



Fact Sheet:

Gender Impact Assessment: Context and Considerations.



What?

Gender Impact Assessments (GIAs) are *designed to assess the outward facing, or community impact* of policies, programs, and strategies.

Why?

GIAs are a way of critically thinking about how policies, programs, and services will meet the different needs of women, men, and gender diverse people. The aim of GIAs is to help defined entities create better and fairer outcomes and ensure that *all people* have equal access to opportunities and resources.



Resources:

Gender Equality + Workplaces: An Overview of Victoria's Gender Equality Act (PDF) – womenshealthbsw.org.au/gender-equality-act

List of Defined Entities - <https://www.genderequalitycommission.vic.gov.au/list-defined-entities>

Who?

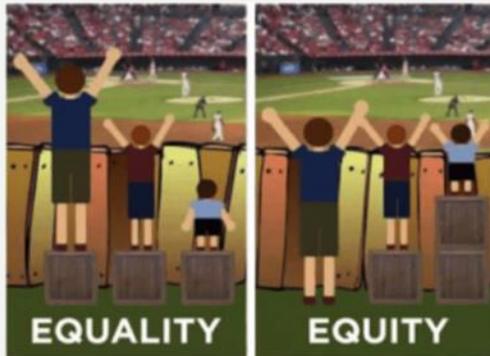
GIAs are to be conducted by any defined entity employee who is reviewing or initiating a new policy, program, or service that has a *direct and significant impact* on the community.

'Who' also relates to the people impacted by the policy, program, or service. Defined entities are encouraged to think about who is using the service, reading the news, attending the event, or using/benefitting from the infrastructure. Is everyone who *should* be able use the policy, program, or service, *able* to?

When?

Since 31 March 2021 all defined entities are obliged to undertake gender impact assessments on all new (and up for review) programs, policies and services that have a direct and significant public impact.

Critical dimensions/key considerations of GIAs



<https://jmoreliving.com/2018/04/20/equality-equity/>

- **Equality** is about giving everyone the exact same resources,
- **Equity** is about distributing resources based on the *need* of the recipients.



Resources:

Gender Impact assessment toolkit (PDF):
https://www.genderequalitycommission.vic.gov.au/sites/default/files/2021-02/DPC%202011%20CGEPS_GIA-Toolkit_FA-Web_0%20%284%29.pdf

Intersectionality in gender equality - [vic.gov.au/genderequality-baseline-report/intersectionality-gender-inequality](https://www.vic.gov.au/genderequality-baseline-report/intersectionality-gender-inequality)

Workplace Gender Audit 2021: Guidance for Defined Entities (PDF) - [genderequalitycommission.vic.gov.au/workplace-gender-auditing](https://www.genderequalitycommission.vic.gov.au/workplace-gender-auditing)

Contact

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When conducting a GIA, it is important to ensure that resources are being distributed based on need. This article is a great example of how an equity approach can change the way we look at public toilet provision and allocation - <https://medium.com/writers-blokke/gendered-toilets-make-the-perfect-case-for-equity-over-equality-df798914e7a3>

Invisible barriers

Sometimes we think our work is accessible to everyone but, until we think critically about it, we don't see the barriers for some groups of the community...

Check out this video to see how a GIA can change the way we see a problem...

<https://www.youtube.com/watch?v=xYiki0YiIU&t=24s>

Who can help?

WHWBSW have years of expertise and experience progressing gender equality in the Barwon South West region. Our staff can:

Provide confidential one-on-one consultations to help answer any questions you have and work through any problems you may encounter.

Run training sessions for small groups. Present to your Board, senior leaders and/or staff.

Provide evidence-based resources and practical examples of how your workplace can get the most out of the audit while meeting its obligations.

