

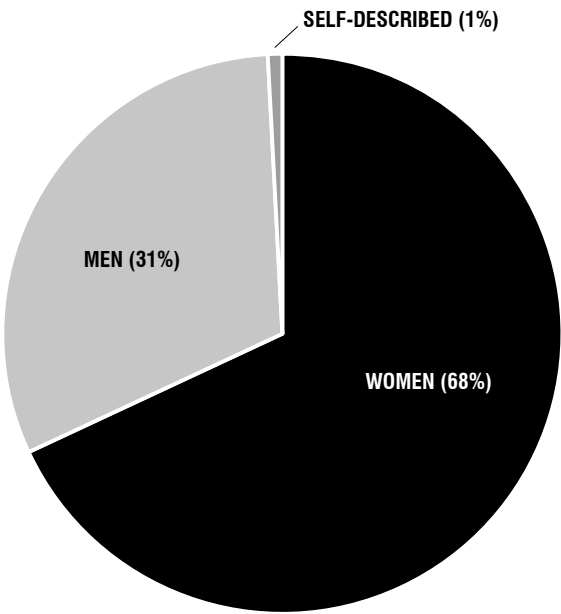
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**GENDER EQUALITY
ACTION PLAN
PROGRESS REPORT 2023
REPORTING PERIOD
30 JUNE 2022 – 01 JULY 2023**

WORKPLACE GENDER EQUALITY INDICATORS

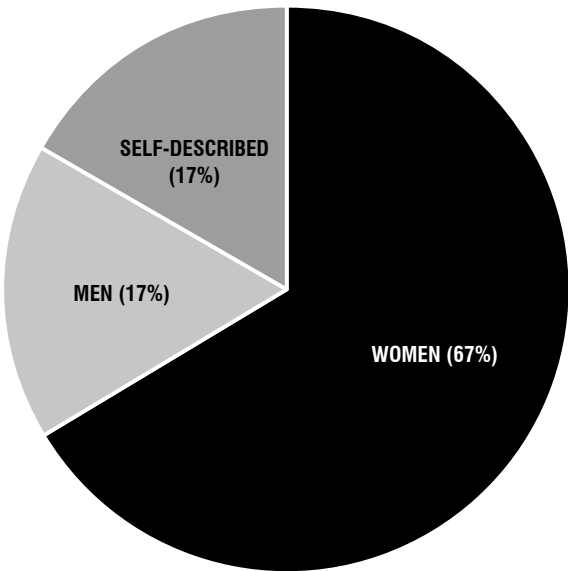
GENDER COMPOSITION OF ALL LEVELS OF THE WORKFORCES

In our 2023 progress audit, women comprised 68% of the workforce. NGV's workforce composition also captures self-described gendered employees, who make up 1% of the workforce.



GENDER COMPOSITION OF GOVERNING BODIES

Of the members of the NGV Council of Trustees, 67% are women; 17% are self-described; 17% are men.



EQUAL REMUNERATION FOR WORK OF EQUAL OR COMPARABLE VALUE ACROSS ALL LEVELS OF THE WORKFORCE, IRRESPECTIVE OF GENDER

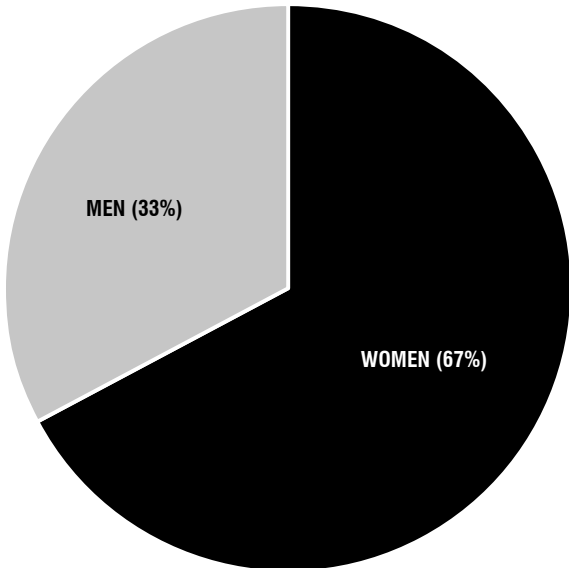
Our 2023 audit showed the gap in remuneration to be 17.4% in favour of men.

