



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  
ANSWER TO QUESTION ON NOTICE**

JO CLAY MLA: To ask the Minister for Climate Action

Ref: Climate Action

In relation to: Climate Action Gender Impact Analysis

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 CMTEDD used the Gender Impact Analysis Tool to ensure a gender lens is placed on programs, policies and services delivered under the Climate Action portfolio?

[2] How many times has the Gender Impact Analysis Tool been applied to programs, policies and services under the Climate Action portfolio?

[3] 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?

[4] What percentage of CMTEDD staff under the Climate Action Portfolio have been trained in using the Gender Impact Analysis Tool?

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

[5] Do CMTEDD staff under the Climate Action Portfolio undertake any gender awareness training? If so, what percentage of staff? Who provides this training?

ANDREW BARR MLA: The answer to the Member's question is as follows:—

- [1] 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.

All business cases prepared for the 2021-22 ACT Budget, including any under the Climate Action 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.

- [2] The use of the Gender Impact Analysis Tool is not tracked across the Service.

- [3] The use of the Gender Impact Analysis Tool 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. CMTEDD 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.
- [4] 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.
- [5] Respect, Equity and Diversity (RED) training is mandatory for ACT Government employees and includes gender equity. Staff usually complete this training when they begin at CMTEDD. 19 CMTEDD staff completed RED training in the 2020-21 financial year.

CMTEDD staff, which includes the Climate Action Portfolio, were provided training in gender awareness as part of our LGBTIQ+ AI Awareness training sessions delivered by Meridian ACT. This training covers a variety of topics including, but not limited to, “understanding sex, gender and sexuality and the diversity of human experience”. In 2020-21, CMTEDD held seven sessions with a total of 142 staff attending, representing approximately 5% of CMTEDD staff. Note this number represents training completed in the 2020-21 financial year only.

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

Signature: 

Date: 4.11.21

By the Minister for Climate Action, Andrew Barr MLA