


LGPro Gender Equity Policy

March 2020



*'As a large employer in Victoria,
the Council Sector has a key role
to play in leading the way in
gender equity'*

- Liana Thompson, President, LGPro

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The LGPro Gender Equity Policy sets out the principles the organisation values and adhere to, to eliminate gender-based impacts. LGPro has six focus points which will guide the organisation's operations.

LGPro commits to:

- **Recognise** - LGPro aims to recognise and promote the wide range of contributions and achievements of women across the Local Government sector.
- **Access** - LGPro commits to offering to women professional development opportunities which seek to support their attraction, retention and succession across the council sector. This includes evolving how we offer our services so women of all ages, professions and locations can access professional development through different modes.
- **Supporting Participation** - LGPro commits to ensuring all our members are provided with opportunities to participate and represent gender based issues across our key governance mechanisms, programs, events, awards and services. This includes a commitment to considering any new or significantly redeveloped programs, services and activities which will improve women's participation in our services/activities and ensuring women's voices have informed our planning and delivery of our services/activities.
- **Visibility** - LGPro also acknowledges that you can't be what you can't see and is committed to lifting the visibility and contribution of women in our public and professional forums. LGPro will aim for gender balance in participation within our programs and at our events, including speaking opportunities.
- **Advocacy** - LGPro will always advocate on key workforce issues which impact on women in the sector such as, but not limited to, equal pay, equitable recruitment practices, flexible career pathways and conditions, career stage and access to professional development and pathways
- **Acknowledgement** - LGPro acknowledges and values its obligation to lead by example in the Council Sector in Victoria and seeks to accommodate the diverse needs of our members and community. This means LGPro will actively seek input on the needs of women members and provide accessible channels to provide feedback, ideas, concerns or complaints relating to gender equity.
- **Review** - LGPro's policy will be reviewed as required, but generally at not more than 3-yearly intervals. LGPro commits to reporting our gender equity progress in our Annual Report.