



Community, Respect & Equality Agreement

Complete 7 actions at each level, including 1 from each category



Level 1: Participation

Level 2: Active leadership with support

Level 3: Leading the Way

AWARENESS & EDUCATION

CRE logo and information shared prominently in public and private areas of organisation.	Include regular learning for all staff/members, relating to CRE and the drivers of violence against women.	Staff member is an active participant in the CRE Training Group.
More than 50% of staff / members complete "Speaking Out Against Disrespect" bystander training.	"Speaking Out Against Disrespect" bystander training is incorporated into the induction process for all, and new, staff members.	A staff member is trained to deliver Active Bystander Training, and this is included in their job description.
More than 50% of staff / members complete training in "Primary Prevention of Family Violence".	Key personnel complete more in-depth training in Primary Prevention of Men's Violence Against Women.	A staff member is trained to deliver Primary Prevention of training, and this is included in their job description.

COMMUNITY ENGAGEMENT

Participate in at least 1 public event focused on gender equality and the prevention of family violence each year.	Co-design an event with another CRE signatory, that promotes gender equality and family violence prevention.	Take the lead in organising and/or sponsoring, a public event that promotes gender equality and the prevention of family violence.
Actively participate in the CRE Communications Working Group by contributing to >3 campaigns per year.	Co-design a campaign with another CRE signatory, relating to one of the drivers of violence against women.	Lead a campaign that addresses one or more drivers of violence against women.
Create a formal statement to share internally and externally, that affirms your commitment to gender equality, and the prevention of family violence.	Collaborate with another CRE signatory to develop a media release or radio interview on your organisation's commitment and actions towards gender equality.	Report on gender equality actions and progress in annual reports, planning days, and/or to other CRE signatories.

LEADERSHIP & GOVERNANCE

Assign a representative, or establish an action group with diverse representation, to progress CRE initiatives.	Action group completes in-depth training in Primary Prevention of Men's Violence Against Women.	Develop and fund a Gender Equality Plan or Strategy, with clear targets.
CRE Agreement Agreed Values and Codes of Behaviour are included in the organisation's induction packages.	CRE is included as a permanent agenda item in staff meetings.	Mentor another organisation to sign on to the CRE Agreement, and support them through the process.
Management and other relevant staff are trained in unconscious bias.	Collaborate with a diverse panel, or another CRE signatory, to enhance recruitment ads and selection criteria, in order to attract more diverse applicants.	Apply a gender lens to the development or review of relevant policies and procedures.
Uses examples of female and male employees / members in visual communications, and when role modelling success to others.	Organisation has one or more programs to enhance women's opportunity to advance, including for those on casual, contract and part-time roles.	Key management personnel have key performance expectations around gender equality.

MEASURING PROGRESS

Conduct a survey within the organisation to establish a benchmark on gender equality.	Conduct survey to monitor progress and identify gaps.	Repeat survey to identify progress, and develop a procedure to collect and analyse data regularly.
Participate in research for Community, Respect & Equality.	Conduct a "Most Significant Change" evaluation, with support from CRE members.	Record and distribute short videos discussing Most Significant Change within the organisation.