



STANDING COMMITTEE ON ENVIRONMENT, CLIMATE CHANGE AND BIODIVERSITY

Dr Marisa Paterson MLA (Chair), Mr Andrew Braddock MLA (Deputy Chair),
Ms Leanne Castley MLA

Inquiry into ACT Budget 2021–22
QUESTION ON NOTICE

JO CLAY MLA: To ask the Minister for Water, Energy and Emissions Reduction

Ref: Water, Energy and Emissions Reduction

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, page 2)

1. How has EPSDD used the Gender Impact Analysis Tool to ensure that a gender lens has been placed on the programs, policies and services delivered under the Water, Energy and Emissions Reduction portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services under the Water, Energy and Emissions Reduction 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 Water, Energy and Emissions Reduction EPSDD staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool in EPSDD?
7. Do EPSDD staff in Water, Energy and Emissions Reduction undertake any Gender Awareness Training? If so, what percentage of staff? Who provides this training?

Minister Rattenbury: The answer to the Member's question is as follows:–

1. The Gender Impact Analysis tool was developed under 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 Water, Energy and Emissions Reduction Portfolio, were required to consider gender impacts.

2. The use of the Gender Impact Analysis Tool is not tracked across the Service.
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4. 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.
5. 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. The Chief Minister, Treasury and Economic Development Directorate 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.
6. 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.
7. EPSDD prides itself on being an inclusive workplace. An example of these initiatives includes the Portfolio's Inclusion and Belonging Strategy. A key action is the formation of the Gender Equity Network (GEN) which is an employee-led network, raising awareness of equity and equality through the lens of gender across the portfolio.

The Portfolio Inclusion and Belonging Strategy includes:

- Gender Awareness Training is covered through two ongoing training programs: Respect, Equity and Diversity Training (RED) and Lesbian, Gay, Bisexual, Transgender, Intersex and Questioning/Queer+ Awareness (LGBTIQ+) programs.
- RED Training is part of EPSDD's Essentials Training Framework and is mandatory for all ACT Government employees. The training has traditionally been delivered in-house face-to-face by a qualified trainer. Due to COVID-19 restrictions, this course transitioned to eLearning delivery. During 2020-21, 66% of all new starters completed the training. Overall, 59% of all existing EPSDD employees have completed RED training with EPSDD.

NB some staff who transfer to the EPSDD from other ACT Government Directorates will have completed training in their previous ACT Government employment and may not be reflected in the above data.

- LGBTIQ+ Awareness while not a mandatory course it is a highly recommended course for staff in the Portfolio. The program is offered several times each year and facilitated by an external provider Meridian ACT (formerly known as Aids Action Council of the ACT). This training is also usually delivered face-to-face, however, to accommodate COVID-19 restrictions, this course is currently being delivered through webinar. Currently 12% of all employees have completed this training.

Approved for circulation to the Standing Committee on Environment, Climate Change and Biodiversity

Signature:



Date:

7/11/21

By the Minister for Water, Energy and Emissions Reduction, Shane Rattenbury