



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 2 - HCW

CLAY: To ask the Minister for Mental Health

Ref: Mental 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 and ACT Health Directorate used the Gender Impact Analysis Tool to ensure that a gender lens is placed on the programs, policies and services delivered under the Mental Health portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services delivered under the Mental 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 Mental Health staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool?
7. Do Mental 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 required for all Cabinet Submissions. Where indicated by the preliminary assessment, Directorates will complete the detailed Gender Impact Analysis Tool.
2. Canberra Health Services (CHS) and ACT Health Directorate (ACTHD) have not been required to complete a Gender Impact Analysis Tool under the Mental Health portfolio to date.

3. Per question 2, CHS and ACTHD have not been required to complete a Gender Impact Analysis Tool under the Mental Health portfolio 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. CHS and ACTHD are committed to promote these trainings across its staff once they get launched, to enable staff apply a gender lens in programs, policies and services provided.
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. ACTHD offers various gender awareness training programs to all staff, not just those in Mental Health focussed roles, the total number of staff who have participated in these training courses is as follows.
 - i) LGBTQ+ Foundation Training facilitated by Meridian and A Gender Agenda
2 hours duration
2020: 11 participants (present and past)
2021: 11 participants (present and past)
Source: ACTHD Capabiliti (as at 28/10/2021)
 - ii) LGBTQ+ Inclusion e-learning produced by SBS
All 3 modules take 75 minutes to complete (approximately 25 minutes per module).
Modules 1, 2 and 3 completed: 12 participants (present only)
Modules 1 and 2 completed: 16 participants (present only)
Module 1 completed: 37 participants (present only)
Source: ACTGovLearn (as at 28/10/2021) *
* This is a minimum number, as we cannot report on former employees who completed the training, due to a system constraint.
 - iii) External training, for example the LGBTQ+ Awareness and Support Training provided by A Gender Agenda.

Gender awareness training has also been provided to a significant proportion of the directorate's staff via an online forum during the last 12 months. The number of staff attending cannot be confirmed but it was an all-staff forum.

Under the *First Action Plan (2019-20) of the Capital of Equality Strategy (2019-23)*. The Office for Mental Health and Wellbeing is leading a co-design project to develop guidelines to assist medical, nursing, allied, health professionals and mental health practitioners (across primary care, non-government services and tertiary mental health services) to provide gender affirming mental health care.

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, making it more accessible to staff.

CHS 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: 

Date: 9 NOV 2021

By the Minister for Justice Health, Ms Emma Davidson