



Gender equity

Clearinghouse Connector – July 2015

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Introduction

Gender equity is the process of being fair to women and men by recognising diversity and disadvantage and directing resources accordingly to create equal outcomes. Equity denotes the series of actions needed to be taken before equality can be achieved. Gender equality, the absence of discrimination based on one's gender, is attained through gender equity.

Gender inequity permeates our culture as evidenced by:

- women's poorer health outcomes
- men's violence against women
- gender pay gap
- underrepresentation of women in positions of power
- representation of women in popular culture.

By acknowledging the cultural, social and economic factors that disadvantage women, gender equitable policies can be supported by allocating extra resources and targeted policies to bridge the gap in order to achieve equality.

Some groups of women experience increased inequity due to compounding power and privilege differentials, including; women with disabilities, women of culturally and linguistically diverse backgrounds and Aboriginal women.

This Connector features a selection of recent academic research, local and international policy documents, fact sheets, position statements as well as strategy documents relating to gender inequity in health, experience of violence and access to social and economic resources.

Overview

[Doing better: gender transformative public health messages: guidelines](#) Australian Women's Health Network (AWHN), 2014

[Gender equity for health outcomes](#) Women's Health East, 2014

[Why gender matters: ten ways local government can advance gender equity \[10 Factsheets\]](#) Municipal Association of Victoria, 2012

[Intersectionality: moving women's health research and policy forward](#) Women's Health Research Network (Canada), 2009

Gender equity and health

[How can gender equity be addressed through health systems?](#) World Health Organization, 2009

[Gender gap rife in treatment of heart disease](#) The Age, 2015

[Why autism spectrum disorders are under-diagnosed in women and girls](#) ABC Radio National, 2015

[Summary of Indigenous women's health](#) Australian Indigenous HealthInfoNet, 2013

[Common Threads: the sexual and reproductive health experiences of immigrant and refugee women in Australia](#) Multicultural Centre for Women's Health (MCWH), 2012

[An overview of the status of women with disabilities in Australia](#) Women With Disabilities Australia, 2011

Gender equity and violence

[Gender equality and violence against women: what's the connection?](#) ACSSA Research Summary (Australian Centre for the Study of Sexual Assault), 2014

[From work with men and boys to changes of social norms and reduction of inequities in gender relations: a conceptual shift in prevention of violence against women and girls](#) Lancet, 2014

[Chapter 3: Patriarchy, and women and children's oppression. In: Our greatest challenge: Aboriginal children and human rights](#), Aboriginal Studies Press, 2012

[Violence prevention: the evidence: promoting gender equality to prevent violence against women](#) World Health Organization, 2009

Gender and pay equity

[Gender pay gap statistics](#) Australia. Workplace Gender Equality Agency, 2015

[Not missing in action: the being female penalty](#) Griffith Review, 2014

[The impact of a sustained gender wage gap on the Australian economy](#) Australia. National Centre for Social and Economic Modelling (NATSEM), 2010

Gender equity and disasters

[The relevance of gender in disaster risk \[Fact sheet\]](#) Women's Health Goulburn Northeast, 2012

[The impact on women's health of climatic and economic disaster: position paper](#) Australian Women's Health Network (AWHN), 2014

Gender equity and representation

[Representation of women in Australian parliaments](#) Australia. Department of Parliamentary Services. Parliamentary Library, 2014

[How stereotypes impair women's careers in science](#) Proceedings of the National Academy of Sciences, 2014

[Gender disparity on-screen and behind the camera in family films](#) Geena Davis Institute on Gender in Media, 2010

Gender equity tools

[Gender strategy toolkit: a direction for achieving gender equality in your organization](#) Australia. Workplace Gender Equality Agency, 2015

[Gender Equity Quality Standard](#) Women's Health Loddon Mallee (WHLM), 2013

[Gender Fairness – Conversations about Equity Cards'](#) Women's Health Loddon Mallee (WHLM), 2013

[Gender transformative policy and practice](#) Women's Health Victoria, 2012

Related websites

[Workplace Gender Equality Agency](#)

[Municipal Association of Victoria \(MAV\)](#) Gender equity section

[UNESCO](#) Gender mainstreaming tools

How our Clearinghouse can help you

Women's Health Victoria's Clearinghouse has a wealth of information on gender in health in various forms. Our experienced health and information professionals can assist you to access this information.

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