Respect and Equality icon and the Our Watch brand logo.

ACTION PLAN TEMPLATE FOR DUAL SECTORS

Our Watch  
Respect and Equality

Our Watch acknowledges the support of the Victorian Government in the development of the Respect and Equality Framework.

Our Watch acknowledges the support of the Department of Social Services.

© Our Watch 2025

A hand drawn map of Australia and the Torres Strait Islands.

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay respects to Elders past and present and recognise the continuing connection Aboriginal and Torres Strait Islander people have to land, culture, knowledge, and language for over 65,000 years.

As a non-Aboriginal organisation, Our Watch understands that violence against Aboriginal and Torres Strait Islander women and children is an issue for the whole community. As highlighted in Our Watch’s national resource Changing the picture, the evidence clearly shows the intersection between racism, sexism, and violence against Aboriginal and Torres Strait Islander women.

Our Watch has an ongoing commitment to the prevention of violence against Aboriginal and Torres Strait Islander women and children, who continue to suffer from violence at a significantly higher rate than non-Aboriginal women. We acknowledge all Aboriginal and Torres Strait Islander people and organisations who continue to lead the work of sharing knowledge with non-Indigenous people and relentlessly advocate for an equitable, violence-free future in Australia.

# Acknowledgement of Country

# Contents

[Acknowledgement of Country 2](#_Toc191224768)

[Contents 3](#_Toc191224769)

[Action plan 4](#_Toc191224770)

[Domain 1: Workplace 4](#_Toc191224771)

[Domain 2: Students 6](#_Toc191224772)

[Domain 3: Teaching and learning 7](#_Toc191224773)

[Domain 4: Business and communications 8](#_Toc191224774)

[Domain 5: Industry and community 9](#_Toc191224775)

[Domain 6: Research 10](#_Toc191224776)

## Action plan

The process used to develop this action plan is:

1. The Respect and Equality Working group undertook a gender equality ‘stocktake’.
2. The Respect and Equality Working Group met and conducted self-assessment workshops.
3. The Respect and Equalityaction plan is developed, informed by the self-assessment process, consultation with staff and existing pieces of organisational data noted in the gender equality ‘stocktake’.

## Domain 1: Workplace

Our workplace prioritises gender equality and all staff are supported to be safe, respected and have equal opportunities at work.

Table 1: Actions under the workplace domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| * 1. Our leadership team demonstrates proactive commitment to gender equality and preventing violence against women. |  |  |  |  |  |
| * 1. Our strategies, policies and procedures include proactive measures to address gender inequality and violence against women. |  |  |  |  |  |
| * 1. We have structural support for women’s leadership, including the provision of leadership and promotional opportunities for part-time staff. |  |  |  |  |  |
| * 1. We have dedicated resources and budget to actively promote and monitor actions to prevent violence and address gender inequality, and to support those who disclose violence within our educational institute. |  |  |  |  |  |
| * 1. Staff across our institute understand the importance of promoting gender equality and feel confident and supported to challenge sexism and raise concerns related to gender and discrimination. |  |  |  |  |  |

## Domain 2: Students

All students feel safe and confident to express themselves and participate equally within our community, and can raise concerns about gender inequality, violence and discrimination without adverse consequences.

Table 2: Actions under the students domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| * 1. Our engagement with students reflects our commitment to promoting gender equality and the prevention of violence against women. |  |  |  |  |  |
| * 1. Our policies and procedures for students are fair and inclusive and include proactive measures to address gender inequality and violence against women. |  |  |  |  |  |
| * 1. Our programs and services delivered to students aim to address inequality and prevent violence against women. |  |  |  |  |  |

## Domain 3: Teaching and learning

Our educators are leaders in integrating and promoting gender equality messages and actions into their teaching practice, and in creating equal and respectful learning environments.

Table 3: Actions under the teaching and learning domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| * 1. Gender equality and the prevention of violence against women is embedded into our teaching practices and learning environments. |  |  |  |  |  |
| * 1. The skills and knowledge required to promote gender equality and prevent violence against women in different occupations is embedded into our curriculum. |  |  |  |  |  |
| * 1. Practical placements and apprenticeships are managed in a way that aims to overcome gender-based inequities and actively challenge stereotypes, to contribute to desegregating the workforce. |  |  |  |  |  |
| * 1. All teaching and learning staff feel confident and prepared to integrate evidence-based gender equality messages and actions into their teaching practice. |  |  |  |  |  |

## Domain 4: Business and communications

Our internal and external communications play an important role in creating an equal, safe and respectful community and culture.

Table 4: Actions under the business operations and communication domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| * 1. We are a public champion for gender equality and the prevention of violence against women. |  |  |  |  |  |
| * 1. Our internal communication promotes gender equality for all staff, students, industry partners and the community. |  |  |  |  |  |
| * 1. All external communication materials reflect our commitment to gender equality and preventing violence against women. |  |  |  |  |  |

## Domain 5: Industry and community

As a learning institute with a strong connection to industry and community, our commitment to gender equality and the prevention of violence against women is reflected in all that we do.

Table 5: Actions under the industry and community domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| * 1. We use our public profile, influence and strong connection to community to act as leaders in gender equality and the prevention of violence against women. |  |  |  |  |  |
| * 1. We partner with industry in a strategic and meaningful way that actively promotes gender equality and the prevention of violence against women. |  |  |  |  |  |
| * 1. We engage with our broader community to promote gender equality and prevention of violence against women. |  |  |  |  |  |
| * 1. Our engagement with students, staff, industry partners and the community reflect our commitment to promoting gender equality and the prevention of violence against women. |  |  |  |  |  |

## Domain 6: Research

Our commitment to gender equality and the prevention of violence against women is reflected in our research and researchers.

Table 6: Actions under the research domain

| Goal | Action | Responsibility | How it will be achieved | Timeframe | Indicators |
| --- | --- | --- | --- | --- | --- |
| 6.1 Leaders support gender equality within research teams and support research that promotes gender equality and respect. |  |  |  |  |  |
| 6.2 The university applies a gender and intersectional lens to its research |  |  |  |  |  |
| 6.3 There is a culture of equality and respect for women and LGBTIQ+ people within university research teams |  |  |  |  |  |