

# MORELAND

# GENDER

# EQUALITY

# COMMITMENT

Our Gender Equality Commitment promotes and models gender equality throughout Moreland. Gender equality means the equality of rights, opportunities and responsibilities for people of all genders. It means all genders should have the same access to wellbeing, freedom of choice and safety.



Moreland City Council

Moreland Council accepts its leadership role in the community. We are committed to providing services that are inclusive, culturally safe and respectful for all gender, sexual and cultural identities.

We acknowledge existing systematic gender inequality and that there is no 'one size fits all' approach to helping guide culture change.

This framework has been developed in partnership with the community and has created a vision, principles, commitments and strategies to guide both Council's and community partners' actions.



## THIS COMMITMENT

recognises that gender is non-binary. It acknowledges that women, men and gender diverse or non-binary people experience gender inequality differently and acknowledges and affirms all terms that people choose to use for themselves.

## VISION

The Moreland Gender Equality Commitment asks that we all work together towards creating a future where all gender identities can thrive. We know there's work to do, so that people of all gender identities:

- Feel able to exist openly and safely in Moreland
- Have equal access to housing, employment, education, public space, recreation and sport
- Along with representation at all levels of decision making, and at all intersections of identity.

# THE COMMITMENT

**1** equal visibility, access to self-representation and leadership opportunities

**2** all genders can access public space, sports and recreation and feel safe

**3** equal pay for equal work

**4** access to safe and affordable housing

**5** equal access to formal and community education

**6** all genders are empowered to support the Gender Equality Commitment

**7** accountability, evaluation and reporting



# IMPLEMENTATION

The Gender Equality Commitment will guide actions and practices across Moreland Council – throughout all levels of the organisation and through the community – with a focus on intersectionality and identified priority groups from the Moreland Human Rights Policy 2016-2026. These include women, Aboriginal and Torres Strait Islander communities, migrant and refugee communities, people with disability, LGBTIQ+ communities.

The resources required to implement the Moreland Gender Equality Commitment are detailed in joint biennial action plans that are being developed with input from business units across Council and community partners.



## DEFINITIONS

**Gender:** The socially-constructed differences between men and women, which are separate from ‘sex’, which refers to their biological differences. *When we refer to ‘women’ or ‘men’ we include female- or male- identifying people, including transgender, cisgender and others who identify themselves within the spectrum of the gender identity of female or male.*

**Gender diverse / non-binary people:** An umbrella term used to describe all those whose gender identity may not correlate with their biological sex assigned at birth.

**Gender equality:** means equality of rights, opportunities, responsibilities and outcomes between people of different genders.

### Moreland Language Link

有關摩蘭德市政廳的詳情請致電	9280 1910	要进一步了解Moreland市政府的信息，请拨打	9280 0750
Per informazioni sul Comune di Moreland telefonare a	9280 1911	ମେରବେଣ୍ଡ ସିଟି କମ୍ୟୁନିଟି ସାଥେ ବାଚେଲି ମାଟବାରୀ ଲଣି କ୍ରିପ ବରଷେ ବେନ ବରେ	9280 0751
Για πληροφορίες σχετικά με το Δήμο Moreland τηλεφωνήστε στο	9280 1912		
للحصول على معلومات عن بلدية مورلاند اتصلوا على الرقم	9280 1913		
Moreland Belediyesi hakkında bilgi almak için aranabilecek telefon	9280 1914		
Nếu muốn biết thêm chi tiết về Hội đồng Thành phố Moreland, xin quý vị gọi số	9280 1915		
मोरलैंड सिटी काउंसिल के बारे में जानकारी प्राप्त करने के लिए यहाँ करें	9280 1918		
		All other languages including Croatian, Tagalog, Indonesia, Polski, বাংলা, Español, ગુજરાતી, اردو	9280 1919



Moreland City Council

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