

# Determining Direct + Significant Impact

## Victoria's Gender Equality Act



The Gender Equality Act requires you to undertake a Gender Impact Assessment (GIA) each time you review or develop a policy, program or service that has a direct and significant impact to the public.

But how do you know if a policy, program or service (proposed or existing but under review) has a direct and significant impact on the public? – the following information will help you to answer this question...

**NOTE:** Given the benefits of gender impact assessments, it is a good idea to consider the impacts of any decision, no matter how small.

The GIA can also complement existing plans and programs within your organisation, for example, aligning and addressing the needs of diversity and inclusion, reconciliation and disability action plans, CEO plans and local government acts and the 'rainbow tick' accreditation.

To assess the impact, it is important to investigate and answer the following questions:

	YES	NO
Does the proposed policy, program or service affect women, men and/or population groups*?	<input type="checkbox"/>	<input type="checkbox"/>
Will it affect the daily lives of women, men and/or population groups*?	<input type="checkbox"/>	<input type="checkbox"/>
Are there differences between women, men and/or population groups* in terms of rights, access, resources, participation, gender-related values and norms related to this policy?	<input type="checkbox"/>	<input type="checkbox"/>

If the answer to any of these questions is 'YES', a Gender Impact Assessment is required. If the answer is 'NO' to any of these questions, explain why.

**\*Population groups:**

Refers to Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, migration, refugee or visa status.

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We acknowledge that Gender Impact Assessments are a new and emerging inclusion to policy and program development and, as such, require time to build internal capacity. With this in mind, we encourage you to consider:

- Prioritising the policies, programs or services that are in development or due for review;
- Exploring the resources that are available to you (time, gender equality expertise, collaboration between teams and departments, case studies, working groups), and;
- Building your capacity over time - which can be acknowledged in your Gender Equality Action Plan.

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## REFERENCES (AND RECOMMENDED READING):

- Commission for Gender Equality in the Public Sector: Gender Impact Assessments  
<https://www.genderequalitycommission.vic.gov.au/gender-impact-assessments>
- Gender Impact Assessment Guide (European Institute for Gender Equality)  
<https://eige.europa.eu/gender-mainstreaming/toolkits/gender-impact-assessment>
- Include Gender: Gender Impact Assessments  
<https://www.includegender.org/toolbox/map-and-analyse/gender-impact-assessment/>



### CONTACT:

Carly Dennis  
Regional Manager  
0438 010 475 or  
[cdennis@womenshealthbsw.org.au](mailto:cdennis@womenshealthbsw.org.au)

### FURTHER INFORMATION

Definitions, tools and templates can be found on the Commission for Gender Equality in the Public Sector's website - [genderequalitycommission.vic.gov.au](https://www.genderequalitycommission.vic.gov.au)  
For resources tailored to the needs of the Barwon South West region, please visit <http://www.womenshealthbsw.org.au/gender-equality-act>