



Mitchell Shire Council Gender Impact Assessment App

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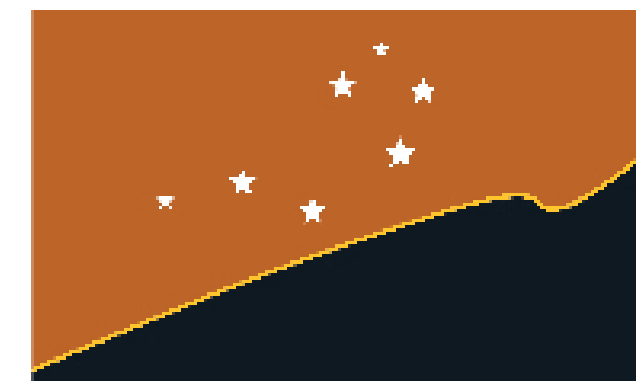
August 2023



Acknowledgement of Country

Mitchell Shire Council acknowledges the Taungurung and Wurundjeri Woi Wurrung people as the Traditional Owners of the lands and waterways in the area now known as Mitchell Shire.

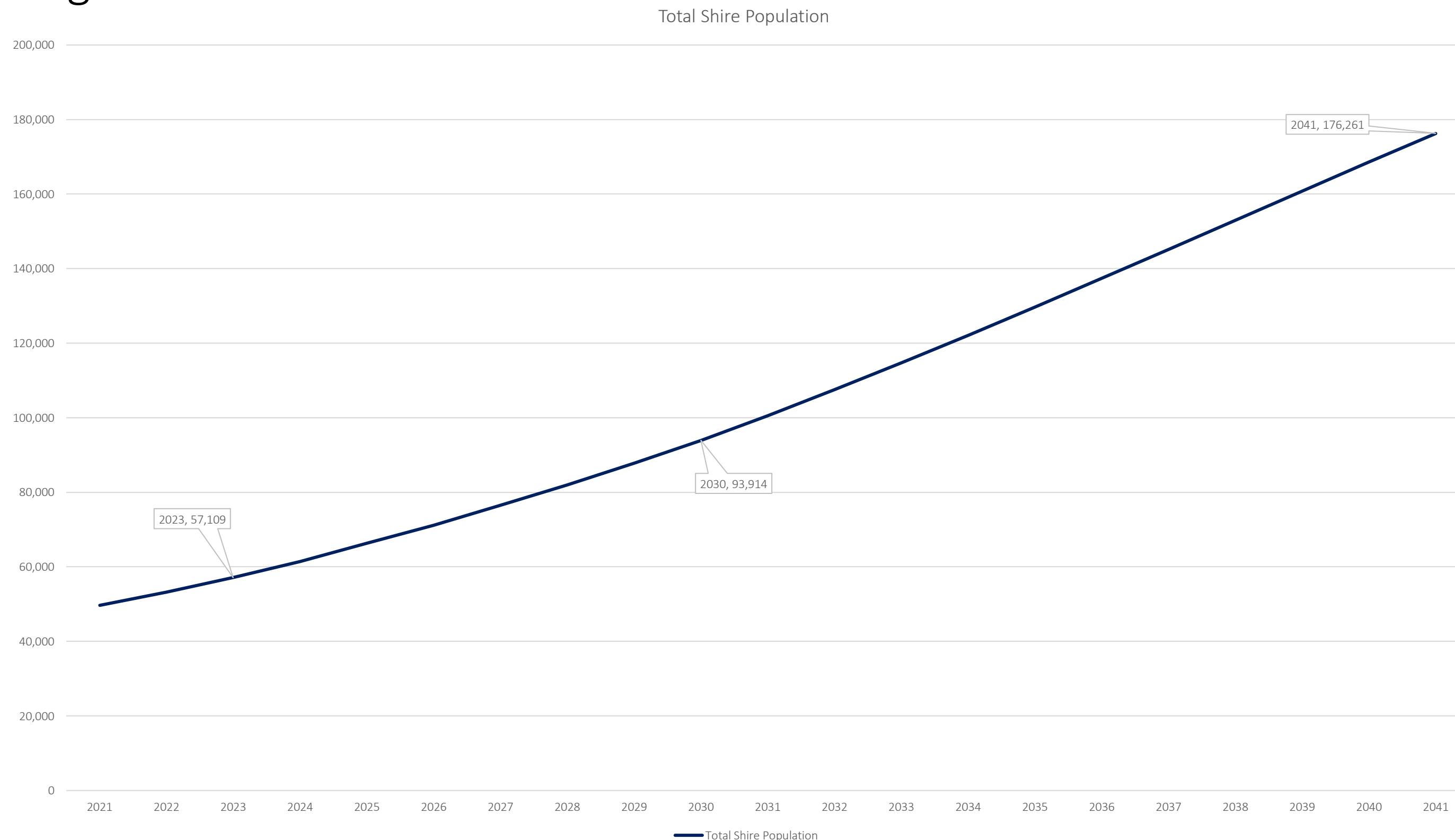
We pay our respect to their rich cultures and to Elders, past, present, and emerging, as well as other Aboriginal and Torres Strait Islander people who live, work and play in the area.



