Equity
Glossary

Western Health

your Culture | your Ability | your Identity

Western Health respectfully acknowledges the Wurundjeri, Bunurong and Boon Wurrung peoples of the Kulin nation as Traditional Custodians of the lands on which Western Health sites are located and we pay our respects to their elders past and present.

Alliances

Alliances are relationships with people or institutions with shared values around gender equity that can help you build your ability to contribute to gender equity work.

Ally

An ally is to be a person who supports someone with less power or privilege than yourself in a moment or situation where they are being discriminated against or unfairly treated.

Applying a gender lens

Applying a gender lens means carefully and deliberately examining all the potential gender implications of a situation and considering what could be done to make things fairer and more equitable.

Barriers

Barriers include intended or unintended obstacles to undertaking gender equity activities, such as low staff interest or buy-in, lack of leadership commitment, and no additional resourcing to undertake activities.

Bias

Bias refers to the beliefs and values gained from family, culture and a lifetime of experiences that heavily influence how one views and evaluates both self and others.

Bullying

Bullying is a type of repeated behaviour committed against a person or group, with the intention of causing distress and risk to their wellbeing.

Direct discrimination

Direct discrimination happens when a person or a group of people is treated less favourably than another person or group because of their background or certain personal characteristics.

Duty of care

Duty of care is the legal responsibility that everyone has to take reasonable care not to cause harm to another person.

Feminism

Feminism can be defined as the belief in the right of all people to political, economic, personal and social equality, regardless of their sex, gender or gender identity.

Gap analysis

A gap analysis is a comparison of actual performance with potential performance.

Gender

Gender is the socially constructed characteristics of women and men, including norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed.

Gender accommodation

Gender accommodation seeks to respond to the problems that arise from gender inequities but doesn't attempt to challenge the source of the problem – the unequal gender norms, practices and structures themselves.

Gender assessment

Gender Assessment is a process you can undertake to review and analyse specific areas of a workplace using a gender lens. This involves collecting gender statistics such as sex-disaggregated data to understand gender differences.

Gender bias

Gender bias is the inclination towards or prejudice against one gender and impacts everyone on that gender spectrum.

Gender champions

Gender champions are existing gender equity advocates who are positioned to lead or promote change and reforms.

Gender equality

Gender equality is a human right and an important social justice goal. It refers to the desired outcome of reaching equal participation, value, access and opportunities for all people, regardless of their sex, gender or gender identity.

Gender equity

Gender equity refers to the provision of fairness and justice in the distribution of rights and opportunities between people, regardless of their sex, gender or gender identity.

Gender equity policy and practice

Gender equity policy and practice is the recommended course of action for an employer to address gender inequities in the workplace.

Gender equity values

Gender equity values are values that align with participatory and inclusive empowerment processes that recognise universal human rights. Gender equity values challenge other values that support inequitable treatment and unequal outcomes for women, men and gender diverse people.

Gender equity work

Gender equity work includes actions or initiatives that address the impacts of the unfair distribution of power, rights and opportunities based on sex, gender or gender identity.

Gender exploitation

Gender exploitation refers to situations when gender is ignored or unequal gender norms, practices and structures are actively drawn on, thereby reinforcing them.

Gender identity

Gender identity is how a person views their own gender status, regardless of the sex they were assigned at birth. It includes a spectrum of identities and self-expression including woman, man, transgender, gender diverse and non-binary.

Gender insensitive

Gender insensitive is something that ignores gender norms, roles and relations and the differences in opportunities and resource allocation for women, men and gender diverse people. As a result it often reinforces gender discrimination.

Gender norms

Gender norms are a set of dominant beliefs and rules of conduct, which are determined by a society or social group in relation to the types of roles, interests, behaviours and contributions expected from girls, boys, women and men. Norms include the ideas, values or beliefs regarding gender that are common or dominant in a society or community and include culturally and socially influenced attitudes and gender stereotypes.

Gender pay gap

Gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings.

Gender practices

Gender practices are the everyday practices, processes and behaviours undertaken at different levels that reinforce and perpetuate established gender norms and structures.

Gender sensitive

Gender sensitive is something that considers gender norms, practices and structures but does not address structural inequality and power imbalances.

Gender specific

Gender specific is something that considers how gender norms, practices and structures affect access and control of resources. It considers women's and men's specific needs and aims to target a group to meet that need.

