



Advocating for Gender Equity

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SA Chief for Gender Equity and
City of Victor Harbor CEO

Equality vs Equity

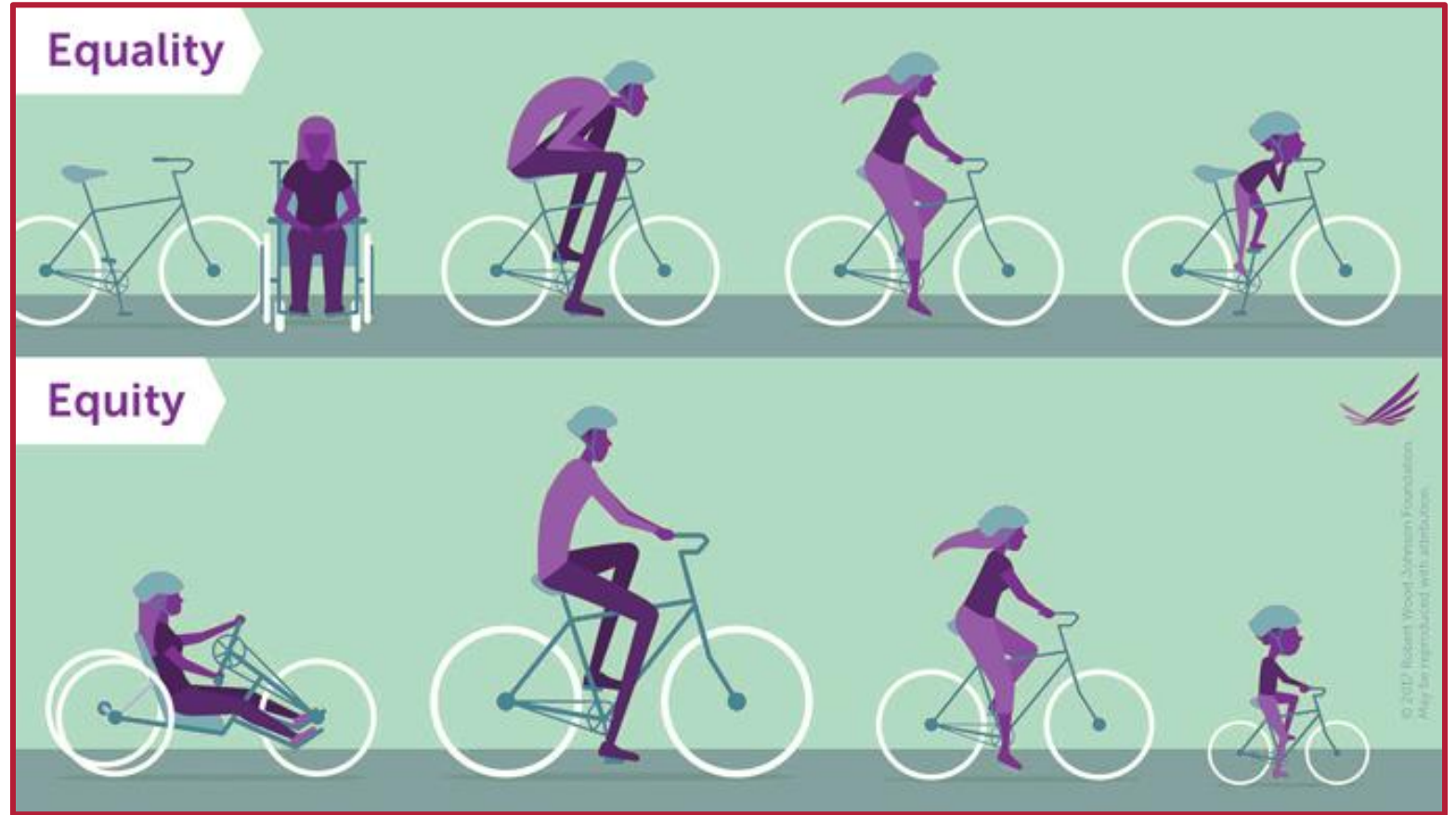


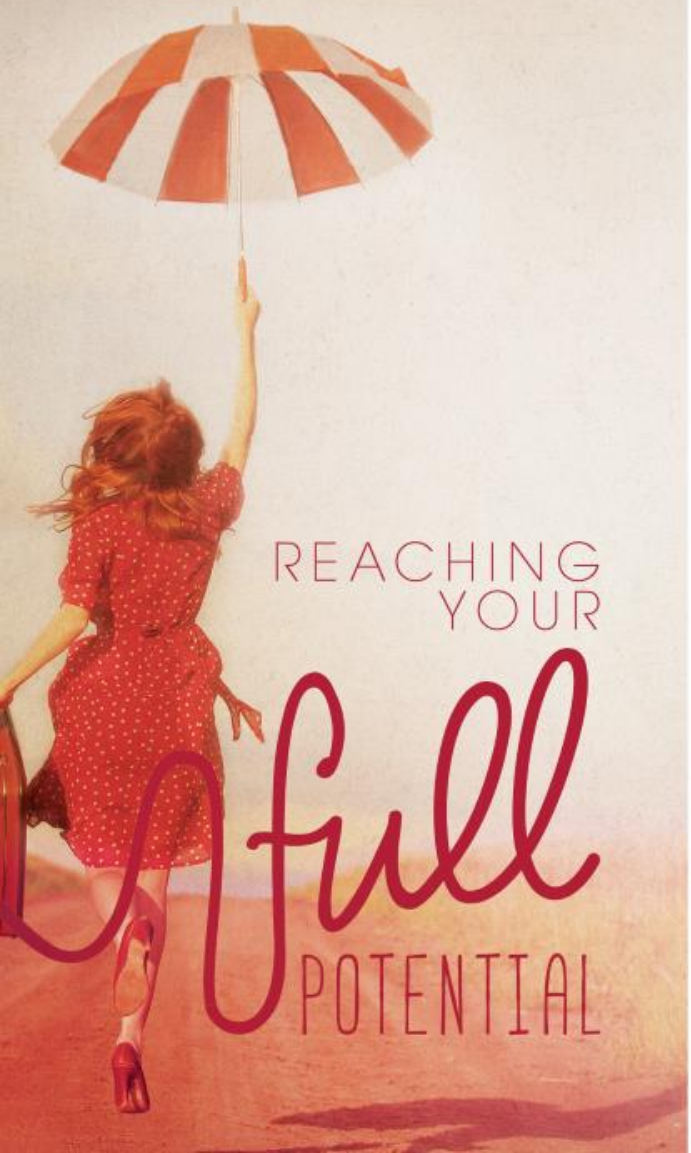
Image: Robert Wood Johnson Foundation



Changing Perspectives

- Gender equity is not a **woman/man** issue. It is a **human** issue and a **community** opportunity.





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Who Am I?



Local Government in SA: Where Are We Now

- Female representation on councils in SA ranges from 0% to 66%
- Five councils have more women elected than men
- A record 454 female candidates are contesting the 2018 council elections
- Of 68 councils, only seven have a female Chief Executive



Why More Women in Local Government?

- To make a powerful and positive difference to productivity
- To enhance effectiveness and innovation
- To create workplaces that are an employer choice for all

- **Our goal should be to reflect the gender balance and diversity of our communities**



Introducing the Chiefs for Gender Equity

- A group of South Australian organisational leaders working together with the common aim of achieving gender equity



Focus For The Chiefs

Flexible Work

- Flexible working arrangements promote gender equity by providing access to work in ways that enhance business, and personal effectiveness and efficiency



Focus For The Chiefs

Reducing Unconscious Bias

- We want to reduce unconscious bias not only **because it is fair**, but because it will also lead to:
 - Greater innovation
 - Enhanced problem solving capacity
 - Better productivity
 - Reduced turnover
 - Happier employees



Focus For The Chiefs

Accountability

- Gender diversity needs to move from the 'would like to do list' to become a business priority
- This means setting targets that are documented, measured and reported on



Focus For The Chiefs

Raising Awareness of the Gender Pay Gap

- Men earn more than women in every country and in every industry



Focus For The Chiefs

Workplace Response to Domestic Violence

- Gender inequality is both a cause and consequence of domestic violence
- We can't champion gender balanced leadership without addressing domestic and family violence

