

# Gender Equity Policy Statement

July 2018

**Nillumbik Shire Council recognises the important role that local government plays in promoting gender equity and preventing violence against women and children.**

## **At Nillumbik we assert that**

- Gender equality is a human right
- Gender equality prevents violence against women and children
- Gender equality delivers social and health benefits to the whole community
- Gender equality provides economic benefit

We are committed to addressing all causes of gender inequity. We will address gender inequity as a shared responsibility between Council and the Nillumbik community. We are aware of how gender intersects with the wider experiences of discrimination and disadvantage.

In order to achieve gender equality we will be fair and equitable by providing access, opportunity and resources to enable equal outcomes for all people.

Through adherence to the following principles we will work towards realising our vision where Nillumbik is gender equitable, safe and inclusive for all people.

<b>Challenge gender stereotypes and roles</b>	<b>Promote women's independence and decision making</b>
We will not tolerate attitudes and/or behaviours that support gender inequality	We will facilitate improved participation, leadership and access for women and girls
<b>Strengthen positive, equal and respectful relationships</b>	<b>Challenge condoning of violence against women</b>
We will model and promote gender equality best practice in the workplace	We will partner with agencies, organisations and the community to collectively work towards preventing violence against women and children