



# Engagement outcomes report

## *Gender Equal Representation Policy*

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# Summary

The Gender Equal Representation Policy was exhibited for Public Consultation for 28 days between 29 April 2021 and 26 May 2021. The exhibition material was made available online at Your Say Inner West (YSIW).

17 submissions were received from 15 people during the exhibition period. 10 (58.8%) were supportive of the draft policy, 6 (35.4%) were opposed and 1 (5.8%) was neutral.

# Background

On 8 December 2020, Council resolved to create a policy on Gender Equal Representation on Councillor committees, boards and panels

This Policy ensures that Council has gender representation on committees, boards and panels to engage fairly and equitably with all its members, in a positive, respectful and constructive manner.

# Engagement Methods

The following engagement methods was used:

Online on [yoursay.innerwest.nsw.gov.au](https://yoursay.innerwest.nsw.gov.au)

# Promotion

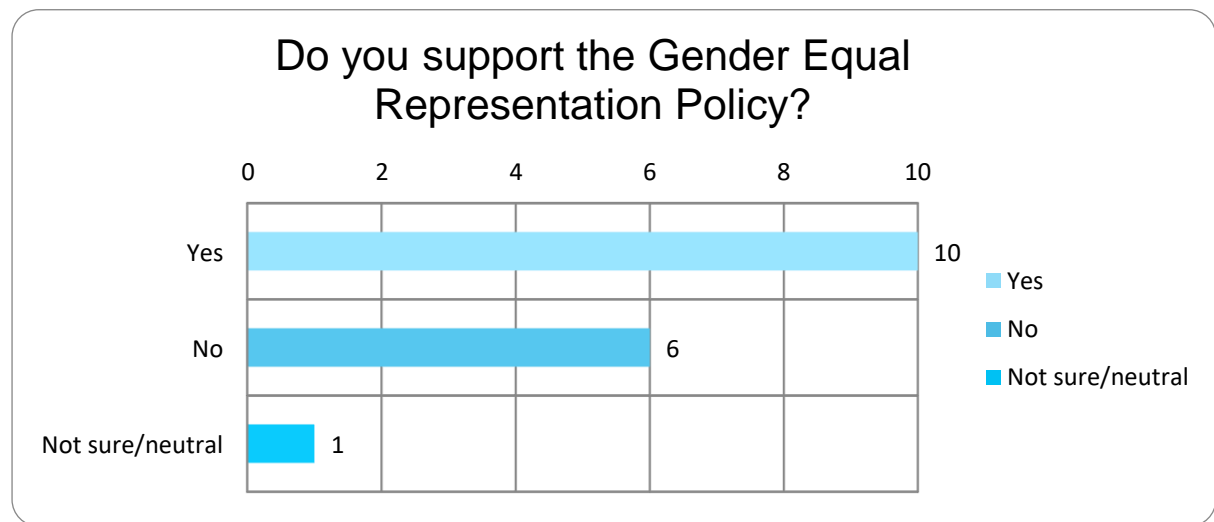
The engagement was promoted via:

- Council website in the news/announcement section
- Direct email

# Engagement outcomes

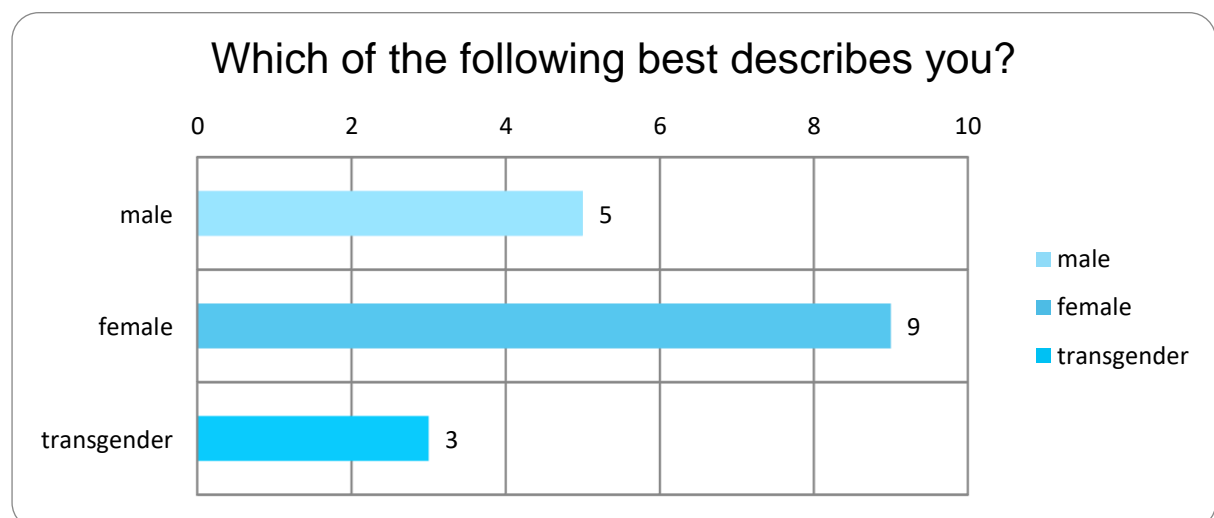
## How did people respond?

Council received 17 written submissions in total from the YSIW webpage. The majority of respondents (10) supported the draft Gender Equal Representation Policy.



## Who did we hear from?

The majority of YSIW submissions identified as female (9), (5 respondents) as male and (3 respondents) as transgender.



Most did not indicate which suburb they were from - only 1 submission indicated they were from Marrickville.

# Officer comments in response to public exhibition

17 responses were received. 10 responses supported the draft policy, 6 opposed the draft policy and 1 was neutral.

The following key themes emerged from community feedback:

- Affirmative action is supported to support women
- Equal representation is extremely important
- Active discrimination in favour of one gender undermines efforts to attain equality
- Representation should be based on merit not gender
- Council should focus on delivering its key services to the community rather than gender representation

Officer responses are provided in the table at the end of this report.

Key themes	Officer's comment
<b>Supporting submissions</b>	
Affirmative action is supported to support women	Noted.
Equal representation is extremely important	Noted.
Policy is straightforward and easy to understand	Noted.
An equal representation is fair and necessary at all levels, but particularly for committees, boards and panels, as well as executive and senior positions.	Noted.
<b>Neutral submissions</b>	
Unsure that this is Council's top priority.	Noted. This policy has been created as a result of a Council resolution.
<b>Unsupportive submission</b>	
<i>"Note: Where there is an odd number of vacancies available and diversity cannot be achieved, Council where possible will promote diversity by appointing more women than men".</i> This provision discriminates against men and contrary to the objective of equal representation and also does not consider non-binary or transgender.	This sentence has been modified to the following: "Where there is an odd number of positions, diversity and equality may not be achieved. For example, if an existing committee of 5 members, already had 3 men, and there are two vacancies, women/ transgender/ gender diverse/ non-binary councillors should be actively prioritised.
Sex and gender is not binary but is represented best as a bimodal distribution	Noted.

Key themes	Officer's comment
The policy was not sent to Council's LGBTIQ working group for comment prior to public exhibition.	Feedback was sought from a number of internal stakeholders including People and Cultural and Community directorate on LGBTIQ matters prior to public exhibition. The policy was sent to the LGBTIQ working group for comment after public exhibition.