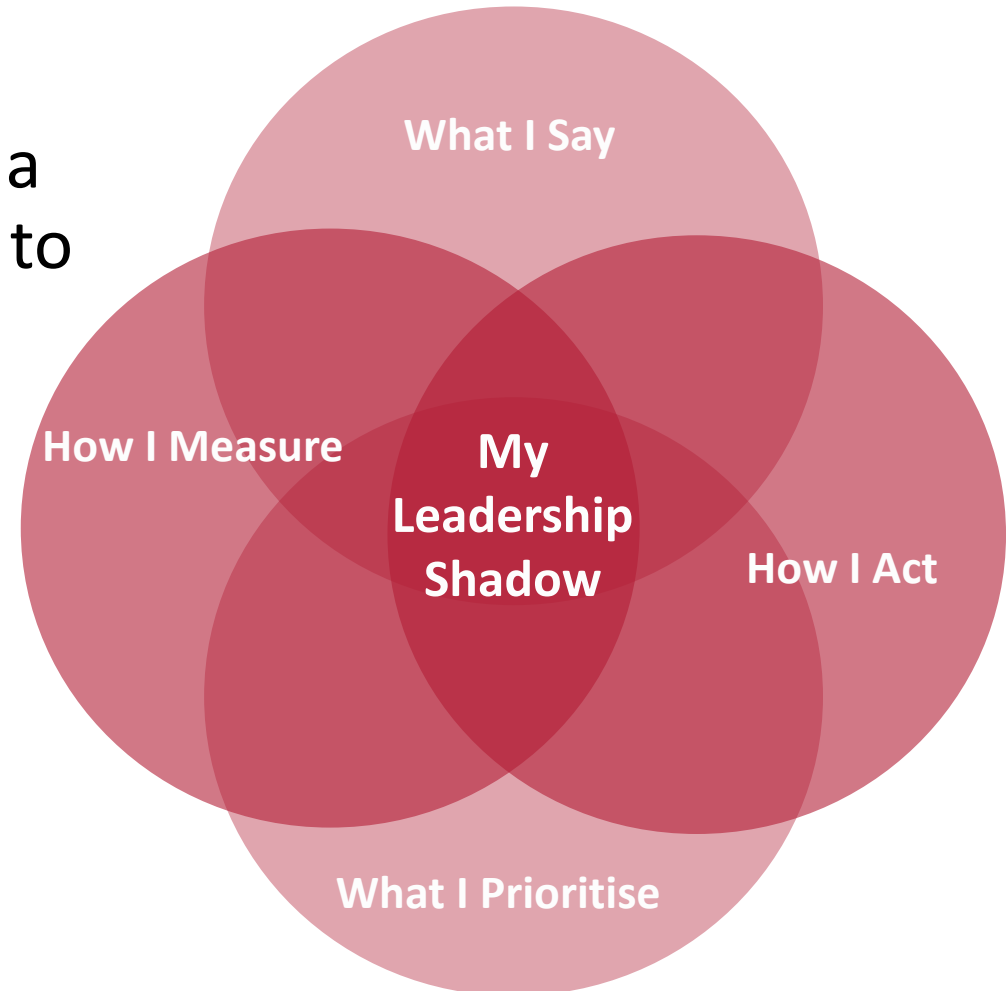




Focus For The Chiefs

Leadership Shadow

- If we want to make a difference we need to understand our own impact – **the shadow we cast**



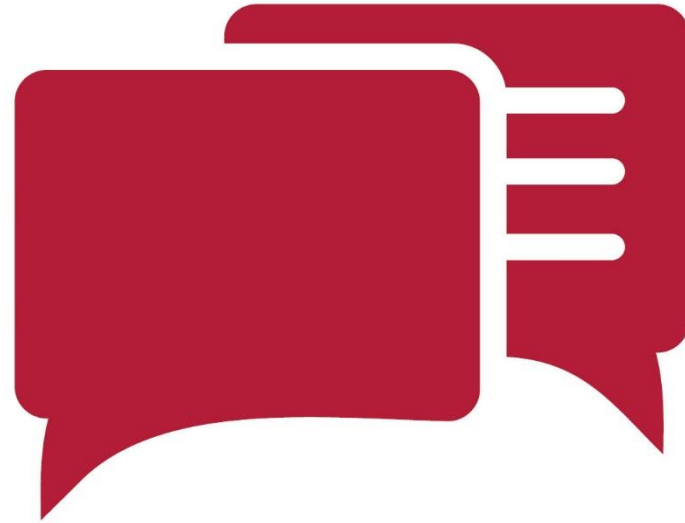


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What Can **We** Do To Achieve Gender Equity?

