

# SA HEALTH GENDER EQUALITY AND DIVERSITY WORK PLAN SUMMARY 2020-2023

## Steering Committee members have highlighted the below initiatives as priorities:

### Promotion and Awareness

1. Develop an overarching Communications Framework to promote the work of the GED Steering Committee throughout SA Health.

### Performance and Accountability

2. Define relevant metrics used to evaluate gender equality and diversity and then maintain regular reviews and oversight of these metrics in order to evaluate SA Health's performance.
3. Engage with the process of negotiating SLAs between DHW and LHN Governing Boards, to ensure that performance measures for gender equality and diversity are included.
4. Conduct a staff survey in each LHN to ascertain the uptake and knowledge of flexible and part-time work arrangements.

### Equality in Action

5. Engage with SA Health's White Ribbon Committees and contribute where possible to the process for DHW and LHNs to become re-accredited.
6. Form a working group to develop an SA Health-wide policy setting out the needs and supports required by gender diverse, non-binary and gender non-conforming employees.
7. Seek the support of LHN CEO's, Governing Board Chairs and Senior Executives to: commit to actively promoting the GED Steering Committee's activities – provide sufficient funding to support these activities, and – share the data needed to measure their success.

### Pathways to Leadership

8. Continue and potentially expand the successful GED mentoring program.