## Toolkit Resource:

## Example list of gender-responsive actions

The list below provides examples of gender-responsive actions that can be taken in different settings and contexts.

### Workforce capacity and continuing professional development:

* Provide mandatory training on gender-responsive health and prevention in different areas of health and wellbeing.
* Include gender-responsive approaches to health and prevention in education qualifications and training pathways, including universities, vocational institutions, training bodies and associations.
* Provide mandatory training on trauma-informed care and vicarious trauma.

### Health and social care settings:

* Apply principles of people-centred, trauma-informed care, including emotional support, empathy and respect that consider a person’s intersectional gendered experience.
* Provide appropriate and accessible health information for everyone, including women from diverse backgrounds, such as in-language, plain English and Easy English resources.
* Provide information about referral pathways to specialists, allied health and social supports, particularly for less understood health issues and conditions that disproportionately affect women.
* Employ people from diverse backgrounds such as women and gender diverse people, women with disability, Aboriginal health workers and bilingual health workers.
* Connect with community-controlled organisations to provide holistic support, including women’s led services and Aboriginal Community Controlled Health Services (ACCHS).
* Co-design services with health consumers and people of all genders, backgrounds and abilities with lived experience.

### Workplaces:

* Implement gender-responsive policies to support employee health and participation, for example, reproductive health leave, domestic and family violence leave, carers leave, disability accommodation plans etc.
* Implement policies that improve access to affordable health care for casual workers, including in industries with workforces disproportionately made up of women.
* Implement workforce strategies that value and support employees’ care work and responsibilities.

### Public policy:

* Improve access to culturally responsive, appropriate, affordable care for people on temporary visas, including addressing gendered barriers that disproportionately impact migrant and refugee women.
* Invest in the multilingual health workforce, considering the roles of women and men to address health inequity and share credible health information in their communities.
* Ensure lived experience is embedded in the development and review of policies, including women and gender diverse people from priority populations.
* Include gender disaggregated measures when evaluating the effectiveness of prevention actions and health reforms.

### Research:

* Invest in and conduct more gender equitable investigations of health issues.
* Include women and gender diverse people in co-design of research.
* Incorporate sex and gender at every stage of the research process, including conceptualisation, design, data collection and analysis, reporting and implications for future research.

### Feedback, evaluation and continuous improvement:

* Ensure there are mechanisms to provide feedback about the quality of gender-responsive approaches.
* Include budget and time to perform regular gender-responsive monitoring and evaluation of programs and service delivery.
* Collect data on sex and gender in a sensitive and trauma-informed way. Analyse gender disaggregated data to inform continuous improvement of programs and services.

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| Notes* **Which actions may be relevant to your context, organisation or community?**
* **What could help support these actions (if they are not already being done)?**
* **What actions could be taken by your organisation, group, community or local, state/territory or Federal Government?**
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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/prevention-in-practice](http://australianwomenshealth.org/prevention-in-practice) to learn more.

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