Gender structures

Gender structures are the formal processes or laws that reinforce or perpetuate unequal access and distribution of economic, political and social power between women, men and gender diverse people. This structural inequality both underpins and perpetuates gender norms and practices.

Gender transformative

Gender transformative is about addressing the causes of gender-based inequalities with the aim of fostering change in the power relationships between women, men and gender diverse people.

Gender unequal

Gender unequal is something that perpetuates gender inequality by reinforcing norms, roles and relations that privilege one gender over the other and result in one gender enjoying more rights or opportunities than the other.

Gender-disaggregated data

Gender-disaggregated data includes statistics and information that is collected and analysed separately for different categories of gender identity e.g. woman, man and gender diverse. It may even include a further breakdown including transgender, gender fluid and non-binary groupings.

Gender-inclusive communication

Gender-inclusive communication is gender equality and inclusion demonstrated through language, images and sounds.

Inclusive language

Inclusive language can be defined as language that is respectful, accurate and relevant to everyone involved in the communication.

Inclusivity

Inclusivity and inclusion are about empowering access to opportunity, addressing structural inequalities, tackling unconscious bias and developing inclusive organisations (State Government of Victoria, 2018).

Indirect discrimination
Indirect discrimination occurs where a policy or practice is the same for everyone but has an unfair effect on people who share a particular attribute.

Intersectional feminism
Intersectional feminism is a form of feminism that asserts that gender and other forms of discrimination and how they interact must be identified and addressed to achieve equality.

Intersectionality
Intersectionality recognises that gender 'intersects', or crosses over, with other social identities including (but not limited to) Indigeneity, ethnicity, age, religion, race, class, sexual orientation and disability. This creates interdependent systems of discrimination and privilege for either an individual or a group and needs to be acknowledged and addressed.

Non-judgemental
Being non-judgemental means, you do not make assumptions about someone based on their personal standards, beliefs, values, their appearance or other physical characteristics. Being non-judgemental requires an empathic approach to your work, putting aside your individual beliefs and values in order to understand other people's experiences.

Resistance
Resistance is the pushing back against progressive programs and initiatives such as those promoting gender equity. It can range from passive blocking techniques which seek to maintain the status quo, to strategies which aim to minimise or co-opt change efforts, to active, aggressive opposition in order to restore the old order.

Risk
Risk is an uncertain condition or event which, if it occurs, will have a negative impact on the implementation of the gender equity strategy.

Sex
Sex is the different biological and physiological characteristics of females, males and intersex people and includes reproductive organs, chromosomes and hormones. Individuals may identify and be recognised as being a sex other than the one they were assigned at birth or during infancy or as being intersex.

Sex disaggregated data
Sex disaggregated data is data that is disaggregated and analysed along the lines of intersecting factors of privilege and oppression, such as sex, gender, age, sexual orientation, religion, disability, indigeneity, ethnicity, age and socio-economic status.

Sex discrimination
Sex discrimination is when a person is treated less favourably than a person of the opposite sex would be treated in the same or similar circumstances.

Sexual harassment
Sexual harassment is defined as any "unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated" (Victorian Equal Opportunity and Human Rights Commission, n.d.).

Stereotype
A stereotype is defined as a widely held but fixed and oversimplified image or idea of a particular type of person or thing.

Unconscious bias
Unconscious bias refers to a bias that you are unaware of, and which happens outside of your control.

Values
Values are the basic and fundamental beliefs that every person holds. These beliefs guide an individual's behaviour and attitudes. They can be personal, cultural or professional in nature.

Victimisation
Victimisation happens when a person is treated unfairly because they make a complaint of discrimination or support another person who made a complaint.

Workplace values
Workplace values are the ethical principles that underpin work within an organisation and include employee code of conduct, standards and expected behaviours in the workplace.
from 2021 Workplace Gender Audit & GEAP Consultation process against each indicator
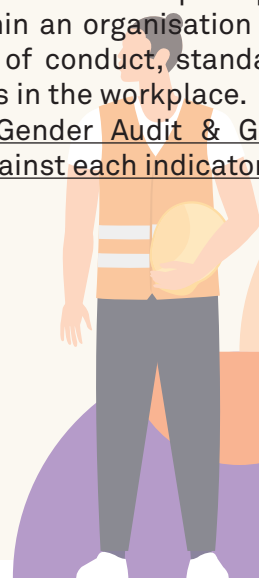
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