

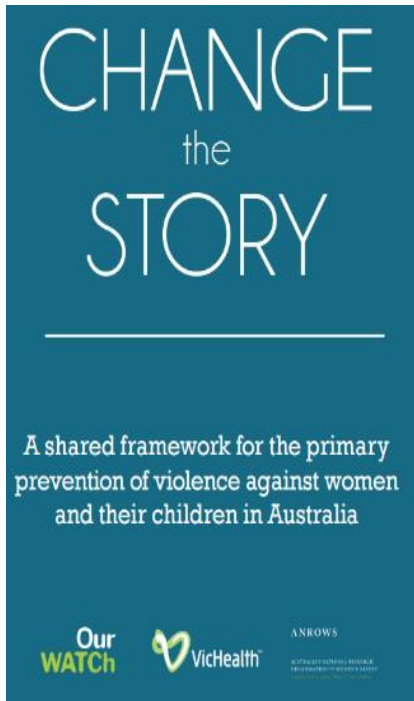
# Local Government Gender Analysis Toolkit


# Project Aim

- Develop a tool that any Victorian local government employee could pick up and use
- First step in gender analysis
- Specific yet transferrable

# Method

- Review existing gender analysis tools and resources





WOMEN'S HEALTH  
IN THE NORTH

## Gender Analysis Planning Tool

The *Gender Analysis Planning Tool* is designed for use during strategic planning processes and can be applied to organisational policies and corporate plans. It is a how-to guide, rather than a score-card and is designed to guide staff about which questions to ask and where to focus their attention. This tool can be applied at each stage of program, policy and service planning to assist with gender-sensitive practice. The tool can also be used retrospectively as a way of evaluating programs.

For more information about gender analysis, please refer to the *Gender Analysis Overview* available at <http://www.whin.org.au/resources/gender-equity-and-analysis.html>

| QUESTIONS TO CONSIDER   | EVIDENCE AND EXAMPLES |
|---|-----------------------|
| <p><b>STAGE 1: CLARIFY THE ISSUE</b></p> <p>Identify and explore the issue and how different groups of women and men are affected</p> |                       |
| <p>What is the problem or opportunity requiring a gender analysis?</p>  |                       |



# Method

- Council areas/teams were identified
- Meetings with teams
- Tools were drafted and feedback was sought

# Key decisions

- To focus on *gender analysis*
- This was not a *gender equity audit* tool or task
- To develop a stand-alone toolkit that does not require associated training
- Terminology and intersectionality

## Programs, projects, services and events

| Key questions to consider during the different phases of the project/program/service/event.   | Yes:<br>No:<br>N/A | Provide evidence<br>What action is required? Specify changes required to policies, practices, etc. |
|---|--------------------|--|
| <b>PLANNING</b>   |                    |  |
| Is data about the previous usage of the project/program/service/event by women and men collected and analysed?  |                    |  |
| Is data about the needs of both women and men collected and analysed?   |                    |  |
| Are both women and men consulted, including those in diverse groups?<br><i>(CALD, disability, Indigenous, LGBTIQ)</i>   |                    |  |
| Are barriers to participation of both women and men taken into account?<br><i>(Time of day, caring responsibilities, having a safe and welcoming venue)</i>   |                    |  |
| <b>IMPLEMENTATION</b>   |                    |  |
| Are there equal opportunities for both women and men to contribute to making decisions during the program?<br><i>(In activities and meetings are the voices of both women and men heard?)</i>           |                    |  |
| Are equal and respectful relationships between women and men fostered and promoted during the program? Are stakeholders aware of these standards?<br><i>(Is there zero tolerance for sexist jokes?)</i> |                    |  |
| Are symbols, pictures, language and examples used that show diverse women and men in a range of non-traditional and non-stereotyped roles?  |                    |  |
| <b>EVALUATION</b>   |                    |  |
| Is usage data broken down by sex?   |                    |  |
| Is there a plan of how to evaluate the impact of the program on both women and men?   |                    |  |



# From here ...

- Requires piloting



# For further information

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