

GENDER POLICY

Background

Huon and Kingston FM acknowledges and accepts the need to have gender balance in all aspects of operations of the station.

Historically Huon FM and subsequently Huon and Kingston FM has had periods where the gender balance has been more than 50% of female participants to periods where there have been few women involved. At the present time 20 per cent of our volunteers are female, thirty per cent of our Committee members and 40 per cent of our members are women.

Addressing Gender Imbalance.

Huon and Kingston FM shall develop strategies to address gender balance within the organisation and ensure:

1. That at Huon and Kingston FM women are encouraged and welcomed to become members and volunteers in the station and become actively involved in the management of the station.
2. That it identifies barriers to women becoming volunteers.
3. That when these barriers are identified immediate action should be taken to remove those barriers.
4. That all policies recognise that it is essential to have gender balance within the station.
5. That Huon and Kingston FM shall develop a strategy to ensure that by September 2020 a minimum of 50 per cent of its volunteers shall be female.
6. The appointment of a gender officer.
7. The appointment of mentors to assist women to become involved.
8. That women are encouraged and welcomed to take on executive, committee management and sub-committee roles.
9. It develops more programs designed to involve women and attract women to participate and to address their needs...
10. That it develops policies to attract younger women to become involved.

Implementation

1. Develop a community engagement process to include:
 - a. On air announcements seeking to increase the involvement of women in Huon and Kingston FM to include program, administrative and management involvement.
 - b. Media advertising and articles to support this engagement.
 - c. Identifying, contacting and where appropriate addressing community women's organisations.
 - d. Identifying, contacting and where appropriate addressing community young women's organisations. Engagement meeting.

Action Plan

Problems to be addressed	Issues	Action	Timetable for Completion	Action Taken
The need to attract more female volunteers including presenters	Address gender imbalance	Promote the need for more women through on air announcements, media advertising and articles and engaging with community organisations.	Commence implementation of strategy by 30 th June 2019.	
Identification of barriers to women becoming involved.	Identify what is preventing more female participation	Develop a strategy that removes these barriers.	Develop strategy by 30 th April 2019	
Action required to remove those barriers	Identify the action required to resolve issue.	Implement the adopted strategy. Set benchmarks and performance indicators.	Carry out assessment by 31 st March 2019. Identify action by 30 th April 2019. Complete action by 30 th September 2019	
Ensuring that station policies address gender balance	Undertake a review of station policies to identify problems.	Implement any necessary policy changes	Complete review by 31 st March 2019. Implement changes by 30 th April 2019.	
Develop a strategy to ensure that the gender balance is removed by September 2000.	Consider how this strategy can address the problem and resolve it.	Implement the strategy with six monthly reviews of progress against set indicators. Adopt a timetable for implementation and set benchmarks and performance indicators.	Commence implementation as soon as possible.	
The appointment of a Gender Officer	Nominate a person to address reforms.	Call for a person to oversee female participation.	Establish guidelines for the position and advertise by 31 st March 2019.	
Appointment of Mentors for women volunteers	Identify if the appointment of mentors might assist more	Appoint mentors to assist female volunteers.	Call for mentors and appoint by 31 st March 2019.	

	women to adopted become involved.			
The need to attract more women to executive, committee and sub-committee roles.	Address the current low participation rate of women in these areas.	Consider a policy which may consider an agreed number of positions for women or other means to address greater participation.	Conduct a training session to cover the role of the executive, management committee and sub-committees by 30 th April 2019.	
Develop programs to attract and involve women and to address their needs.	Assess whether current programs meet the needs of women.	Engage with the community and call for program ideas and input.	Complete assessment by 31 st March 2019. Call for program ideas immediately.	
Develop programs designed to attract and involve younger women.	Resolve low participation of younger people including women.	Engage with the community and call for program ideas and input from younger women.	Complete assessment by 31 st March 2019. Call for program ideas and volunteers immediately thereafter.	