## Toolkit Resource:

## Example checklist for organisations

This example checklist can be used to help review organisational policies and procedures and identify opportunities to integrate gender-responsive approaches. Some questions may be more relevant to health and social care services, some questions may be suitable for many different organisations.

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| Checklist | Optional resources for future learning |
| Does your organisation consider differences that may present according to sex or gender when:* assessing people’s needs?
* diagnosing symptoms? For example, for cardiovascular disease, chronic pain, or mental health.
* experiences of health care vary?
* assessing family situation and screening for domestic and family violence (and ensuring different genders are available for sensitive procedures or appointments)?
* making your program, service or organisation accessible? For example, transport, physical environment, welcoming space, space for children or considering additional caring responsibilities.
 | [Experts in our Health](https://www.wdv.org.au/our-work/our-work-with-organisations/experts-in-our-health/) resources by Women with Disabilities Victoria [Understanding screening](https://www.1800respect.org.au/resources-and-tools/screening) by 1800RESPECT |
| Does your organisation have policies that respect people’s way of identifying themselves, for example, by:* using demographic questions that don’t limit options to male/female?
* using pronouns on forms and during conversations?
* not presuming things such as sexual orientation, gender, marital status or childbearing decisions based on appearance?
 | [LGBTIQA+ inclusive language guide](https://www.vic.gov.au/inclusive-language-guide) by Victorian Government Department of Families, Fairness and Housing, 2023[What are pronouns and why are they important?](https://www.minus18.org.au/articles/what-are-pronouns-and-why-are-they-important) By Minus18, 2022[Information for clinicians](https://www.transhub.org.au/clinicians) by TransHub, 2021 |
| Checklist | Optional resources for future learning |
| Does your organisation design programs, supports or services based on gendered research and evidence, for example:* local, regional or national studies?
* population data such as those published by Australian Bureau of Statistics (ABS), Australian Institute of Health and Welfare (AIHW) or state/territory government websites?
 | Research and evidence shared on the [Women’s Health Hub](https://australianwomenshealth.org/resources/?_categories=pillar-research-and-evidence)[Australian Longitudinal Study on Women’s Health](https://alswh.org.au/) by University of Newcastle and the University of Queensland |
| Does your organisation collect feedback and disaggregate data by gender, for example:* do service users feel listened to?
* do service users feel they have received appropriate treatment?
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| *What other questions could your organisation consider?* |  |
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This resource is from the ‘Introduction to Gender-Responsive Health’ e-learning course by Australian Women’s Health Alliance. Visit [AustralianWomensHealth.org](https://australianwomenshealth.org/join-us/) to learn more.

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