

Gender Impact Assessment Toolkit

1. Background and Context

1.1 Gender Equality and Local Government

Local government has a critical role in creating and supporting environments that enable everyone in our community to achieve optimal health and wellbeing. This role is legislated through:

- Public Health and Wellbeing Act 2008
- Local Government Act 2020 (Sections 28,46,48)
- Victorian Equal Opportunity Act 2010
- Sex Discrimination Act 1984
- Victorian Charter of Human Rights and Responsibilities Act 2006

Yarriambiack Shire Council commits to ensuring that everyone in the Yarriambiack Shire municipality, regardless of their gender identity, have access to equal power, resources and opportunities and are treated with dignity, respect and fairness.

Yarriambiack Shire Council will strive to ensure that gender equality underpins all Council's planning, policies, service delivery and practices. Achieving gender equality supports Yarriambiack Shire Council's aim that all forms of violence against women and girls and persons of diverse sexual orientations and gender identities are eliminated in the Shire's public and private spaces. This is reinforced through Yarriambiack's Shire Council Plan 2021-2025 which seeks to promote gender equality and equity and inclusion for all.

1.2 Victorian Gender Equality Act 2020

The Victorian Gender Equality Act (*'the Act'*) passed through Parliament in February 2020 as a founding reform under *Safe and Strong: A Victorian Gender Equality Strategy*. The Act sets out the new obligations for the Victorian public sector, universities, and local councils to plan, implement strategies and report on gender equality in the workplace.

The Act promotes gender equality by:

- Requiring the Victorian public sector, local councils, and universities to take positive action towards achieving workplace gender equality.
- Requiring these organisations to consider and promote gender equality in their policies, programs, and services.
- Establishing the Public Sector Gender Equality Commissioner to provide education, support implementation and enforce compliance.

The objectives of the Gender Equality Act are:

- Promote, encourage, and facilitate the achievement of gender equality and improvement in the status of women

- Support the identification and elimination of systemic causes of gender inequality in policy, programs, and delivery of services in workplaces and communities
- Recognise that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience based on Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, and other attributes
- Redress disadvantage, address stigma, stereotyping, prejudice, and violence, and accommodate persons of different genders by way of structural change
- Enhance economic and social participation by persons of different genders
- Further promote the right to equality set out in the Charter of Human Rights and Responsibilities and the Convention on the Elimination of All Forms of Discrimination against Women

2. Gender Impact Assessments

The purpose of this toolkit is to help guide you through:

- > Understanding what Gender Impact Assessments are and their importance
- > Understanding whether Gender Impact Assessments are applicable to you
- > Determining whether a policy, program or service will have a direct and significant impact on the public or our consumers
- > Following the step-by-step guide to conducting a Gender Impact Assessment

2.1 What is a Gender Impact Assessment?

In many circumstances, women and gender diverse individuals may not have the same access to decision-making processes, resources, economic or social opportunities. This means that policies, programs, and services are likely to be experienced differently, and have different outcomes for people of different genders.

Gender impact assessments are a way of critically thinking about how policies, programs and services will meet the needs of women, men, and gender diverse people. The aim of this analysis is to move from gender blind service delivery, where differences between women and men are not acknowledged or assessed, to gender aware service delivery. Gender analysis assists in providing a robust evidence base that supports sound decision-making and to create better and fairer outcomes and ensure all people have equal access to opportunities and resources.

Gender impact assessments seek to:

- **Assess** the effects that policy, programs, or services have on people of different genders.
- **Explain** how the policy, program or service will be changed to better support Victorians of all genders and promote gender equality.
- **Apply an intersectional approach** to consider how gender inequality may be compounded by other forms of disadvantage or discrimination that a person experiences.

Intersectionality

Gender inequality may be compounded by other forms of disadvantage or discrimination such as Aboriginality, age, ability, gender identity, ethnicity, race, religion, and sexual orientation. This discrimination amplifies barriers to services, increases the risk of social isolation and exacerbates social and economic disadvantage, including housing insecurity.



