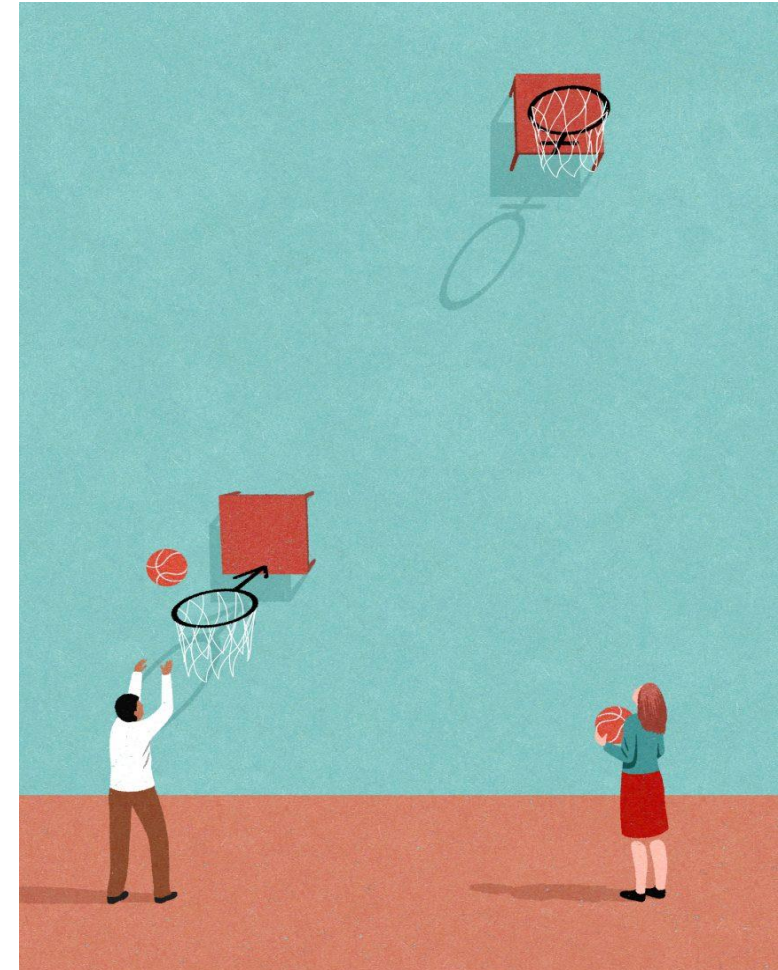

Local Government Gender Equality Act Pilot Project

MAV – PVAW Network Meeting
7 October 2020

Today's Session

- Brief overview and some key learnings from the pilot
- Panel Discussion: Experiences of 3 pilot councils
 - Manningham
 - Yarra
 - Mount Alexander
- Small Group Discussion and feedback



The Gender Equality Act Pilot Project

- 10 councils – metro and rural, regional
- MAV as lead – Project funded by State Government
- Focused on:
 - Gender Impact Assessments (GIAs)
 - Workplace Gender Audits (WGAs)
- Project Aims:
 - Pilot the use of draft guidance material
 - Capture learnings, advice and proposals to support councils to be able to implement the requirements of the Gender Equality Act
- Two overall reports provided on the GIA and the WGA pilots
- Each Pilot council also provided individual reports on their GIA and WGA pilots



Gender Impact Assessment Pilots

Pilot Council	Pilot GIA processes
Manningham City Council	Recruitment Policy and Process
Yarra City Council	Leisure Master Plan Procurement Policy and Manual
Mount Alexander Shire Council	Community Grants Policy and Program Guidelines

Other Pilot Councils:

- Arts and Culture Marketing
- Community Grants
- Family Violence Policy
- Flexible Work Practices
- Gambling Policy
- Intercultural Exchange
- Leisure and Aquatic Services
- Loneliness Strategy
- Marketing and Comms
- Open Space Strategy and Referrals
- Youth Development Plan

Workplace Gender Audits

Quantitative

- Gender composition of workforce and governing bodies
- Pay Equity
- Recruitment and promotion
- Sexual harassment
- Gendered segregation of workforce

Diverse and non-integrated HR data systems

Qualitative

Staff experience data on flexible work practices:

- General flexible work and leave arrangements
- Family and Carer responsibilities
- Family Violence Leave

Diverse workforce research systems across councils

Key Learnings

Readiness and Capability

- Implications of the diversity of Victorian councils – different levels of capability
 - Supportive organisational culture
 - Leadership - Council, Executive and Senior Management
 - A corporate and cross-organisational accountability approach
 - Building gender equality awareness, training and skills
- Full implementation will take time and resource investment
 - Value of a staged approach to build skills and capability
 - Importance of collaboration, sharing expertise, experience and good practice
 - Support local, regional and statewide collaboration

Key Learnings and Proposals

Integrated policy and planning

- Ensure links with Local Govt Act and other legislative context for local government
- Guidance and other support resources designed to support integration
- Build on existing systems and tools - within each council and across the sector
- Avoid duplication – reporting processes etc

Data and research

- Data system constraints
- Support for data systems
 - gender disaggregated data
 - capturing data compliant with the WGA requirements
- Managing privacy and confidentiality
- Establish a research, data and good practice resource system
- Opportunities to share GIAs on common functions

Key Learnings and Proposals

Clarity of compliance expectations

- Minimum requirements for 2021 and beyond
- Financial and other supports to be provided
- Public reporting and privacy management issues
- Integration with other key plans – Workforce Plans, Council Plans, MPHP's

Guidance material, programs and other resources

- Timeliness of resources
- Ensure relevance to local government
- Terminology – contemporary understanding, respectful, non-binary
- Adaptable for different councils and stakeholders
- Councillor and staff induction

Panel Discussion