



# Gender Impact Assessments

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# Presentation outline

1. Monash Council Context
2. Implementation: Embedding Gender Impact Assessments (GIAs)
3. Examples
  - Procurement Policy
  - Fees and Charges
4. Future Work

# Our Journey

**2012 –2015**  
Generating  
Equality and  
Respect

**2015**  
*Gender Equity  
Strategy and Action  
Plan*

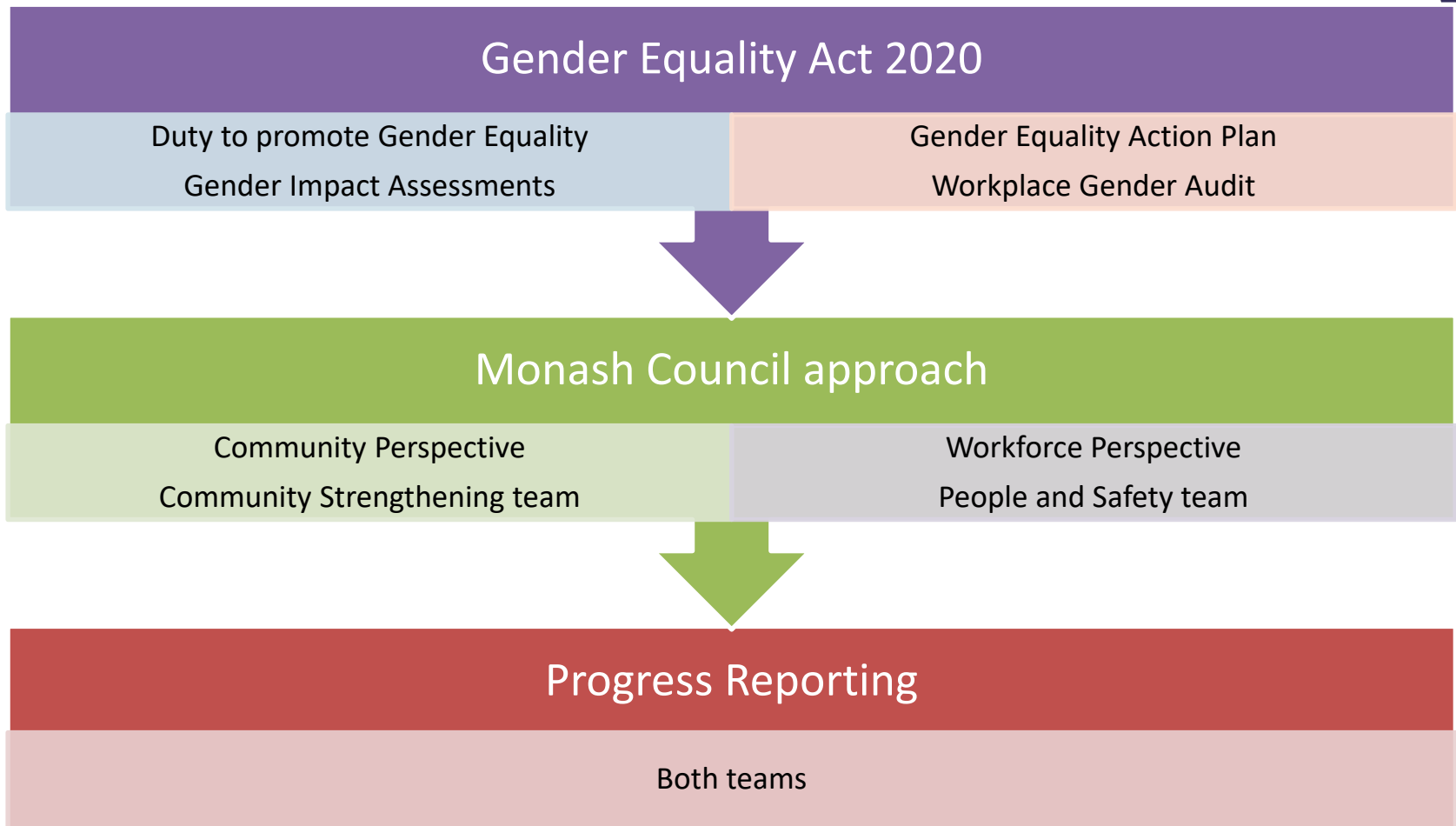
**2016**  
GE Officer,  
GE Advisory  
Committee

**2019-2020**  
*Gender Equality Act  
Implementation  
Pilot*

**2022**  
*Free From Violence  
project started*

**2023**  
Council approved  
permanent full-time  
Gender Equity Officer  
& LGBTIQ+  
Partnerships Officer  
to support GIA's.

