

## 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.

Checklist	Optional resources for future learning
<p>Does your organisation consider differences that may present according to sex or gender when:</p> <ul style="list-style-type: none"> <li>○ assessing people's needs?</li> <li>○ diagnosing symptoms? For example, for cardiovascular disease, chronic pain, or mental health.</li> <li>○ experiences of health care vary?</li> <li>○ assessing family situation and screening for domestic and family violence (and ensuring different genders are available for sensitive procedures or appointments)?</li> <li>○ making your program, service or organisation accessible? For example, transport, physical environment, welcoming space, space for children or considering additional caring responsibilities.</li> </ul>	<p><a href="#">Experts in our Health</a> resources by Women with Disabilities Victoria</p> <p><a href="#">Understanding screening</a> by 1800RESPECT</p>
<p>Does your organisation have policies that respect people's way of identifying themselves, for example, by:</p> <ul style="list-style-type: none"> <li>○ using demographic questions that don't limit options to male/female?</li> <li>○ using pronouns on forms and during conversations?</li> <li>○ not presuming things such as sexual orientation, gender, marital status or childbearing decisions based on appearance?</li> </ul>	<p><a href="#">LGBTIQ+ inclusive language guide</a> by Victorian Government Department of Families, Fairness and Housing, 2023</p> <p><a href="#">What are pronouns and why are they important?</a> By Minus18, 2022</p> <p><a href="#">Information for clinicians</a> by TransHub, 2021</p>



Checklist	Optional resources for future learning
<p>Does your organisation design programs, supports or services based on gendered research and evidence, for example:</p> <ul style="list-style-type: none"> <li>○ local, regional or national studies?</li> <li>○ population data such as those published by Australian Bureau of Statistics (ABS), Australian Institute of Health and Welfare (AIHW) or state/territory government websites?</li> </ul>	<p>Research and evidence shared on the <a href="#">Women’s Health Hub</a></p> <p><a href="#">Australian Longitudinal Study on Women’s Health</a> by University of Newcastle and the University of Queensland</p>
<p>Does your organisation collect feedback and disaggregate data by gender, for example:</p> <ul style="list-style-type: none"> <li>○ do service users feel listened to?</li> <li>○ do service users feel they have received appropriate treatment?</li> </ul>	
<p><i>What other questions could your organisation consider?</i></p>	
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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](http://AustralianWomensHealth.org) to learn more.

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