- Give women a voice





What Can **We** Do To Achieve Gender Equity?

- Advocate for change





What Can **We** Do To Achieve Gender Equity?

- Encourage the community to call to account





What Can **We** Do To Achieve Gender Equity?

- Policy change





What Can **We** Do To Achieve Gender Equity?

- Collaborate with workplaces





What Can **We** Do To Achieve Gender Equity?

- Engage with men in the solutions





What Can **We** Do To Achieve Gender Equity?

- Identify the economic levers that impact the gender gap





Implementation Leaders and Support

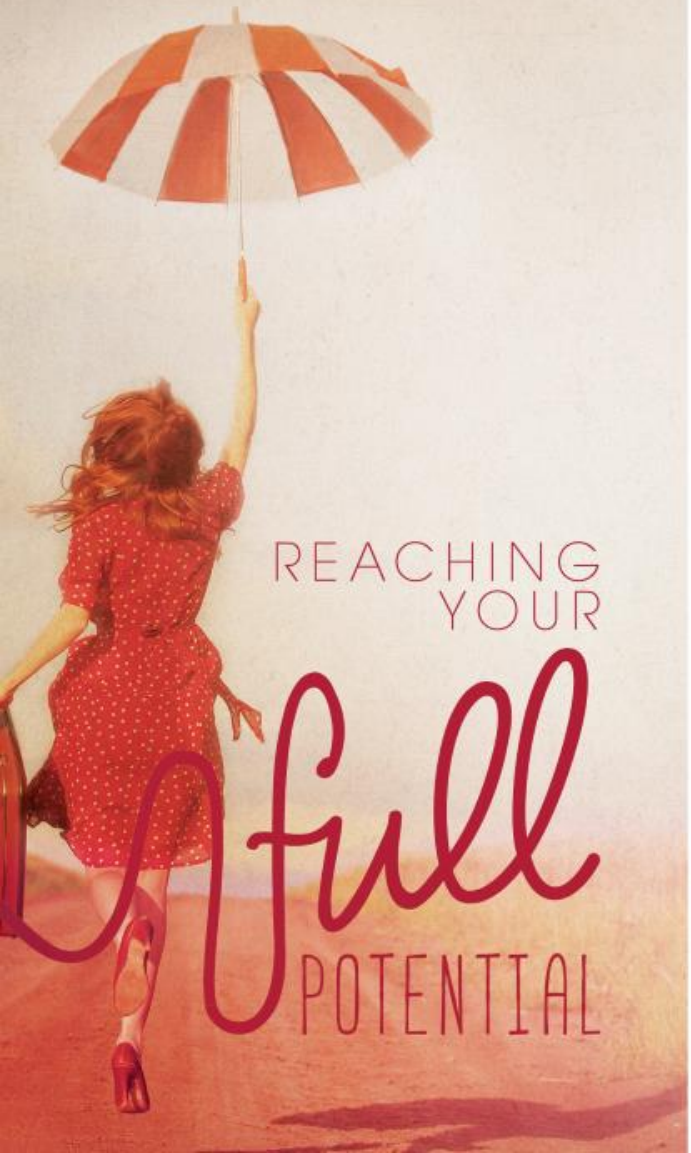
- Thank you to the LGA for supporting me in this role
- Implementation leaders:
 - **Merissa Decelis** – City of Charles Sturt
 - **Jo Miller-Robinson** – City of Holdfast Bay



Gender Equity Is As Important As Ever

- It is achievable but now is the time to take action!
- For more information about the Chiefs for Gender Equity and resources to take back to your workplace:
eoc.sa.gov.au/initiatives/chiefs-gender-equity





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Questions?