Attitudes, systems and structures in society and organisations can interact to create inequality and result in exclusion. These include:

- sexism
- racism
- homophobia
- biphobia
- transphobia
- intersex discrimination
- ableism
- ageism
- stigma

When these aspects or characteristics combine:

- there is a greater risk of people experiencing family violence
- people find it harder to get the help they need due to systemic barriers
- there is increased risk of social isolation

This short video highlights some examples of privilege vs systemic disadvantage:

[Unequal Opportunity Race - YouTube](#)

II. Number of people	How many people do you estimate will be impacted by this policy, program, or service? <i>(1 = 0-5 3 = 50+)</i>			x
III. Nature of Impact	Will this policy, program or service impact on marginalised* groups or specific community/location in our area. e.g., a small town or youth services <i>(1= No 3=yes)</i>			x
IV. Duration/Time	What is the total duration of this policy, program, or service? <i>(1 = once-off / less than a day 3 = ongoing)</i>			x
Total	12			

* [Everybody Matters: Inclusion and Equity Statement | Victorian Government \(www.vic.gov.au\)](http://www.vic.gov.au)

The table below indicates the scale to which you should conduct your gender impact assessment.

TOTAL SCORE	GENDER IMPACT ASSESSMENT REQUIRED?	RECOMMENDATION
4 – 5	NO	Indirect and low impact on consumers and the public
6 – 9	Recommended	Policy, program, or service has a moderately direct and medium level impact on consumers and the public
10 – 12	YES	Policy, program, or service has a direct and significant impact on the public.

Decision

If a gender impact assessment is recommended or required, follow the step-by-step guide on the following pages, scaling resources according to impact.

4. Conducting a Gender Impact Assessment

4.1 Framing the thinking

Before using the guide, challenge yourself and our social norms and consider how our policies, programs and services really take gender and other aspects of people’s identity into account. Remember that the aim of this analysis is to move from gender blind service delivery, where differences between genders are not acknowledged or assessed, to gender aware service delivery.

The mindset required is one that is focused on the customer or community member experience and with the understanding that different groups/genders will have diverse experiences. Be respectfully curious. Ask how can our Shire make a difference?

The following local video (3 mins) from Women’s Health Grampians explains how this works:

<https://youtu.be/8R7Pih5ChB0>

The following short videos from Canada also provides understanding of this work:

[Gender-Based Analysis + : What is it and Why? - YouTube](#) (4 mins)

[GBA+: Beyond Sex and Gender - YouTube](#) (2 ½ mins).


4.2 GIA Template

Please complete this form and forward to your Director to upload so that we can include this activity in our progress report to the Public Sector Gender Equality Commissioner.

Information is also available on the Gender Equality Commission website [Gender impact assessments | Commission for Gender Equality in the Public Sector \(genderequalitycommission.vic.gov.au\)](http://genderequalitycommission.vic.gov.au)

Name of Person(s) completing the GIA: Rebecca Botheras	
Date: 20/08/2024	
Policy/Program/Service (PPS) Title: Sport and Recreation Strategy	
Unit: Community Services	Duration: Once-off /short-term / Ongoing
<p>Step 1: Please provide some brief context of your policy, program or service (PPS)</p>	
<p>What is the purpose of your PPS or what is the problem you are trying to solve?</p>	<p>Sport and active recreation play an important role in maintaining and improving the health and wellbeing of the Yarriambiack community. The purpose of the Sport and Active Recreation Strategy (the Strategy) is to provide a roadmap for further development of sport and active recreation to support strong communities through the provision of a diverse range of accessible sport and active recreation opportunities and infrastructure. It has been developed to identify sport and active recreation trends and challenges facing Yarriambiack Shire Council (the Shire) and provides direction to enable Council and other stakeholders to respond appropriately.</p>
<p>Who is your (PPS) targeting? Who is currently accessing your service? (provide source of info if possible) Which groups of people are missing out? (see page 3 above)</p>	<p>The Yarriambiack Shire Council Sport and Recreation Stragerty is targeting Sporting Clubs, Sport and Active Recreation Providers, State Sporting Associations and Community Members who partake in some form of Sport and Active Recreation Strategy across the municipality, along with those who wish too but are faced with participation and involvement barriers.</p>

	<p>A key opportunity is to improve participation of under-represented groups such as minority groups and new arrivals and improve physical and mental health and wellbeing in communities experiencing long-term socio-economic disadvantage.</p> <p>The desired outcomes of the strategy will address barriers that prevent sport and active recreation opportunities for all current and future residents of Yarriambaick Shire.</p>
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Step 2:  **Think about our community, their needs and barriers.**
Challenge your assumptions!

