



AUSTRALIAN RESPIRATORY COUNCIL POLICY STATEMENT ON GENDER

This Policy Statement outlines the Australian Respiratory Council's (ARC's) position in relation to gender.

In most societies there are differences and inequalities between genders. ARC acknowledges and accepts the inherently different experiences of women, men and transgender individuals. The ARC believes women, men and transgender individuals should have equal access to the enjoyment of rights, opportunities and life choices, and that these should not be limited by their gender.

The ARC is committed to gender equality to ensure that programs and services benefit adults and children irrespective of gender and that opportunities to participate in and contribute to the organisation is not restricted by gender.

The ARC makes the following undertakings with respect to gender:

- to ensure that all ARC people (staff, volunteers, members and beneficiaries of ARC's services) have equal rights and equal access to resources and opportunities to participate regardless of their gender
- commits to gender equality through gender mainstreaming, ensuring that considerations of gender are integrated into every aspect of the organisation

Recognise and Acknowledge the Gender Dimension

The ARC recognises that the nature of gender relations varies from one society to another and from one cultural group to another. Gender functions as an organising principle for society (as does race, ethnicity, and religion among many others) as a result of the cultural, social, economic and political meanings and roles assigned to being female, male or transgendered. ARC works in a range of cultural, social and religious contexts and acknowledges these ascribed differences in gender roles.

Ensure Access and Equity for ARC Beneficiaries

The ARC is committed to access and equity for all whether female, male or transgendered by ensuring that gender issues and needs are addressed in all aspects of ARC operations including needs analysis, program and service planning and design, service development and delivery, management, partnership agreements, program monitoring and evaluation. ARC recognises the importance of addressing gender through the participation of both women and men in this process. Depending on the context (social, economic, political, religious, cultural), specific programs may be required that target the inequities experienced as a result of gender.

Focus on Empowering Women

The ARC recognises that a range of factors cause inequalities between women and men and that these inequalities can result in women and girls having less access to resources, assistance and opportunities within society. The ARC seeks to empower women and girls by addressing the issues and structures that result in women being disadvantaged and disempowered.