



GENDER EQUALITY ACTION PLAN 2022-2025

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Message from the CEO

Phillip Island Nature Parks is committed to being an inclusive organisation that values equity, diversity and fairness for our staff, volunteers, visitors, partners, and our community.

Acknowledging diversity and inclusion is an organisational responsibility, and our commitment to gender equity is already well established within the Nature Parks' Board and Senior Leadership. This plan enables us to build on this strong foundation by promoting gender diversity and inclusion in a systematic way and measuring our progress towards creating a culturally safe organisation that supports and enables success for all employees.

Our Gender Equality vision is to create a diverse and inclusive workplace culture, where all employees are valued and included, resulting in a more engaged, motivated and productive workforce.

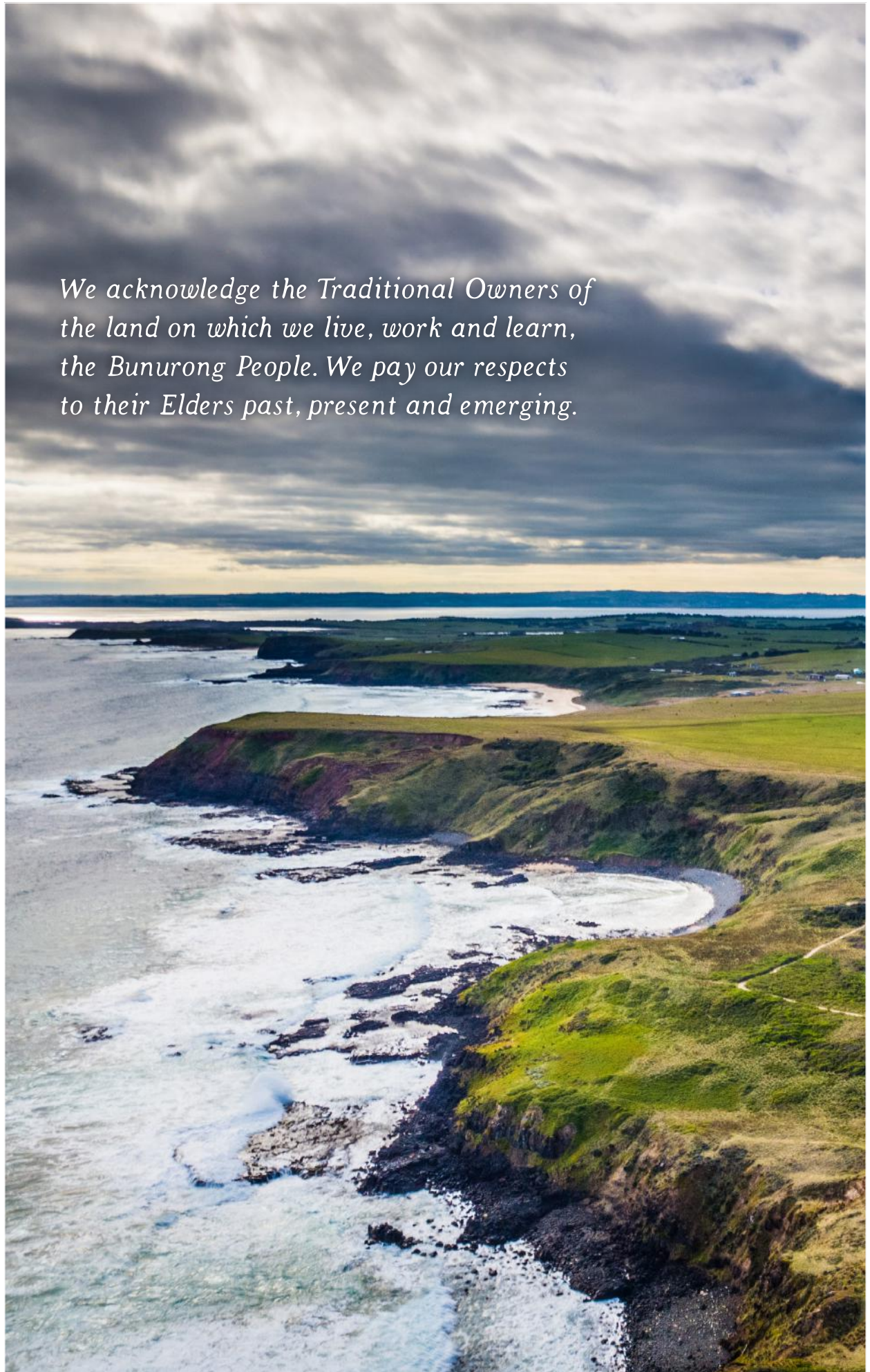
This plan was developed through consultation sessions and feedback from our team which allowed us to gain an understanding of the barriers to diversity and inclusion people experience at work.

