

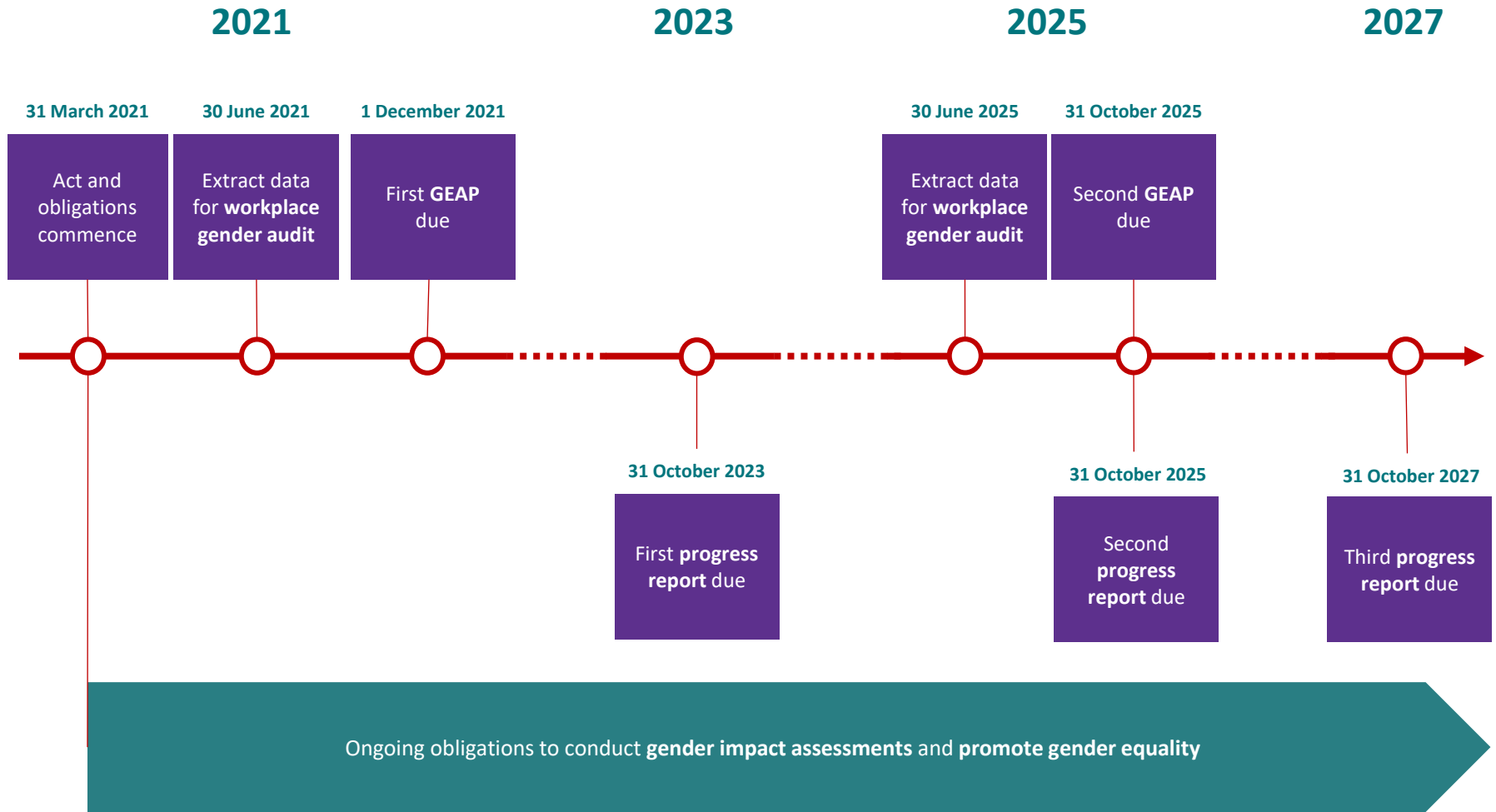
Presentation to Gender Equality, and Preventing Violence Against Women and all forms of Gender-based Violence Network Meeting

Commission for Gender Equality in the Public Sector

23 June 2021

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Summary of obligations



Key relevant obligations: Gender impact assessments



What does the Act require?

Defined entities must do gender impact assessments of all new policies, programs and services that directly and significantly impact the public, as well as those up for review.

Why is it important?

Policies, programs and services can impact people of different genders in different ways

Gender impact assessments help us think about how our work affects different people, and ensures that policies, programs and services don't unintentionally reinforce inequalities

What resources?

- ✓ Guidance on what is considered 'direct and significant' impact
- ✓ Case studies from local government and other sectors
 - ✓ Bass Coast shire council – Place naming
 - ✓ City of Greater Geelong – Armstrong Creek bike track
 - ✓ City of Monash – Loneliness Framework
 - ✓ Northern Health Services – Child birth parent education programs
 - ✓ More.....

Key relevant obligations: Duty to promote gender equality



What does the Act require?

In developing policies and programs and in delivering services that are to be provided to the public, or have a direct and significant impact on the public, defined entities must:

- consider and promote gender equality; and
- take necessary and proportionate action towards achieving gender equality.

Why is it important?

The broad range of work that defined entities do can have a big impact on the Victorian community

The duty builds consideration of, and positive action to promote, gender equality into defined entities' day-to-day work, including ongoing service delivery

What resources ?

- ✓ Guidance on what is considered 'necessary and proportionate'
- ✓ Examples of what action defined entities can take to comply with the duty



- **People Matter Survey** - Underway – 72 out of 79 councils
- **Reporting template** - Final version of the workforce reporting template is coming ASAP
- **MAV Leadership forum** - Niki recently spoke at the MAV Leadership forum about the Gender Equality Act 2020
- **Research grants** - We have recently selected 5 organisations to receive funding to conduct research relevant to the Act
- **Local government prevention model** – working closely with Office for Prevention of Family Violence and MAV.

Other resources in development



Outcomes Framework

This framework aims to:

- support evaluation of the *Gender Equality Act 2020*
- support defined entities to use a shared framework in their approach to meeting their obligations and align with state-wide outcomes
- support defined entities to measure their progress.

Communications tools

- Communications pack (inc. social media tiles and posters that can be put up around the workplace)
- Communications toolkit on backlash/resistance to gender equality toolkit (VicHealth)



Questions?



Contact us: enquiries@genderequalitycommission.vic.gov.au