SEXUAL HARASSMENT IN THE WORKPLACE

In 2023, there were no formal sexual harassment complaints received. The Respect for Others training, conducted for all staff throughout 2023, was a significant step in ensuring staff are informed about all forms of workplace harassment, including how to recognise it and what channels are available to seek support and resolution.

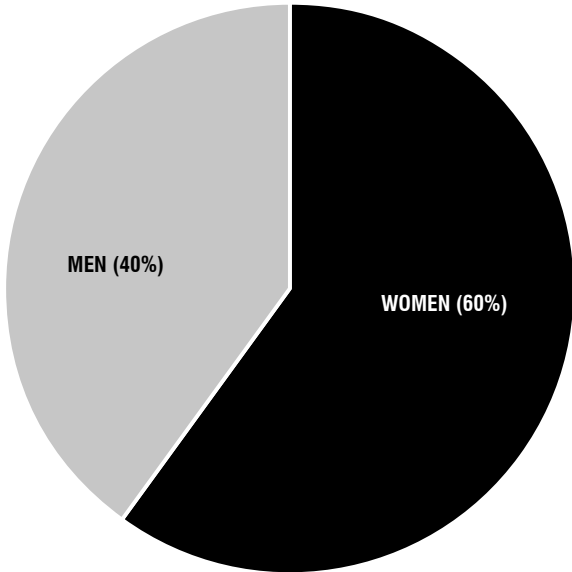
RECRUITMENT AND PROMOTION PRACTICES IN THE WORKPLACE

The 2023 audit showed that 67% of promotions were awarded to women and 33% to men in the Financial Year 22/23.



LEAVE AND FLEXIBILITY

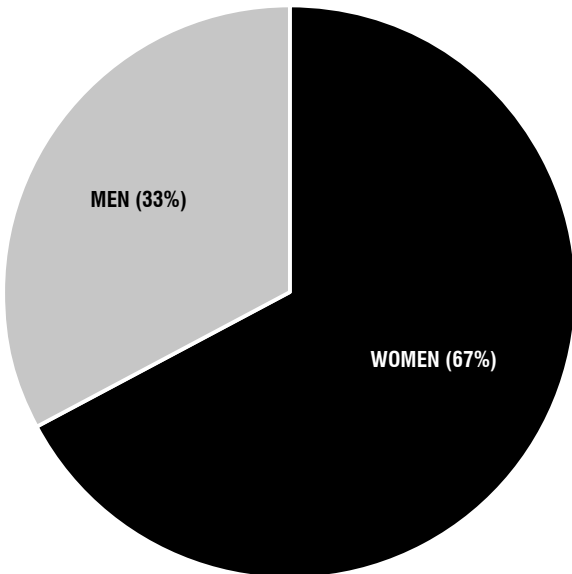
In our 2023 progress audit, the gender balance of staff taking parental leave was 40% (men) to 60% (women).



As part of our Gender Equality Action Plan (GEAP), we are working on distinguishing carers' leave and personal leave in our payroll system. This will allow us to have a better understanding of the utilisation of carers' leave within our organisation. We are making good progress in implementing this strategy within the life of our GEAP.

GENDERED SEGREGATION WITH THE WORKPLACE

In 2023, 67% of managerial roles were held by women, while 33% were held by men.



STRATEGIES AND MEASURES

STATUS AS AT 30 JUNE 2023

Undertake an anonymous survey to establish baseline intersectional data and allow the NGV to perform a deeper analysis of the composition of its workforce. **In progress**

Identify opportunities for staff to voluntarily contribute additional intersectional information (for example, by editing their profile in the Employee Self-Service system), which will assist with the Gallery's obligations under the Gender Equality Act. Consideration will be made as to how we appropriately request data. **In progress**

Identify opportunities for Trustees to voluntarily contribute additional intersectional information, which will assist with the Gallery's obligations under the Gender Equality Act. **In progress**

Analyse more granular data to identify possible gender- based remuneration gaps and/or promotion practices. **Ongoing**

Continue to support a positive culture of respectful behaviour from all staff by promoting awareness of relevant policies and processes, including those related to sexual harassment. **Ongoing**

Investigate the possibility of differentiating carers leave from personal leave in the NGV payroll system, to enable better understanding of the utilisation of carers leave within the organisation. **In progress**

Assign Australian and New Zealand Standard Classification of Occupations (ANZSCO) codes to roles, to provide further opportunities to analyse data relating to gender and diversity within occupation types and teams. **Complete**

For information on Progress Reporting and further information on the Gender Equality Act 2020 please visit: <https://insights.genderequalitycommission.vic.gov.au>