We believe that through the development of effective policies, Phillip Island Nature Parks will be recognised as an equitable, diverse and inclusive organisation, and an advocate for diversity and inclusion in our broader community.



Catherine Basterfield
Chief Executive Officer

We acknowledge the Traditional Owners of the land on which we live, work and learn, the Bunurong People. We pay our respects to their Elders past, present and emerging.



Conservation areas and experiences



Introduction

Phillip Island Nature Parks (the Nature Parks) is a unique conservation organisation that provides nature based tourism experiences on Phillip Island (*Milow!*). We acknowledge that the Crown Land we are privileged to manage forms part of the traditional lands of the Bunurong People who know the Island as *Milow!*. We also recognise that the Land, Waters and Sea are of spiritual, cultural, and economic importance to Aboriginal and/or Torres Strait Islander Peoples. We are an organisation committed to recognition and reconciliation.

The Nature Parks was created by the State Government in 1996 for the conservation of areas of natural interest, beauty, of scientific, historic or archaeological interest. Since this time, Phillip Island's (*Milow!*'s) wildlife and environment have flourished.

We manage an important iconic attraction for Victoria and Australia. The visitor experience across our Island home offers unique opportunities to interact with nature, culture, and wildlife. This experience includes four main visitor attractions: the world-renowned Penguin Parade, Koala Conservation Reserve, Churchill Island, and the Antarctic Journey at the Nobbies Centre. Each allows memorable experiences that bring our visitors closer to the natural and cultural environment and the Island's unique wildlife and inspire action for conservation.

Linking our attractions is a network of reserves and beaches where visitors can wander along spectacular trails, boardwalks and viewing platforms to encounter wildlife and enjoy stunning views and wild, wide-open spaces.

Our model of funding conservation through quality tourism and education experiences is the key to our success, enabling us to invest in programs to ensure Phillip Island's (*Milow!*'s) landscape, habitats and wildlife are protected for future generations.

This Gender Equality Action Plan 2022-2025 (GEAP) shares our commitment and strategy to enhance inclusion for all and support Gender Equality in our workplace and our community. As one of the largest employers on Phillip Island (*Milow!*) we recognise our responsibility, and the role we play to take action to support Gender Equality.

Purpose

Our Purpose is to protect nature for wildlife and inspire people to act. Our Gender Equality Action Plan (GEAP) purpose is to inspire people to act for gender equality, within a culture where all employees experience an environment where opportunities, rights and respect, are equal regardless of their gender.

We will achieve this by:

- Ensuring the impact of gender inequality is reduced on our employees and volunteers
- Removing any expectations around gender
- Developing a safe and inclusive workplace
- Empowering all employees to create a workplace that is adapted to meet individual need/s
- Building culturally safe workplaces
- Ensuring gender does not restrict access to flexible work, recruitment or progression

It is recognised that increased workforce diversity also strengthens partnerships both in the workplace and the community.



What is gender equality?

The *Gender Equality Act 2020* defines this as ‘equality of rights, opportunities, responsibilities and outcomes between persons of different genders’. Phillip Island Nature Parks’ staff, volunteers, contractors, community, and visitors are free to make choices regarding their life, career, or abilities free from gender stereotypes or prejudices. Removing gendered expectations fosters a safe and inclusive culture.

Why have a Gender Equality Action Plan?

The *Gender Equality Act 2020* requires Victorian Public sector organisations to progress equality in the workplace and our community. Phillip Island Nature Parks is also committed to creating a workforce that is diverse and inclusive and reflects the community in which we operate.

Gender inequality can impact people of all genders and often people may not be aware that their actions are resulting in gender inequality.

Data shows that people from the LGBTIQ+, Aboriginal and/or Torres Strait Islander, Culturally and Linguistically diverse and Differing Abilities communities are most impacted by gender inequality.

In addition, gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience based on Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, and other attributes. This is also referred to as ‘Intersectional gender inequality’.

Intersectional disadvantage or discrimination is sometimes called ‘intersectionality’.

Intersectionality recognises that the causes of disadvantage or discrimination do not exist independently but intersect and overlap with gender inequality.

