

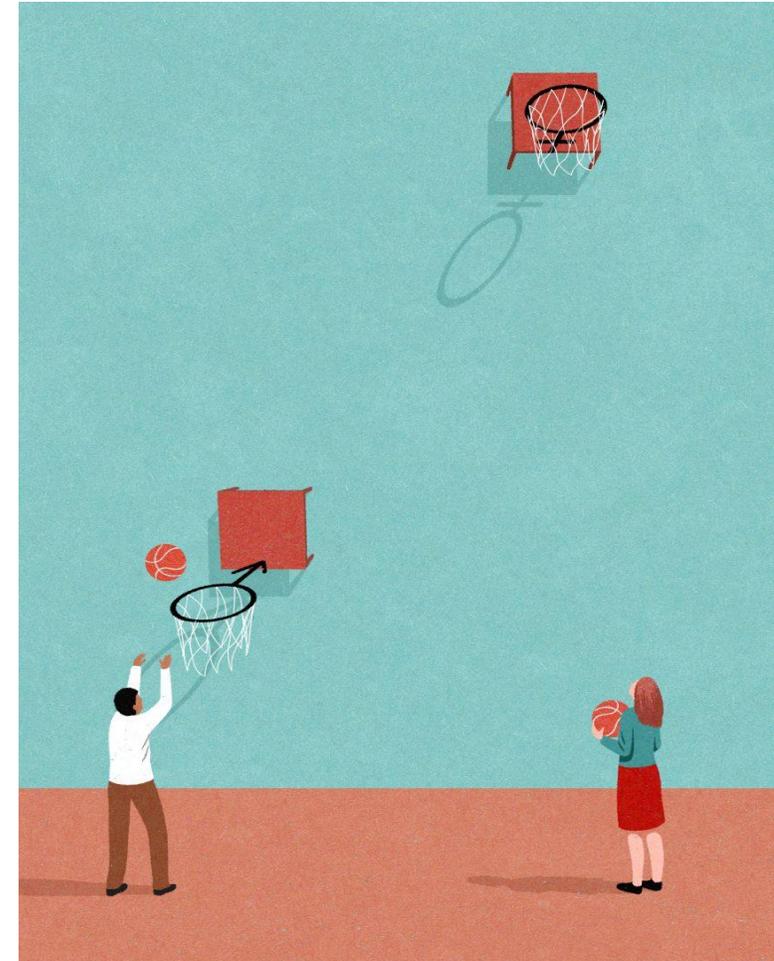
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# Local Government Gender Equality Act Pilot Project

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  - Pilot the use of draft guidance material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<br>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

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# Panel Discussion