

Introduction

Echo Interpreting are committed to supporting gender equity in our workplace. We aim to ensure that all staff have the same opportunities, rights and respect, regardless of their gender.

Under the Victorian Equal Opportunity Act 2010 all organisations have a positive duty to take proactive steps to prevent discriminatory practices. Echo Interpreting recognises the prevalence and impact of gender-based discrimination and harassment and is committed to building a workplace culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

Echo Interpreting recognises that gender inequality is both structural and individual; this means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies, and processes throughout our community.

Girls and boys, women and men are subject to gendered stereotypes and expectations about how they should behave, think, and act. These gendered stereotypes and expectations contribute to gender inequality by assigning unequal value, status and power to women and men. These expectations are reinforced by structures, systems, norms, and cultures that often privilege the knowledge, rights, perspectives and skills of males over females.

Gender inequality can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes the result of unconscious bias which is when our behaviours, choices and practices are shaped by underlying assumptions and attitudes without us realising. Gender inequality is evident throughout our society, and research suggests it is one of the key factors driving the prevalence of gender-based violence.

Our Commitments

Echo Interpreting is committed to promoting gender equality and to ensuring equality of opportunity and outcomes for all staff.

Echo Interpreting will ensure that all staff, procedures, systems and structures actively promote gender equality and seek to expose and redress gender inequities.

Organisation culture and environment

All staff are responsible for promoting gender equality and modelling respectful relationships.

All staff will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between women and men.
- perpetuates harmful gender stereotypes.
- condones violence against women.

Gender equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

Every policy, practice and activity has the potential to reinforce or challenge gender stereotypes and gendered inequality.

Echo Interpreting management and staff fully endorse and abide by the Victorian Governments Safe and Strong Victorian Gender Equality Strategy as referenced below.

https://www.vic.gov.au/sites/default/files/2018-05/Safe-and-Strong-Victorian_Gender_Equality_Strategy.pdf