Fastest Growing Municipality

Mitchell Shire is Victoria's fastest growing municipality. The State Government's Victoria in Future report noted that with an average annual growth rate of 4.5% Mitchell Shire is growing faster than any other municipality.

The recent census and updated forecast projections have shown that Mitchell is far outpacing even this projected rate of growth.



The most recent forecast shows Mitchell growing at 6.46% every year. At this rate Mitchell's population will double every 11 years.

Every township across the Shire will experience growth. Equally, all age cohorts will also experience total growth.

As the municipality grows, however, it will experience significant change.

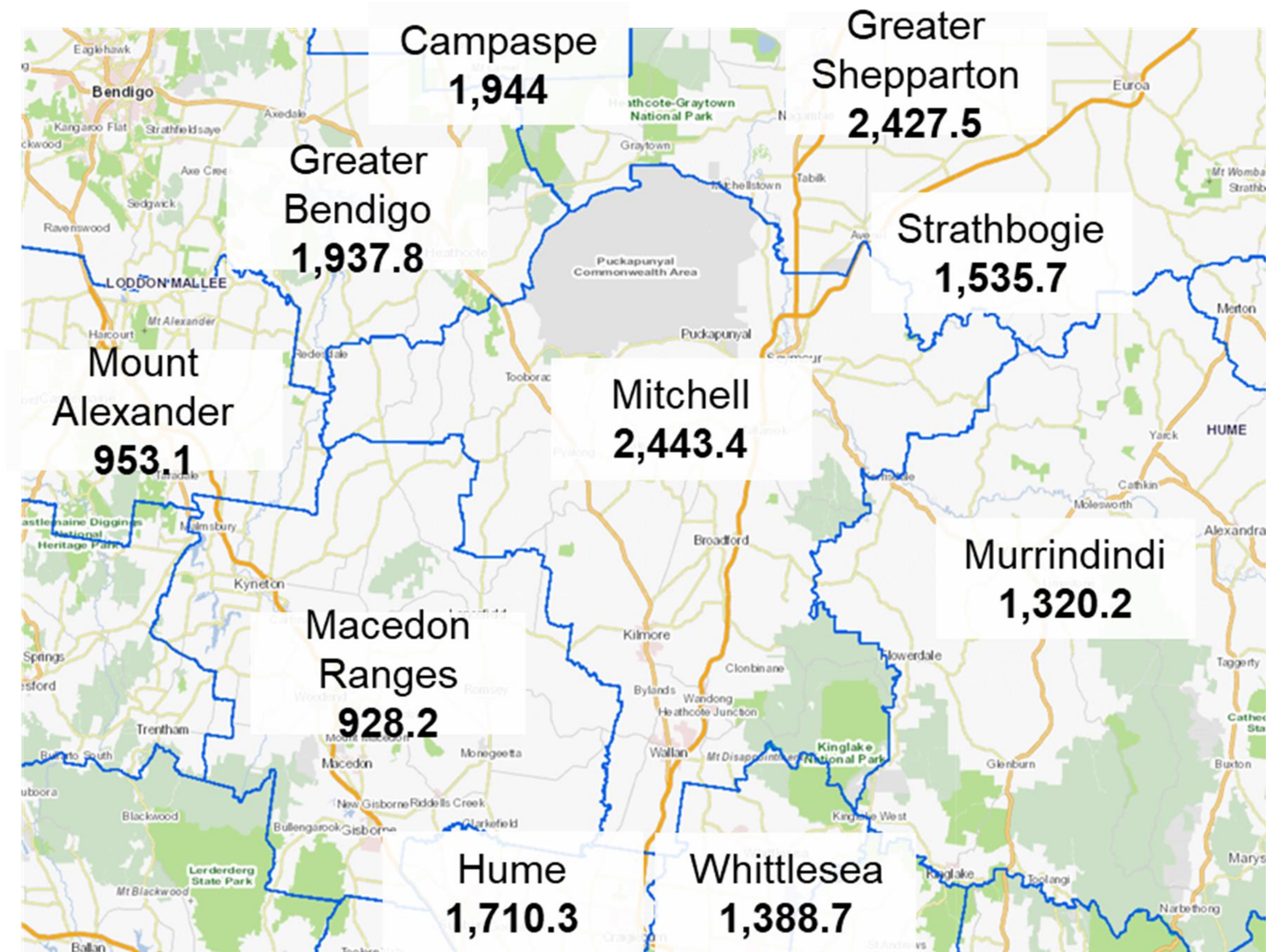
Family Violence

Mitchell Shire has one of the highest family violence rates in the State. The Shire's rate of 2,443.4 incidents per 100,000 people is almost double the state wide average.

Sadly, our family violence statistics are an anomaly within our region, with only Shepparton coming close to our rate.

Seymour is the most impacted town with a rate of 4,125, however Wallan (2,747) and Broadford (2,243) also display extremely high rates.

Women and young people in Mitchell are the most affected people. Women make up 73% of the affected family members, and young people are almost two times more likely to be impacted (in Seymour those aged 19-34 represent 40.2% of affected people, however they are only 20% of the population)



Gender Impact Assessment App launch



The GIA App

The GIA App opens to a home page explaining what GIAs are and a 'Get Started' button, this takes you to view completed GIAs and to commence new GIAs.

If commencing a new GIA, employees are taken through a series of four steps directly aligned to the Commission for Gender Equality in the Public Sectors GIA template.

Within each step there are either open text boxes or drop-down boxes to collect information and data and at the bottom there is a section for attachments to be included.



Gender Impact Assessment Template

Mitchell Shire Council is required to undertake Gender Impact Assessments (GIA) on policies, programs and services that have direct and significant impact on the public under the Gender Equality Act 2020.

