

Action area 1: Driving a supportive and enabling workplace culture	
Senior leaders to continue demonstrating support for gender equality and shape communications to show and demonstrate this support explicitly and publicly for an inclusive workplace.	Ongoing
Strengthen domestic and family violence awareness and support.	December 2017
Managers continue to demonstrate commitment to gender equality strategy by supporting the choices of men and women accessing flexible working arrangements.	Ongoing
Action area 2: Gender equality in leadership at the ACMA	
Aim to maintain gender balance of 50-50 for SES leadership levels.	Ongoing
Hold discussions with senior leaders of each division to identify where key gender gaps are occurring, what can be done, agree to stretch targets and how to achieve their stretch targets.	October 2017
Seek access to programs that support women's progression in key specialist functional areas.	March 2018
Action area 3: Innovation to embed gender equality in employment practices	
Commit to appropriate gender balance on selection panel to address any unconscious bias.	October 2017
Update recruitment policies and practices to implement gender balance targets on selection panels.	December 2017
Promote and encourage attendance at the APSC courses developed to mitigate unconscious bias and the differential impact of gender in mainstream policy development.	As available
Action area 4: Increased take-up of flexible working arrangements	
Challenge assumptions and promote benefits by communicating key statistics associated with flexible workplaces.	February 2018 and April 2018
Promote and circulate the APSC's best practice guide (when available) on how to manage flexible working arrangements.	As available
Develop and implement a return to work framework for working parents that also encourages men to access flexible working arrangements upon their return from parental leave.	February 2018
Action area 5: Measurement and evaluation	
Monitor gender composition of the agency across key metrics.	Ongoing
Monitor progress of action plan items and stretch targets.	Ongoing
Report data to the APSC as required.	As required.