

Gender Equality Maturity Model Self-Assessment Tool

This organisational self-assessment tool helps to determine the initial maturity of organisational gender equality efforts, celebrating successes and identifying areas for action. This survey should be undertaken by all staff or a representative sample. It is best used in alignment with the Gender Equality Maturity Model to identify current maturity and future goal.

Future surveys will include these same questions to assess progress from baseline, along with new questions to reference pieces of work that will have progressed through the obligations of the Act.

Are leaders of your organisation gender equality champions?

- None of our leaders are gender equality champions
- Leaders in our organisation have committed to learn more about gender equality and how to become a champion
- Leaders in our organisation have expressed their commitment to gender equality internally and externally
Leaders in our organisation actively and visibly implement actions that match their commitment to gender equality
- Information regarding this question is unknown or unavailable

Is there clear and ongoing internal communication that gender equality is a priority to your business?

- Our organisation does not communicate any information about gender equality
- Our organisation infrequently mentions gender equality in internal communications
- Our organisation has internally declared that gender equality is a priority to its business
- Our organisation discusses gender equality as a priority to its business in all general meetings
- Information regarding this question is unknown or unavailable

Does leadership regularly review your organization's gender equality progress?

- Leadership does not review progress for gender equality
- Leadership infrequently reviews progress for gender equality
- Leadership regularly reviews progress for gender equality, but no corrective measures are taken
- Leadership regularly reviews progress for gender equality, and uses the information to make necessary improvements
- Information regarding this question is unknown or unavailable

What role does leadership play in creating and maintaining an organisational culture that is inclusive and accelerates gender equality?

- Our leadership does not play any role in creating and maintaining an organisational culture that is inclusive and accelerates gender equality
- Our leadership is informally encouraged to support an organisational culture that is inclusive and accelerates gender equality
- Our leadership actively participates in formal practices to support an organisational culture that is inclusive and accelerates gender equality (e.g. training and workshops, “safe words,” inclusive culture in leadership job descriptions, one-on-one team meetings), but leadership is not held accountable
- Our leadership is held accountable for creating and maintaining an organisational culture that is inclusive and accelerates gender equality through specific metrics in performance reviews
- Information regarding this question is unknown or unavailable

What role do employees play in creating and maintaining organisational culture that is inclusive and accelerates gender equality?

- Our employees do not play any role in creating and maintaining an organization culture that is inclusive and accelerates gender equality
- Our organisation informally encourages employees to support an organizational culture that is inclusive and accelerates gender equality
- Our organisation has adopted formal practices to encourage employees to support an organizational culture that is inclusive and accelerates gender equality (e.g. inclusive culture in employee job descriptions, share lived experiences, spotlight inclusive actions, celebrate employee diversity), but it does not hold employees accountable
- Our organisation has included specific metrics in performance reviews to hold employees accountable for creating and maintaining an organisational culture that is inclusive and accelerates gender equality
- Information regarding this question is unknown or unavailable

How does your organisation support its gender equality champions, change agents, and allies in creating and maintaining an organizational culture that is inclusive and accelerates gender equality?

- Our organisational does not have gender equality champions, change agents or allies, or has them but does not have measures to support these individuals
- Our organisational provides resources about creating and maintaining an organizational culture that is inclusive and accelerates gender equality that anyone, including gender equality champions, change agents, and allies can access
- Our organisational provides resources and tools tailored to supporting its gender equality champions, change agents, and allies in creating and maintaining an organisational culture that is inclusive and accelerates gender equality
- Our organisation provides resources and tools, and has implemented training tailored to supporting its gender equality champions, change agents, and allies in creating and maintaining an organisational culture that is inclusive and accelerates gender equality
- Information regarding this question is unknown or unavailable