The ways in which gender inequality impacts everyone differently include:

- The need to hide gender identity or sexuality
- Increased rates of mental illness, verbal abuse physical abuse and social exclusion
- Racism and a lack of understanding of culture
- Additional barriers including environmental and attitudes of others, as well as linguistic, cultural, racial and religious discrimination

Principles

We recognise that individual experiences are shaped through various factors, and by understanding these factors we can introduce guiding principles that address gender inequities within our organisation.

Our Gender Equality Action Plan is built on the principles of:

- Expanding our understanding of diversity and inclusion in our workplace
- Ensuring we strengthen cultural safety
- Fostering an inclusive and respectful culture
- Enabling and providing appropriate support and opportunities for all employees

These principles seek to provide guidance to employees and visitors in their experience of the Nature Parks.

The Nature Parks commits to embedding this Gender Equality Action Plan, through effective resources for implementation, monitoring, reporting, and evaluation. We will continue to engage and report on statistics of the participation and experiences of our employees.

Our Board and Senior Leadership team understand and recognise the importance of working collectively to create a workplace of gender equality, inclusion and diversity.

The Values and Wellbeing Committee represents the diversity of our workforce, our respective departments and the community we operate in. Focusing on diversity and inclusion, wellbeing, organisational culture and values, the committee will be utilised as a resource to embed this Action Plan.

As part of our Indigenous Employment Strategy, Nature Parks has committed to the recruitment of a role that incorporates diversity and inclusion responsibilities, and this role will champion this Action Plan.

Our Gender Equality Action Plan was developed through consultation sessions with our employees, leaders, union representatives and board members. The valuable feedback received during these sessions provided the guidance in determining the actions that make up the Nature Parks Gender Equality Action Plan 2022-2025.

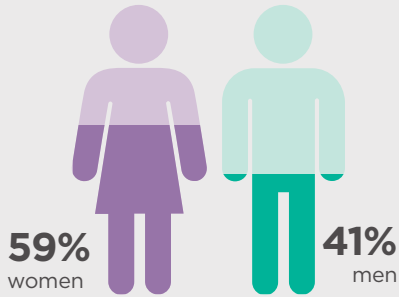


Gender composition of the Nature Parks' workforce

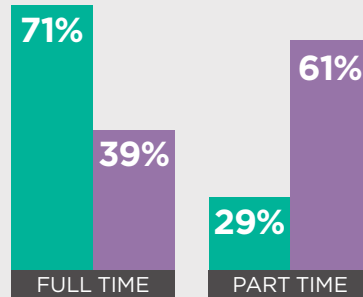
as at 30 June 2021



OVERALL COMPOSITION



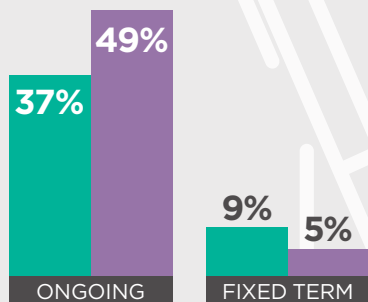
EMPLOYMENT BASIS BY GENDER



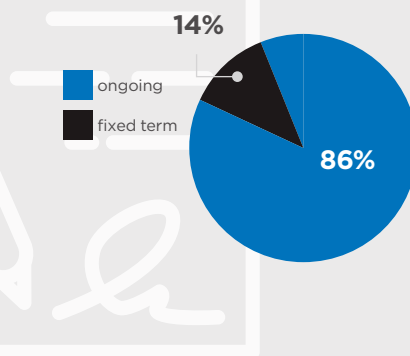
85% of our employees agree that there is **positive culture in relation to employees of different sexes/genders**