Gender and other attributes affect people's needs and experiences differently. GIAs consider how policies, programs and services affect different genders in different ways to avoid unintentionally reinforcing gender inequity. They also help us consider all the attributes that make up people within our communities. This is referred to as intersectionality and considers diversities such as Aboriginality; age; disability; ethnicity; gender identity; race; religion; and sexual orientation. By considering and addressing how some people might face overlapping forms of discrimination in the way systems and services are designed we can create better and fairer outcomes, and make sure all people have equal access to opportunities and resources.

Completing this tool is a key step in demonstrating how Mitchell Shire Council is promoting and embedding inclusive and equitable policies, programs, services into core business under the Gender Equality Act 2020.

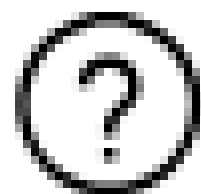
[Get started](#)

GIA template - help sheet

The help sheet has videos, case studies, information, ideas and links to help employees successfully complete a GIA.

Information in the help sheet is reflected with the steps in the GIA App.

The help sheet can be accessed as a PDF document before starting a GIA and also by clicking the question mark which is embedded in the app.



Mitchell Shire Council Gender Impact Assessment Template help sheet

About this help sheet

Mitchell Shire Council is required to undertake Gender Impact Assessments (GIA) on policies, programs and services that have direct and significant impact on the public under the Gender Equality (GE) Act 2020.

This help sheet has videos, case studies, information, ideas and links to help staff complete the MSC GIA Template.

Information in this help sheet is related to the six steps outlined in the MSC GIA Template.

Short videos and case studies

Before going through the six steps in the template, if you are new to this type of work, you may find it helpful to watch these short videos that explain why we need to complete Gender Impact Assessments:

- [Gender- Based Analysis + What is it and Why? \(Canadian video\)](#)
- [Why are gender impact assessments important? \(Victorian Video\)](#)

These Victorian Local Government case studies may also help in explaining how GIAs can support work across a range of local government areas:

- [Bass Coast Shire Council: Undertaking a gender impact assessment on place naming.](#)
- [Glenelg Shire Council: Assessing the gendered impact of an aquatic centre.](#)
- [Horsham Rural City Council: Assessing the gendered nature of a regional council's Community Grants Program.](#)

Do you need to complete a GIA?

