

# NSW Health Gender Equality Action Plan

## Helpful things to know

This document explains why we are creating a Gender Equality Action Plan, what we have done so far and why we would like to hear your thoughts and feedback. If you have any questions or would like more information, please send us an email at [NSWH-GEAP@health.nsw.gov.au](mailto:NSWH-GEAP@health.nsw.gov.au).

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### What we are doing and why we are doing it

The NSW community is diverse and we know that women, men and gender-diverse people can have different experiences and challenges because of their gender.

The first Gender Equality Action Plan for NSW Health aims to create a better and more inclusive environment for the people who work for NSW Health, and the people we care for.

This Plan is just the beginning of a long journey to improve gender equality.

Our first Plan will focus on how we can improve the foundations of our health system to make sure that our work, and the way we deliver it, is fair and supportive for everyone, regardless of gender.

### What are the differences between gender and sex?

**Gender** is part of how people understand who they are and how they interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a combination of these, or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.






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A person's **sex** is based upon their sex characteristics, such as their chromosomes, hormones and reproductive organs. While typically based upon the sex characteristics observed and recorded at birth or infancy, a person's reported sex can change over the course of their lifetime. According to the *Equal Opportunity Act 2010*, sex encompasses being male, female or an individual with an intersex variation.

## What we have done so far

Earlier this year, we talked to NSW Health teams to ask them what they'd like to see in our first Gender Equality Action Plan. We also spoke to teams and experts from across Australia, and the world, to learn about what is already working well to improve gender equality in healthcare.

They told us it was important to:

	collect the <b>right information</b> about sex and gender so we can affirm people's identity and know when there are differences.
	make sure we know how to identify how our <b>services affect people</b> differently based on their gender, and what we can do about it.
	reflect diverse genders in our <b>policies, language and images</b> .
	make sure we have gender balance and diversity when we <b>consult</b> with the community and in our governance.
	strengthen and support gender <b>diversity in our workforce</b> .

## Why your feedback is valuable

We would like to hear your thoughts on what should be prioritised in NSW Health's first Gender Equality Action Plan.

Your feedback will help us to make sure that what's included in the Plan will support improved experiences and outcomes for our communities.



## What's involved?

If you are selected to participate in an online feedback session, we will send you more information about what we have already learnt so you have time to read and reflect before your session.

During the session, we will encourage you to share:

- what you like about the priorities so far
- what you wish would be included or changed

- what you wonder – including any suggestions for improvement and ideas for how we could achieve our aims.

We will also ask for your suggestions on specific actions that should be included in the Plan.

You will have the option to bring a support person or translator if you need.

There will be another opportunity to share your thoughts on our Action Plan later in the year, when we have a draft Plan ready to share.

You have the option to be paid for your attendance at the online feedback session.

If there are more people interested than the spaces available in the feedback sessions, we will select participants to get diversity and balance across a range of factors including gender, age, location and background. Anyone not able to participate in a session will have the option to provide feedback through a survey.