



STANDING COMMITTEE ON JUSTICE AND COMMUNITY SAFETY

Mr Jeremy Hanson MLA (Chair), Dr Marisa Paterson MLA (Deputy Chair),
Ms Jo Clay MLA

Inquiry into ACT Budget 2021–22
QUESTION ON NOTICE

CLAY: To ask the Attorney-General

Ref: Attorney-General

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, p 2)

How has JACSD used the Gender Impact Analysis Tool to ensure that a gender lens is placed on the programs, policies and services delivered under the Attorney-General portfolio?

How many times has the Gender Impact Analysis Tool been applied to programs, policies and services under the Attorney-General portfolio?

What has the Gender Impact Analysis shown?

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?

What percentage of JACSD staff have been trained in using the Gender Impact Analysis Tool?

Who is providing the training for using the tool in JACSD?

Do JACSD staff undertake any Gender Awareness Training? If so, what percentage of staff? Who provides this training?

Shane Rattenbury MLA: The answer to the Member's question is as follows:—

The Justice and Community Safety Directorate (JACS) acknowledges that gender impact is an important consideration in developing many of the programs and services managed by the Directorate.

The Gender Impact Analysis tool was developed by the Community Services Directorate (CSD) following a commitment in the First Action Plan 2017-19 of the ACT Women's Plan 2016-26. The tool is available to all ACT Government employees and assists to apply a gender lens to programs, policies and services.

The Triple Bottom Line (TBL) assessment is currently required to be prepared for certain Cabinet business. The TBL template includes mandatory consideration of gender impacts, and refers staff to the Gender

Impact Analysis Tool if significant gender impacts are identified.

All business cases prepared for the 2021-22 ACT Budget, including any under the Attorney-General portfolio, were required to consider gender impacts. The business case template refers drafters to the Gender Impact Analysis Tool for submissions where more detailed gender analysis is required.

The ACT Budget 2021-22 commits \$3.2 million over four years to proceed with the next stage of the Wellbeing Framework, including to support the development of an evidence base of wellbeing data in the ACT and to enable more effective targeting of Government policies, including through reporting on the wellbeing of specific groups and work towards progressing gender responsive budgeting.

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.

The use of the Gender Impact Analysis is not tracked across the Service. The Government is in the process of bringing Wellbeing Impact Assessments (WIAs) into Cabinet processes following their use in the 2021-22 Budget. The Gender Impact Analysis Tool informed development of the WIA template. The WIA process is designed so that wellbeing impacts – including gender impacts – are considered early and help inform policy/program development and decision-making. CMTEED and the Office for Women in CSD are working on how gender impacts can best be considered as part of the WIA process in the future.

Gender diversity considerations are assessed as part of the appointments process, including ensuring gender diversity in boards and committees. These are requirements under the *Governance Principles Appointments, Boards and Committees in the ACT 2021* (the Governance Principles) [Governance-Principles-Appointments,-Boards-and-Committees-2021-FINAL-VERSION.pdf \(act.gov.au\)](https://www.act.gov.au/governance-principles-appointments-boards-and-committees-2021-final-version.pdf). The Governance Principles require government to give consideration to maintaining 50 per cent representation of women on boards and committees overall in addition to encouraging gender balance across individual boards and committees that may historically be dominated by a particular gender wherever possible.

In accordance with the Governance Principles, JACS engages in early consultation and proactive engagement with the Diversity Offices, which includes:

- The Office for Aboriginal and Torres Strait Islander Affairs,
- The Office for Disability, Office for Lesbian, Gay, Bisexual, Transgender, Intersex and 9 Time sensitive and/or critical appointments Queer Affairs,
- The Office of Multicultural Affairs and
- The Office for Women.

JACS provides equity and diversity training as part of the respect, equity and diversity framework. Below are some programs attended by JACS staff in the 2020-21 financial year, and training provider:

Training Programs - JACS – 2020-21	Providers
Conscious and Unconscious Bias - Beating Your Hidden Bias	CIT Solutions
Respect, Equity & Diversity - General Awareness	CIT Solutions, Petersen Ink and PunkPD delivered face to face training and webinars.
JACS Respect, Equity and Diversity and Code of Conduct elearning	Internal - Developed by People and Workplace Strategy, elearning was adapted from TCCS and EPSDD's elearning.

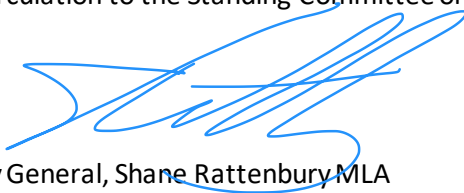
Understanding Sex and Gender Diversity	A Gender Agenda
Sex Offender Case Management Training	Internal - ACT Corrective Services Organisational Capability Unit
ANROWS Violence against Women and Children Conference	ANROWS (Australia's National Research Organisation for Women's Safety Limited)
ACT Government Domestic and Family Violence Training – Foundation, Manager, Tiers 1 and 2.	The Foundation and Manager elearning are accessible on ACTGOV Learn. Tier 1 training is delivered by Women's Legal Centre, and Tier 2 Domestic Violence Crisis Service
LGBTIQ+ Inclusion (SBS) e-Learning	Accessible on ACTGOV Learn
DCA Diversity and Inclusion webinars	Diversity Council Australia

Leadership Programs

Training Program	Providers
She Leads Diploma of Management and Leadership	YWCA Canberra
Public Sector APS 5-6 Women in Leadership Masterclass	The Hatchery
Future Women Program	Future Women

Approved for circulation to the Standing Committee on Justice and Community Safety

Signature:



Date: 18/11/21

By the Attorney General, Shane Rattenbury MLA