# Monash Council Context



# Implementation: Embedding GIAs



Governance Group



Initial GIA Training (2021) and ongoing



Tailored templates and resources



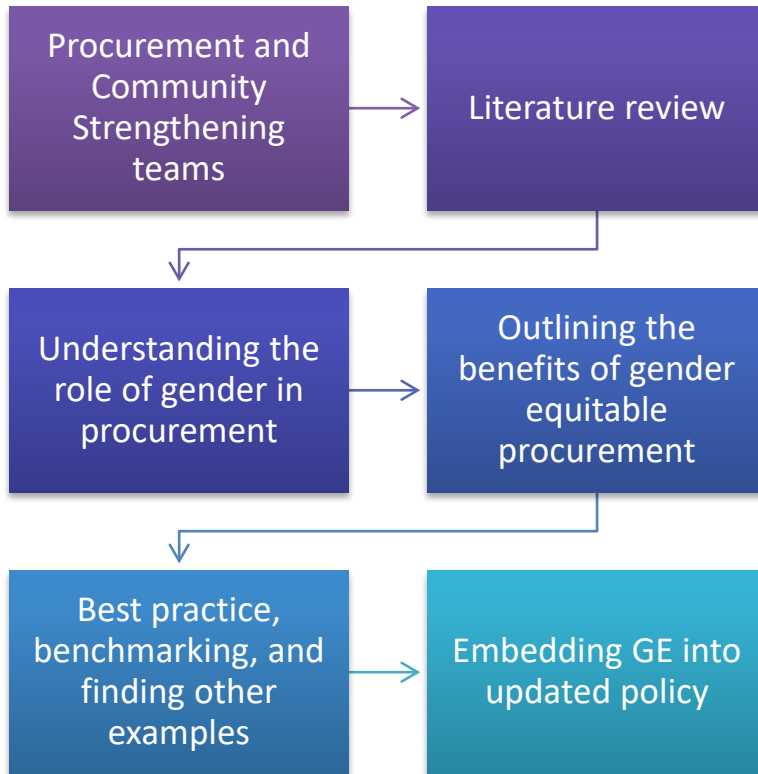
Council reports – new GIA section



During the first reporting period around 50 GIAs completed (March 2021 – June 2023)



# Example – Procurement Policy



- Including gender equality as a criteria in evaluating goods, services and works, e.g. GIA experience asked in some major projects including our detailed design stage for the new Civic Precinct library project;
- Updating what the evaluation panels may consider including gender equality and noting its benefit and impact;
- Taking an intersectional approach and noting the benefit and impact of other types of diversity and inclusion;
- Providing advice that gender diversity should be considered when establishing panels, to reduce the impact of unconscious bias;
- Outlining Council's commitment to diversity and gender equality, and why it is important in procurement.

# Example: Fees and Charges

Overarching GIA over Rates and Revenue Plan  
2021-2025

Led to a recommendation that GIAs be conducted  
when doing Fees and Charges reviews

New template created for Fees and Charges GIA

Active Monash made significant changes to  
their fees and charges

Improved accessibility  
to Active Monash  
services for older  
people, people with a  
disability, and women  
and families by  
reducing price as a  
barrier with different  
subsidy levels.

# Current Work

Budget  
Analysis

Further  
training &  
resources

Extra tailored  
GIA templates

New council  
report system

Policy register

Embedded  
into Service  
Planning



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*The City of Monash is inclusive and welcoming, celebrating the diversity of all our community and employees. We want every individual to feel safe, respected and celebrated regardless of our differences of age, race and ethnicity, sex, gender identity and sexuality, ability, faith and religious beliefs, Aboriginal and Torres Strait Islander identity, and/or socio-economic status.*