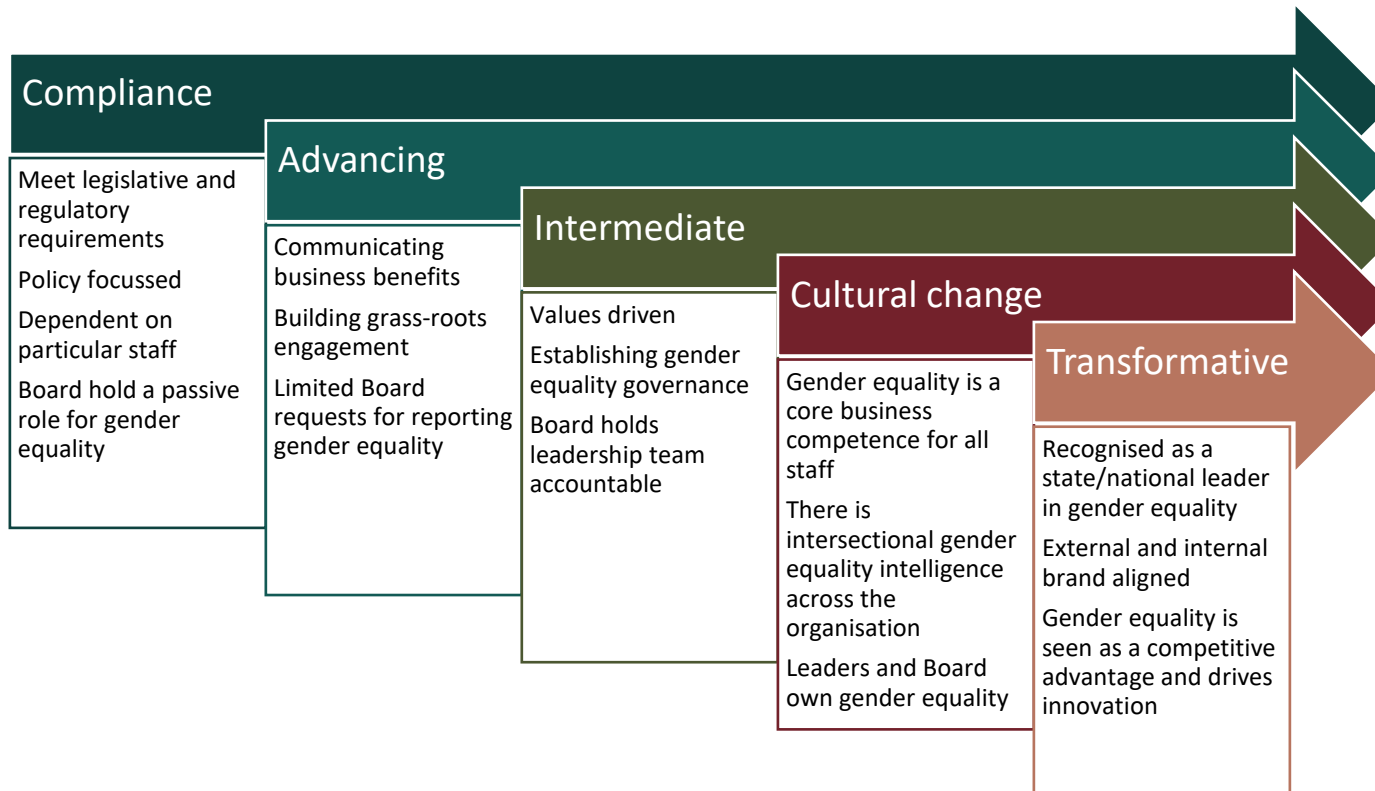


Gender Equality Maturity Model

The Gender Equality Act is a significant undertaking for Defined Entities. The Gender Equality Maturity Model and its associated tools, supports organisations to assess their levels of readiness and organisational maturity, in line with the obligations. They can also support Defined Entities to identify the appropriate investment in effort and resources required to achieve their long-term aspiration for organisational change.



Gender Equality Maturity Model

LEVEL	GE SEEN AS:	GE APPLIED WHEN:	GE PRACTICED BY:
Transformative	<p>A competitive advantage that drives innovation</p> <p>Essential to driving people and organisational performance</p> <p>Part of the organisational brand</p>	<p>Informs all strategic decisions and is integrated into all aspects of the organisation (behaviours, structures, and systems)</p>	<p>Board</p> <p>Leadership</p> <p>Staff</p> <p>Contractors/Subcontractors</p> <p>Volunteers</p>
Cultural Change	<p>A critical core competency for the organisation (strategic priority)</p> <p>Essential in all policies, programs and services</p> <p>Second nature and common place</p>	<p>At inception and review of all internal processes, policies, programs and services</p> <p>Inseparable from internal, service and program delivery processes</p>	<p>All Board</p> <p>All Leaders</p> <p>Most Staff</p>
Intermediate	<p>A common and standard approach</p> <p>An important factor in all policies, programs and services</p>	<p>Regularly at inception and/or review of internal processes, policies, programs and services</p>	<p>Most Board members</p> <p>Most leaders</p> <p>Some staff</p>
Advancing	<p>A structured approach that adds value</p>	<p>At inception or review of some internal processes, policies, programs and services</p> <p>Still missing or as a reaction on many</p>	<p>Some Board members</p> <p>Some leaders</p> <p>Some staff</p>
Compliance	<p>Localised in particular parts of the organisation</p> <p>Important by some</p> <p>Unimportant by most</p>	<p>On few internal processes, policies, programs and services from inception or review</p>	<p>Dependent on particular staff</p>