Local Government Preventing Violence Against Women Projects

**Gender Equity Employment Analysis Tool**

**Nillumbik Shire Council**

**Project Process:**

* Project plan development and recruitment of consultant
* Project implementation
* Interviews with OD/HR and review of current practice
* Report developed reviewing current practice
* Focus groups at BCC and NSC about gender equity in their workplace
* Workshop with representation from BCC and NSC – Gender Equity in the Workplace and presenting the first draft of the tool. Facilitated by ShantiWorks in February 2017
* Shantiworks met with NSC Gender Equity Internal Working Group
* Project workers sought feedback about the tool at MAV PVAW network meeting which was provided to consultants
* Workshop with NSC – Making the Connections – Making the Changes. Facilitated by ShantiWorks in May 2017
* Final copy of the Gender Equity Employment Analysis Tool

ShantiWorks also offered to provide BCC with resources to support their work in gender equity in their organisation.

The resources from both Councils was staff time, in particular the PVAW workers who had regular contact with each other and ShantiWorks, OD/HR units who were interviewed and provided feedback, line management in Community Services in both organisations and the staff who attended the workshops.

**Project achievements and successes:**

At NSC the project was discussed at the EO Committee in March 2017. The EO committee decided that when the final report was completed they would review at the next EO meeting which also aligns with decision making on the EO program and action plan for next year. The committee can determine the training needs and the corporate agenda. The training calendar has not yet been set and they have the ability to consider organisational training options.

NSC is currently in the process of an organisational restructure. Part of these discussions includes providing resources for a PVAW worker to progress work in this area. As the PVAW position is currently not resourced having a consultant to complete the tool and provide additional resources was beneficial. The project was also a great resource for the NSC gender equity internal working group in particular to receive professional development and give the opportunity for the workers to learn to apply a gender lens in the workplace. It also allowed for more discussion about the need for PVAW/Gender equity work in the organisation, including the HR/OD units.

**Project challenges and issues:**

Organisational priorities conflicting with the timing of the project led to NSC and BCC OD/HR being unable to commit resources/input into the project:

**NSC**

* Council elections led to 86% change in standing councillors
* Resignation/replacement of senior management
* CEO
* General Managers
* Significant organisational change and demand on resources as a result of above

**BCC**

* Relocation of a number of office to new site in Greensborough in April 2017

**Advice for other councils:**

* PVAW and Gender equity work is complex and challenging.The consultants provided feedback throughout the project about how difficult it was to produce a one-page document for this tool. As a result the tool focuses on three standards with actions on how these can be achieved. The consultants also prefaced that it is crucial that training must be provided about gender equity to use the tool effectively.
* Resources for professional development and training is integral in progressing this work within local government so there is more of a shared understanding about gender equity and what that means in the workplace. This grant provided resources through the consultants to provide expertise, support, professional development and focus on the issue. The workshops were positively received and created more gender equity discussions afterwards with workers wanting more professional development opportunities.
* The importance of the involvement and motivation of management, particularly those in relevant departments.