gendered composition of 67%.

It must be noted that the increase in gender composition at the Manager level is an outcome of the organisational restructure which led to a significant increase in the number of management roles. In the 2021 reporting period, Council originally had 15 management roles, forming our Strategic Leadership Team, to the 2023 reporting period where there is now 25. Of the 10 new management roles, 8 were female appointments (either as a permanent appointment or via higher duties).

A mention must be made of the work Council has accomplished in establishing flexible working arrangements as standard practice.

As indicated below in indicator 6, there has been a significant surge in the adoption of flexible working arrangements during the 2023 reporting period. This increase is particularly notable at the senior level, across all genders. It is evident that the integration of flexible working arrangements has positively impacted Gender Equality, potentially affording women, traditionally in need of flexibility to manage family responsibilities, the opportunity to pursue senior roles while still being able to fulfil their family commitments



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# Sexual Harassment in the Workplace

**Indicator:** 4

**Progress Made:** No

Our 2021 People Matters Survey data showed that 7% of staff who responded to the survey had experienced sexual harassment. This percentage remained the same for 2023 where we also had 7% of staff who had responded to the survey disclose they had experienced sexual harassment.

Our progress data for both 2021 and 2023 noted no formal complaints of sexual harassment had been made. This was also reflected in our People Matters Surveys where no formal complaints were reported for 2021 and 2023.

Upon analysing the audit data from 2021 and 2023, particularly focusing on how employees responded to instances of harassment, it becomes apparent that there was minimal variation in the approach to addressing sexual harassment within our workforce. We aim to prevent instances of harassment and empower all team members to recognise, report and address harassment. To help achieve this, we conduct Sexual Harassment Training for Supervisors and General Staff that is completed every two years and is also done as part of induction for new staff. We also deliver Equal Opportunity & Workplace Behaviours (which includes sexual harassment) as part of Council's

policy of the month process with this policy on the program to be delivered annually. It is evident further work is still required in this space.



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# Recruitment and Promotion Practices in the Workplace

Indicator:

5

Progress Made:

Yes

## Recruitment

In our 2021 audit, the majority of new recruits were women, accounting for 61% of appointments made during the 20/21 Financial year. However, in our 2023 progress audit, we observed a more balanced distribution between genders, with women representing 53% of appointments within the 22/23 Financial year, while men accounted for 47%.

Upon closer examination of the shifts in recruitment patterns, we noticed slight increases in the representation of the opposite genders in non-traditional roles. For instance, there was a 1% increase in women's representation in the labouring field and a 1% increase in men obtaining positions classified as clerical and administrative between the two reporting periods.

While marginal, these increases represent a positive step for Mildura Rural City Council in its efforts to break down traditional gender stereotypes associated with specific roles. These changes can also be viewed as a reflection of the work undertaken in GEAP action 1.3, where we have actively showcased diverse staff / staff in non-traditional roles, both internally and externally within our community. This addresses the crucial issue of fostering inclusivity and ensuring individuals can envision themselves as part of our organisation.

## Promotions

The number of promotions remained consistent between the two reporting periods, with 26 promotions recorded in 2021 and 25 reported in 2023. In 2021, 17 women (65%) received promotions, compared to 10 women (40%) in

2023. Notably, during the 2023 reporting period, 20% of the promotions were within conventionally male-dominated fields.

## Exits

Mildura Rural City Council would like to note during the 2023 reporting period, a decision was made to transition out of Aged and Disability Services service delivery due to the change in funding. These redundancies account for 43% of exits during this reporting period. Of this 43%, 7% were men and 93% were women.



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# 1. 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.

<b>Indicator:</b>	<b>6</b>
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In the 2021 reporting period, we had 8% of employees recorded as having a flexible working arrangement.

In the 2023 reporting period, this figure tripled to 25% of employees having a formal flexible working arrangement in place. Several factors have likely played a role in this growth, including:

### Policy Updates

We conducted a review of our flexible working arrangements policy and process, resulting in simplifications and streamlining to make the process more accessible.

### Increased Awareness

Regular communication about the flexible working arrangements policy was integrated into our 'policy of the month' process and disseminated through annual staff bulletins, enhancing awareness and understanding among employees.

<b>Progress Made:</b>	<b>Yes</b>
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### Leadership Support

Senior leaders within the organisation have actively endorsed and encouraged the adoption of flexible working arrangements among their teams, fostering a culture that values work-life balance. This is evident in their own work practices where we have seen a significant uptake of flexible working arrangements at the senior level.

During this reporting period, there was a noticeable rise in the number of men utilising carer's leave, with figures increasing from 81 in 2021 to 106 in 2023. In contrast, the number of women taking carer's leave remained relatively consistent, with 158 instances recorded in 2021 and 162 in 2023. These statistics may suggest a shifting dynamic in family responsibilities among our workforce.

As a White Ribbon accredited workplace, we have quite comprehensive processes in place to

support issues relating to Family Violence. We regularly communicate to staff regarding Family Violence Leave available, as well as additional support resources. In the 2023 reporting period we had four staff access family violence leave. This is an increase compared to the three members of staff requiring family violence leave in 2021. We conduct training with all staff members on Family Violence as we believe education is one of the major ways we can address the problem. Education is key in identifying signs of abuse and addressing the behaviour.



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# Gender Segregation within the Workplace

Indicator:	7	Progress Made:	Yes
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Conventional gendered norms across occupations remain evident within the Mildura Rural City Council's workforce. That said, as mentioned above, there have been shifts in the right direction across multiple occupations. For instance, the following traditional male dominated areas saw an increase in female representation in the 2023 reporting period when compared to the 2021 reporting period:

- technicians and trade workers: female representation increased by 3%
- labourers: female representation increased by 1%

We understand this is partly due to the success of activity 1.3 in the GEAP strategies and measures.



Mildura Rural City Council has made significant progress in promoting gender equality from 2021 – 2023.

Many initiatives reflect Council's commitment to fostering an inclusive and equitable environment for all residents and employees.



Mildura Rural City Council

T 5018 8100

F 5021 1899

E [mrcc@mildura.vic.gov.au](mailto:mrcc@mildura.vic.gov.au)

[www.mildura.vic.gov.au](http://www.mildura.vic.gov.au)