



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING
Mr Johnathan Davis MLA (Chair), Mr James Milligan MLA (Deputy Chair), Mr Michael Pettersson MLA

Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

QoN No – 01 - HCW

CLAY: To ask the Minister for Justice Health

Ref: Justice Health Portfolio and Gender Impact Analysis

In relation to:

The 21/22 Women's Budget Statement states that "The ACT Government developed the Gender Impact Analysis Tool to support analysis of the impact of programs and services on women, men, and gender diverse individuals in the ACT". (Key Milestones, p2)

1. How has Canberra Health Services used the Gender Impact Analysis Tool to ensure that a gender lens is placed on the programs, policies and services delivered under the Justice Health portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services delivered under the Justice Health portfolio?
3. What has the Gender Impact Analysis shown?
4. If this analysis has not occurred, why has this not been done? What are the forward plans to ensure this can be done within this term of government?
5. What percentage of Canberra Health Services Justice Health staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool?
7. Do Canberra Health Services Justice Health staff undertake any Gender Awareness Training? If so, what percentage of staff? Who provides this training?

MS DAVIDSON MLA - The answer to the Member's question is as follows:

1. All ACT Government Directorates complete a preliminary gender assessment as part of the Triple Bottom Line Assessment as required for all Cabinet Submissions. Where indicated by the preliminary assessment, the Directorate will complete the detailed Gender Impact Analysis Tool.

Additionally, Justice Health Services collect and record data for services by gender. Justice Health Services provide specific services to women in custody, including cervical and breast screening and pregnancy care. The Women's Health Service provides counselling services for women in custody.

2. Canberra Health Services has not been required to complete a Gender Impact Analysis Tool to date.
3. Per question 2, Canberra Health Services has not been required to complete a Gender Impact Analysis Tool to date
4. The Gender Impact Analysis tool was developed by Community Services Directorate (CSD) in the duration of First Action Plan 2017-19 following a commitment from ACT Women's Plan 2016-26. Under the Second Action Plan 2020-22 the ACT Government has committed to delivering e-learning modules on workplace rights, unconscious bias in recruitment, flexible working for women and men, gender impact analysis and gender equality strategies with an aim for their delivery in 2022. Canberra Health Services (CHS) is committed to promote this training across its staff once they are launched, to enable staff apply a gender lens in programs, policies and services provided at CHS.
5. No staff have received training in the use of the Gender Impact Analysis Tool to date. The Gender Impact Analysis Tool is designed to be used without the need for training. It includes detailed instructions in the template. It also includes contact details for the Office for Women who can assist further.
6. The Gender Impact Analysis Tool is designed to be used without the need for training.
7. Mental Health, Justice Health and Alcohol and Drug Services, Allied Health new graduates are provided with a training session as part of their orientation called "Improving Access to Health Services for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQI) People" The focus is on understanding where to find resources to support work with gender diverse people.

The team in the Adult Mental Health Unit have held two A Gender Agenda training sessions in the unit, so it more accessible to the staff.

Canberra Health Services staff have access to three training programs regarding LGBTIQ+ Awareness training. These are offered with the support from Meridian and A Gender Agenda An e-Learning is also available.

CHS conducts a range of other relevant in-house trainings such as Understanding sex and gender diversity; Unconscious Bias; Diversity Day; Staff Recruitment and Selection training; and Positive Approaches to Behaviour. These training programs assist staff to increase their understanding on these matters by enabling them to use core inclusion skills to make CHS a more inclusive organisation. Furthermore, staff are also encouraged to undertake ACT Government trainings such as Core Inclusion Program; Best Practice Recruitment; Busting Conscious and Unconscious Bias; and Positive Approaches to Behaviour; that are available to all ACTPS staff.

Approved for circulation to the Standing Committee on Health and Community Wellbeing

Signature: *Emma Davidson*

Date: *9 NOV 2021*

By the Minister for Justice Health, Ms Emma Davidson