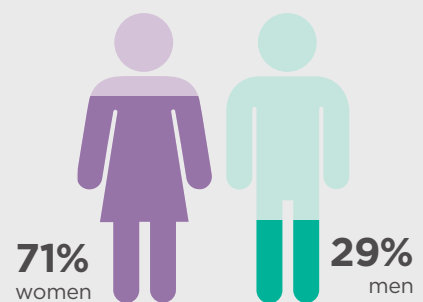
EMPLOYMENT COMPOSITION BY GENDER



BY ORGANISATION



BOARD GENDER COMPOSITION



20% of our workforce is aged **under 35** and **33%** are **55+**

Higher number of women than men in **senior leadership roles**

Significantly **more women work part time** at all levels

6% identified as **LGBTIQ+**

1% identified as **Aboriginal/Torres Strait Islander**

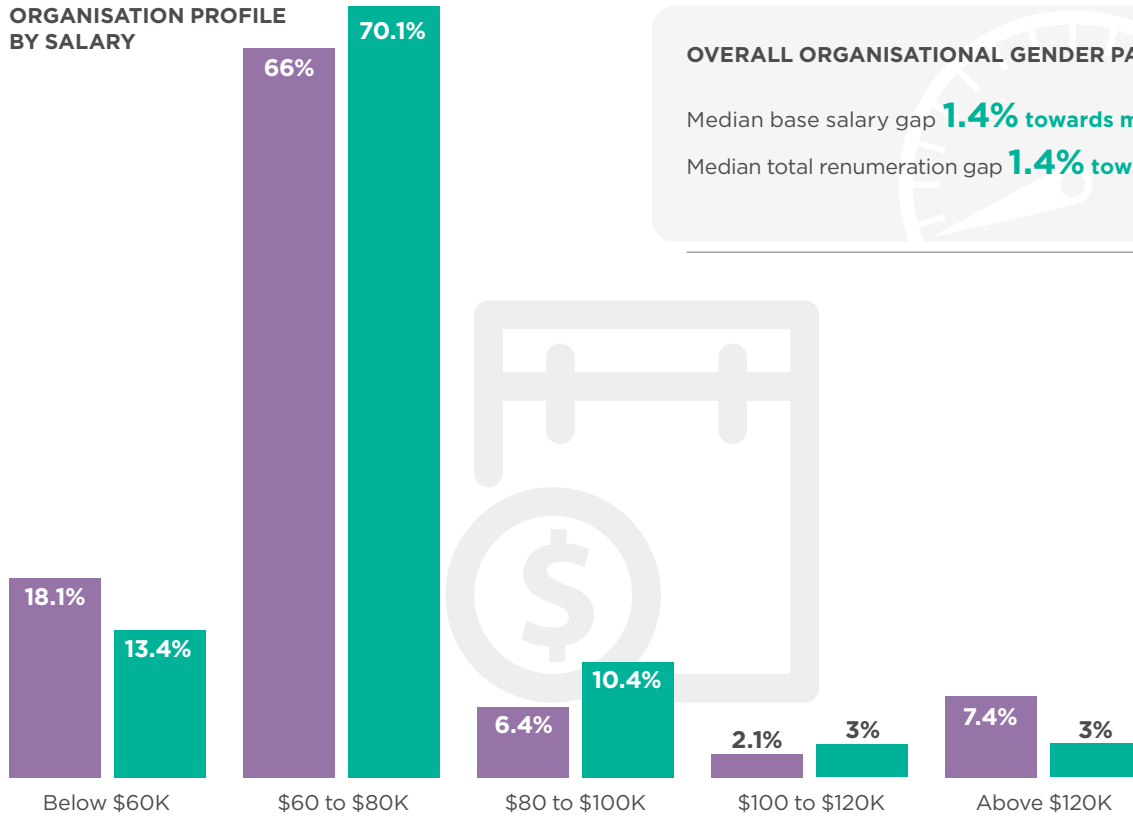
10% of employees identified as having a **culture that originated outside Australia**

5% of respondents identified as **having a disability**

Pay Equity



ORGANISATION PROFILE BY SALARY



OVERALL ORGANISATIONAL GENDER PAY GAPS

Median base salary gap **1.4% towards men**
 Median total remuneration gap **1.4% towards men**

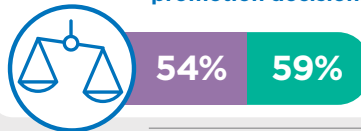
Harassment



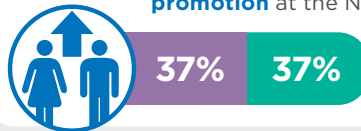
Recruitment and promotion



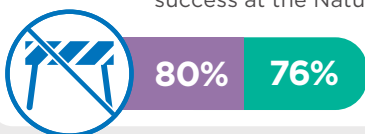
52% of employees agreed that the Nature Parks makes **fair recruitment and promotion decisions, based on merit**



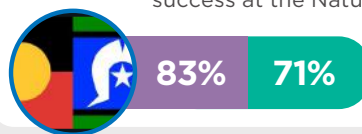
35% of employees agreed that they have an **equal chance of promotion** at the Nature Parks