Think about who uses your PPS and who might have difficulty in access your PPS, their different needs, social roles, and backgrounds. Consider the depth of the impact in the community, including any potential impact on health, wellbeing, social, environmental, economic or cultural outcomes for the public.


How will this PPS impact:	people of different genders, including non-binary or gender diverse people?	Through the development of the Sport and Recreation Strategy, there is opportunity for Council to further support gender equality and inclusive participation in local sport by investing in well designed and high-quality facilities. With due consideration given to the State Government Fair Access Policy roadmap. Currently, many women and girls don't have access to the best courts or grounds, have facilities of lesser standard or no facilities at all, or are relegated to less convenient competition and training times. These barriers make it difficult for many to participate or reach their potential.
	people who identify as Aboriginal or Torres Strait Islander?	Sport and Active Recreation programs and services across the municipality need to encourage participation and be inclusive to Aboriginal or Torres Strait Islander people. It is anticipated that the proportion of people born overseas will increase in the future and that this will bring different sport and recreational preferences. It is important that the variety of sport and recreation opportunities offered cater for people from different cultural backgrounds.
	people with different abilities?	<p>Development of the Sport and Active Recreation Strategy identified key opportunities to improve participation of under-represented groups along with improving physical and mental health and wellbeing in communities experiencing long-term socio-economic disadvantage. Inclusivity in sport and active recreation is an important aspect of development within a community. The benefits of active lifestyles are obtainable by all community members if opportunities are inclusive and accessible.</p> <p>Accessibility, practicality, and safety are important aspects of sport and recreation planning. It is important to ensure that any upgrades to existing facilities adhere to minimum universal design principles and infrastructure standards with consideration of universal access.</p>

	people of different cultural identities?	Through the development of the Sport and Active Recreation Strategy, there is opportunity to develop culturally sensitive spaces for key facilities through authentic engagement and self-determination. Providing a culturally sensitive spaces includes being aware and respectful of different cultures and religions in the community and making clubs and facilities safe, welcoming places that caters for diversity and reflects the wider community.
	people of different ages?	During the development of the Sport and Active Recreation Strategy, it was determined that trends and preferences vary across age groups and life stages, and it is important that sport and recreation provision is relevant to the municipality's population. Provision of adaptable facilities which host a wide range of activities will support involvement from all age groups.
	people of different sexual orientations? (particularly the LGBTIQ+ community)	Development of the Sport and Active Recreation Strategy identified key opportunities to improve participation of under-represented groups along with improving physical and mental health and wellbeing in communities experiencing long-term socio-economic disadvantage. Inclusivity in sport and active recreation is an important aspect of development within a community. The benefits of active lifestyles are obtainable by all community members if opportunities are inclusive and accessible.
	people with different religions?	Through the development of the Sport and Active Recreation Strategy, there is opportunity to develop culturally sensitive spaces for key facilities through authentic engagement and self-determination. Providing a culturally sensitive spaces includes being aware and respectful of different cultures and religions in the community and making clubs and facilities safe, welcoming places that caters for diversity and reflects the wider community.
Any other considerations? (eg: location, socio-economic background, transportation, impacts of weather and natural environment)	<p>The SEIFA Index of Disadvantage for the Yarriambiack Region in 2021 was 946. Yarriambiack ranked 72 out of 79 local government areas in Victoria.</p> <p>The Shire covers a large and diverse geographic area of 7,158 square kilometres, with an approximate population of 6,556 people (2021 ABS Census).</p>	

