

WHS Management – Positive Duty

MEN: HOW TO MAKE A DIFFERENCE TO GENDER EQUALITY



ADOPT A PARTNERSHIP MINDSET. Look for ways to partner with women – to work together – to address gender equality issues in your organisation. Review your organisation's gender equality strategy and suggest ways to improve this based on a partnership approach.



MAKE SPACE FOR EQUAL VOICE. Ensure that women have an equal voice in all discussions and meetings in which you are involved. Take responsibility to: (i) set up this expectation at the outset, and (ii) conduct a review at the end of meetings to check whether equal voice was achieved.



GET INVOLVED. Attend diversity events and personally invite other male colleagues to come with you.



EQUIP YOURSELF AND OTHERS. Stay informed about issues that link directly to gender inequality (e.g., domestic and family violence), and share this information with those around you both at work and in the community.



SEEK FEEDBACK. Openly seek feedback from others, both women and men, in order to challenge your own mindsets and behaviours in relation to gender equality.



PROMOTE GENDER EQUALITY. Learn about, and promote, the benefits of gender equality for both women and men.



CHALLENGE OTHER MEN. Challenge men who engage in behaviour that perpetuates gender inequality, and motivate other men to do the same.

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RECRUIT FOR GENDER BALANCE. Actively seek to recruit women into your team when roles become available, and retain them. Ask, what is the business case for not recruiting and retaining women?



LOOK FOR EQUAL DECISION-MAKING. Advocate for regular reviews and audits to be conducted into men's and women's involvement in key business decisions, with the aim of ensuring equal representation.



MAKE IT COUNT. Take responsibility for integrating gender equality into your personal KPIs and development plan.



MEASURE IT. Advocate for gender pay equity analyses and caring audits to be undertaken in your organisation. Be involved in determining what actions are needed to address the identified issues.



BRIDGE THE WORK-LIFE GAP. Look out for opportunities to redesign jobs and work to enable both men and women to balance caring and work responsibilities. If applicable, take parental leave and actively encourage and support other men to do so as well.



ROLE MODEL FLEXIBILITY. Actively engage in flexible working and make this visible to others in your organisation. Redesign your own job to increase your flexibility options.



TAKE IT HOME. Live gender equality in your personal life by ensuring your relationships are based on equality, care, fairness, and mutual respect. Model these relationships to the children you interact with in your life.

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