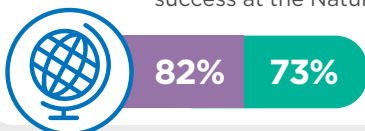
79% of employees agreed that **gender** is not a barrier to success at the Nature Parks



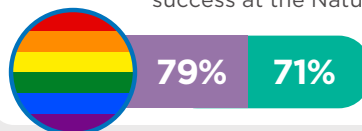
77% of employees agreed that being **Aboriginal and/or Torres Strait Islander** is not a barrier to success at the Nature Parks



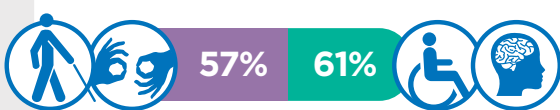
79% of employees agreed that **cultural background** is not a barrier to success at the Nature Parks



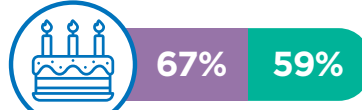
76% of employees agreed that **sexual orientation** is not a barrier to success at the Nature Parks



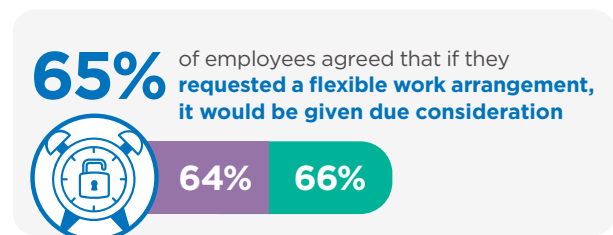
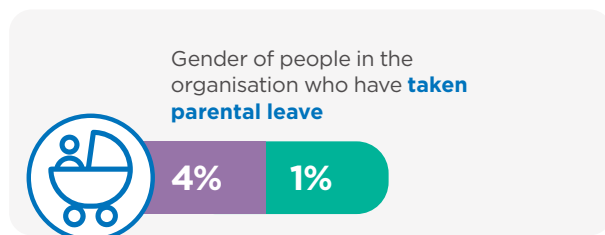
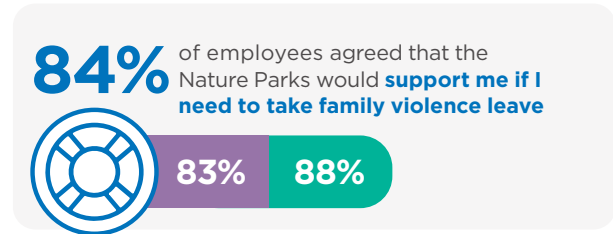
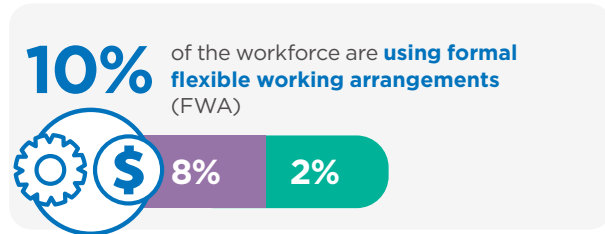
56% of employees agreed that **disability** is not a barrier to success at the Nature Parks



65% of employees agreed that **age** is not a barrier to success at the Nature Parks



Leave and Flexibility



Gendered Segregation



Gender Equality Action Plan 2022-2025

Build our employees' confidence, understanding and awareness of diversity and inclusion to establish a safe and inclusive work culture for gender equality.

ACTIONS	TIMEFRAME
Educate and enhance awareness of our Gender equality audit results and action plan	2022-23
Increase organisational confidence through understanding and awareness of gender equality across all employees	2022-23
Increase promotion and visibility as an inclusive workplace	2022-23
Implement Respect at Work Policy	2022-23
Create an internal awareness campaign about sexual harassment policies and internal complaint mechanisms	2022-23
Provide equal paid parental leave and ensure equal access for all, regardless of gender	2022-23
Create and implement a special measures procedure	2022-23
Implement performance appraisal procedure to provide non gender bias access to learning, develop and career progression opportunities	2022-23
Develop, implement, and conduct training on recruitment procedures and practices to support a gender diverse workforce	2022-23
Create a cultural safety and awareness training plan relating to gender equality to be reflected in organisation annual training plan which encompasses: <ul style="list-style-type: none"> • Discrimination and harassment for all staff • Diversity and Inclusion for all staff • Unconscious bias for leaders • Bystander and peer to peer empowerment 	2022-25

Gender Equality Action Plan 2022-2025 continued

Enhance and diversify our workforce demographics, systems and structures to encompass a culture which demonstrates gender equality.