Step 3:  **Understand your context**

Undertake consultation and collect data that will add to your understanding of the community's needs, particularly using a gender lens and considering intersectionality Women's health atlas [Victorian Women's Health Atlas \(victorianwomenshealthatlas.net.au\)](https://victorianwomenshealthatlas.net.au)

- [Gender Indicators, Australia, 2020 | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au)
- [Supporting the health of Aboriginal Victorians \(vichealth.vic.gov.au\)](https://vichealth.vic.gov.au)

<p>What information/data is available to understand ...</p> <ul style="list-style-type: none"> > who is likely to be affected? > the issues and lived experience of gender and diverse groups in more depth > how different groups of people are likely to be impacted 	<p>During the development of the Yarriambiack Sport and Active Recreation Strategy, significant Community and Stakeholder Consultation was undertaken which had a key focus of ensuring underrepresented groups were involved and consulted.</p> <p>The Strategy was developed in line with the feedback, data and results collected through Community Survey Responses, Community Workshops, Club Surveys, one-on-one phone calls with key stakeholders and emails between the consultant and key stakeholders. All information, data and statistics can be read within the Strategy under the Consultation Summary.</p> <p>Participation Rates across Sport and Recreation in Australia were also reviewed through the national AusPlay Survey administered by Sport Australia.</p> <p>ABS Census data can also be reviewed.</p>
<p>Have those who are impacted (directly & indirectly) been included in the design and decision making?</p>	<p>Yes, as mentioned above significant community and stakeholder consultation was undertaken during the development of the Sport and Recreation Strategy, with all relevant stakeholders and the broader Yarriambiack municipality invited to have an input into the decision making / commentary surrounding the development of the final strategy. The DRAFT Strategy was also released on Public Exhibition for a period of 28 days to seek further feedback and input into the strategy.</p>
<p>Step 4: Analyse your options</p>	
<p> <i>Another focus group or workshop might help here</i></p>	
<p>List your possible option/s for helping mitigate or reduce the gendered or intersectional impacts of this policy, program, or service.</p>	<p>The Strategy has been developed with due consideration to the gendered or intersectional impacts that are currently caused / felt by the level and standard of infrastructure and programming opportunities within sport and active recreation across the municipality.</p> <p>Council would hope that from the level of consultation undertaken, implementing the strategy, and strategically undertaking significant infrastructure investment and implementation of programming opportunities over the coming years would mitigate the gendered or intersectional impacts currently being felt across the municipality.</p>
<p>Consider the benefits, costs and challenges of each option including how they may help or hinder people of all genders and groups to be included or supported</p>	<p>The rising cost of asset development, acquisition, renewal, replacement, and maintenance across a diverse and complex and inequitable portfolio. It is essential to ensure that facilities and clubs remain viable and are self-supporting. This encompasses financial, social, and environmental sustainability. Reducing the impacts of external factors on community sport and becoming more sustainable will keep downward pressure on the rising costs of asset management throughout the Shire.</p>

Step 5: Make recommendations, implement and monitor	
Based on the evidence you have gathered, identify recommended changes, and explain your reasons.	The purpose of the strategy is to provide recommendations for the delivery of the Spirt and Active Recreation Service across the next decade. Council will be guided by the strategy.
Confirm if actions taken: Were actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality or promote gender equality as a result of the GIA	Considered during the development of the Strategy and will continue to be actioned and reviewed over the course of the strategy period.
Confirm intersectionality considered – was it considered gender inequality may be compounded by disadvantage or discrimination that people may experience on the basis of intersectionality.	Considered during the development of the Strategy and will continue to be actioned and reviewed over the course of the strategy period.
Explain how an intersectional lens was applied while completing the GIA. If not done why!	<i>Not Applicable</i>
Make the changes and review the impact against expectations.	The Stragety will be reviewed over the next 10 years of the implementation phase and amended where required.

Completed GIA's should be saved under the relevant Directorate located in the following link:

[Gender Equality](#)

> **Subject:** Directorate | Gender Impact Assessment | Policy /program/service title