

**QUESTIONS AND RESPONSES TO QUESTION TIME
TUESDAY, 28 JULY 2015**

The following questions were addressed to the above meeting. Some questions were adequately responded to at the meeting, however others required a more detailed response in writing.

This document includes both verbal and written responses.

Mandi Hyland asked Governments throughout the world are seeing the importance of increasing the number of women on public boards, and in leadership positions. As a member of the Women in Community Life Advisory Committee, I would like to know how many women and how many men make up the top 10% of the highest paid Council employees?

The Interim CEO responded that his observation would see more males than females in management roles, however he would make it his business to find out what the plan is and respond back in writing.

Dean Frost added of the top 10% of salaried staff at Council – 88 are female and 179 are male.

Have targets been set on gender equality in leadership and what actions are you taking to achieve them?

Dean Frost responded added targets have not been set, the question of targets will be something for the executive leadership team to consider as part of the Diversity Employment Strategy that is being developed as part of the 15/16 Business Plan.

This is an important issue for the Women in Community Life Advisory Committee. Is there anything that our Committee can do to help Council move forward on gender equality?

Dean Frost added The Women in Community Life Advisory Committee may be able to provide valuable input into the gender related areas of this strategy and we will invite that input at an appropriate time.

**A subsequent written response was provided by the
General Manager Strategy & Performance in the following terms:**

I refer to Council meeting 28 July 2015 and your participation in question time.

As I highlighted in response to your questions, females make up 88 (33%) and males 179 (67%) of the top 10% of Council salaried staff.

Council is currently developing a Employment Diversity Strategy, and the setting of targets is a matter to be considered as part of this strategy. Council is also undertaking a pay equality review across the organisation.

Council believes your committee may be able to provide valuable input into the gender related area of the Employment Diversity Strategy and we will invite that input at an appropriate time.

Again, thank you for your attendance at our Council meeting.

Davina Montgomery asked the following question on behalf of Hannah Teesdale:

I would really appreciate an individual response from all Councillors on this question: Do you support equal numbers of men and women on Council and what are you doing within your individual portfolio to support gender equality?

A written response will be forwarded, however consensus around the table indicated all Councillors are very active and supportive through their individual portfolios in relation to gender equality.

Jenny Wills asked:

Following on from Council's 2010 endorsement of the Women's Charter will Councillors now:

- a) Demonstrate Council leadership by actively promoting gender equity outcomes in all Council roles and responsibilities?
- b) Resolve that a gender equity analysis be undertaken across Council's functions in policy formulations, planning, service provision and funding?
- c) Act on the findings of the gender analysis with the development of Council endorsed strategies, actions, targets and timelines to address inequities?
- d) Seek advice from WiCLAC and the wider community, prior to the finalisation of a Gender Equity Framework and Action Plan in 2016?

The Mayor responded that the questions had been answered by Dean Frost, but would take on notice and provide a written response.

A subsequent written response was provided by the General Manager Strategy & Performance in the following terms:
--

Thank you for attending, in your capacity as a member of the Women in Community Life Advisory Committee, dinner with Councillors and the following Council meeting on Tuesday 28 July 2015.

In relation to your specific questions to Council, the following responses are provided:

Following on from Council's 2010 endorsement of the Women's Charter will Councillors now:

- 1. Demonstrate leadership by actively promoting gender equity outcomes in all Council roles and responsibilities
Council considers gender equity when seeking membership for internal groups and committees, and endeavours to ensure equal participation in leadership programs within Council; e.g. the ACCELER8 (leadership) program. Council also seeks to reflect the many faces of our community in all forms of public media.*

2. *Resolve that a gender equity analysis be undertaken across Council's functions in policy formulation, planning, service provision and funding Council is currently in the process of reviewing staffing policies, and development of a Cultural Diversity Strategy, which will include a gender equity analysis.*
3. *Act on the findings of the gender analysis with the development of Council endorsed strategies, actions, targets and timelines to address inequities Council's Cultural Diversity Strategy will provide direction for the future and will be fully implemented. Council will take into account the findings of the gender equity analysis and where appropriate take measures to address inequity.*
4. *Seek advice from WiCLAC and the wider community, prior to the finalisation of a Gender Equity Framework and Action Plan in 2016 Council will take into account examples of best and contemporary practice, such as the 'Why Gender Matters' fact sheets, developed by the Gender Equity in Local Government Partnership. As the Cultural Diversity Strategy is developed, Council will seek advice from Stakeholders, including WiCLAC, where appropriate.*

If you would like to discuss further, please contact Jane Wager, Coordinator Community Development, on telephone: 5272 4763 or email jwager@geelongcity.vic.gov.au

Professor Shurlee Swain asked in light of the issues being aired before the current Royal Commission on Domestic Violence the Women in Community Life Advisory Committee would like information as to the conditions within the EBA for City of Greater Geelong staff around disclosure of domestic violence?

Dean Frost responded the City of Greater Geelong Enterprise Agreement contains a comprehensive Family Violence clause and has done for several years (Clause 6.12 Family Violence).

The clause describes Council's commitment and support to our employees who may experience family violence and the measures in place to provide this support.

Some examples of support may be additional paid leave, changes to work patterns or duties, relocation to suitable employment, counselling and other support through our Employee Assistance Program. Full details of the clause can be found on line.

A response in writing will be provided.

A subsequent written response was provided by the General Manager Strategy & Performance in the following terms:
--

I refer to Council meeting 28 July 2015 and your participation in question time.

To supplement my answer to your question, regarding the support Council provides staff to assist with instances of domestic violence, I have attached an extract of the relevant clause of our Enterprise Agreement and Family Violence Policy.

As discussed at the Council meeting the clause in our Enterprise Agreement has been in place since 2011.

Please feel free to contact me directly (dfrost@geelongcity.vic.gov.au) if you require any further information.

Eric Jamieson asked if Council could install a splitter island to Barrabool Road between Montague Street and Duggan Court, Highton to improve pedestrian safety and convenience?

Vicki Shelton responded, on behalf of the General Manager City Services, that Council is currently holding discussions with VicRoads looking at ways to rectify the problem. Funding for works will then have to be allocated through the budget process.