ACTIONS	TIMEFRAME
Increase promotion and celebration of events relating to gender, diversity and inclusion and support staff to attend. Hold and promote two internal events or celebrations associated with gender equity and inclusion annually	2023-24
Develop and implement a remuneration guideline	2023-24
Develop a skills based classification structure to support equal pay	2023-25
Implement a flexible work procedure for all employees regardless of gender	2023-24
Increase gender intersectionality awareness through education	2023-24
Enhance leaders' capabilities in identifying and mitigating the behaviours and practises that hinder gender equity	2023-24
Conduct surveys to collect feedback, review data to gauge attitudes and employee experience related to gender equality, diversity and inclusion for both staff and volunteers	2023-25
Update applicable processes to provide a victim centric approach to sexual harassment case management	2023-24
Explore options within HR system to capture employee workforce demographics	2023-25
Create tools to improve workforce demographic reporting	2023-25

Maintaining a diverse, safe and inclusive work culture.

ACTIONS	TIMEFRAME
Provide opportunities for discussions about gender equality and inclusion at meetings	2024-25
Enhance diversity across the organisation in consideration of workforce demographics	2024-25
Advocate for Board recruitment to promote diversity	2023-24
Continue to look for opportunities to host work experience students or graduates	2024-25
Increase investment and opportunities to collaborate with community and enhance employment partnerships	2024-25
Establish traineeships/scholarships/apprenticeship to support more diverse entry into career pathways including non-traditional	2024-25
Provide mentorships and/or coaching for employees returning to the workplace due to extended leave	2024-25
Actively monitor development and implementation of the GEAP	2022-25

Glossary

Diversity

Refers to the differences found in people that create their unique identity, including age, caring responsibilities, cultural background, religion, disability, cognitive diversity, gender, Aboriginal and/or Torres Strait Islander identity, sexual orientation, and socio-economic background. It also encompasses profession, education, political views, values, work experiences and organizational role.

Gender

The socially and culturally constructed differences between men and women. A person's gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.

Gender Equality

The equal rights, responsibilities and opportunities of women, men and trans and gender-diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same, but their rights, responsibilities and opportunities do not depend on their gender.

Gender equity

Entails the provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. This recognises that people may have different needs and power related to their gender and that those differences are identified and addressed to rectify gender related imbalances. Gender equity leads to gender equality.

Inclusion

Refers to people being able to access opportunities and being regularly asked to contribute perspectives and ideas. Inclusion occurs when people of different backgrounds, experiences, perspectives and abilities, are included on committees, consulted and invited to comment.

Intersectionality

The intersecting and related systems of oppression, domination or discrimination.

Consideration and recognition of these needs must be given in the development of strategies and measures to promote gender equality.

Intersex

This refers to the diversity of physical characteristics between the stereotypical male and female characteristics. Intersex people have reproductive organs, chromosomes or other physical sex characteristics that are neither wholly female nor wholly male. Intersex is a description of biological diversity and may or may not be the identity used by an intersex person.

LGBTIQ+

Lesbian, Gay, Bisexual, Trans, Intersex, Queer/questioning + community members

Sex

Refers to a person's biological characteristics. A person's sex is usually described as being female or male. Some people may not be exclusively male or female, which is referred to as intersex. Some people identify as neither male nor female.

Trans

Transgender or 'Trans' refers to a person whose gender identity, gender expression or behaviour does not align with their sex assigned at birth. A person classified as a female at birth who identifies as a man may use the label trans, transman or man. Similarly, a person classified as male at birth who identifies as a woman may use the label trans, transwoman or woman.

Gender Diverse

Gender Diverse and non-binary refers to people who do not identify as a woman or man. Gender identity is not binary.

Unconscious bias

Refers to the unintentional stereotypes and beliefs and about different social and identity groups that are automatic and/or ingrained and can influence behaviour and perceptions and actions.

Little Wonders
PENGUIN
PARADE



Antarctic Journey
NOBBIES OCEAN
DISCOVERY



Time Unwinds
CHURCHILL
ISLAND



Bushland Escape
KOALA CONSERVATION
RESERVE



Phillip Island
**NATURE
PARKS**

Phillip Island Nature Parks
PO Box 97 Cowes, Victoria 3922 Australia
Tel: +61 3 5951 2800
Email: info@penguins.org.au

penguins.org.au