The first section of the App consists of a series of three criteria questions to understand if a GIA will need to be conducted.

If the answer to any of these questions is 'YES', a Gender Impact Assessment is required.

If the answer is 'NO' to all of these questions and you feel a GIA is not required, there is a compulsory text box to document the rationale behind the decision to not complete a GIA.

✕ Gender Impact Assessment ✓

Does the proposed policy, program or service affect women, men and/or population groups*?

*Population groups: Refers to Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, migration, refugee or visa status.

Will it affect the daily lives of women, men and/or population groups?

Are there differences between women, men and/or population groups in terms of access, resources and participation?

Step 1: Define and Challenge

The aim of Step one is to challenge internal biases and assumptions and build an understanding of how issues of gender, cultural identity, race, ethnicity, ability, sexual orientation or identity, age and socio-economic background shape how a policy, program or service might be used or experienced by different groups or individuals.

Who does the policy, program or service mostly affect?

Do the different social roles and responsibilities that people take on affect the way people access and use this policy, program or service?

What additional needs might there be for people with disabilities, or from different cultural identities, ages, gender identities, sexual orientations or religions?

Do some genders or groups use the policy, program or service more often? If existing, do those that currently use it more often find it easier to access?

Step 2: Understand your context

The aim of step two is to collect evidence to understand how gender and other factors shape your context.

Consider what information you already have – internal data, desktop research, stakeholder and community engagement to investigate further.

What information is already available (internal data, desktop research) to understand who is likely to be affected by the policy, program or service? This data set help sheet can support you to find this information.

What other information do you need to gather to gain insight into how your policy, program or service will affect the lived experiences of the diverse groups outlined in Step 1? For example, stakeholder and community engagement may support this.

If you need to, who will you consult and how?

Step 3: Options analysis

There are 3 parts involved:

1. Develop an option or options for your policy, program or service to weigh up the gendered impact.
2. What are the potential policy options and what gendered impact might they have?
3. Consider the overall gender impact.

OPTION 1

Based on the key themes identified in Step 2, what is an option that may improve gender equality in your policy, program or service?

How will this change improve your policy, program or service?

Are there any costs or risks associated with this option which would make implementation prohibitive?

Step 4: Recommendations and Implementation

The aim of step four is to make recommendations based on the evidence collected in Steps 1 and 2 and analysis conducted in Step 3. Consider how this approach meets the needs of people of different genders, address gender inequality, promotes gender equality and considers other diverse needs.

RECOMMENDATION 1

Provide rationale (evidence and data) for the solutions proposed.

RECOMMENDATION 2

Provide rationale (evidence and data) for the solutions proposed.

RECOMMENDATION 3

Provide rationale (evidence and data) for the solutions proposed.

Step 5: Checklist

Step 5 sets out a series of checklists that are required to be completed before a GIA can be submitted for approval.

Once a GIA is submitted, it will be reviewed by employees direct Manager and approved by Mitchell Shire’s internal Gender Equality Action Group before submission to the Commission for Gender Equality in the Public Sector.

Complete GIA template.



Consider evaluation and monitoring.



If a council report will be presented because of this project, have you listed the recommendations and decisions made?



Please attach any supporting documents. For example minutes or summary documents from stakeholder consultation that may support building evidence for Step 2



Attachments

There is nothing attached.

 Attach file

Reporting

PowerApps integrates seamlessly with other Microsoft Office programs including Excel.

All data entered into the App can be easily exported to Excel to analyse and run reports. Similarly, data can be viewed and exported using Sharepoint.

Summary emails can be sent to staff overseeing the coordination of GIAs or those who may need to approve.

The screenshot shows a SharePoint list titled "Gender Impact Assessment" with the following columns: Directorate, Role, Created By, Created, Does the propo..., Will it affect th..., Are there differ..., Why is the poli..., and Is the policy, pr... The list contains three rows of data.

Directorate	Role	Created By	Created	Does the propo...	Will it affect th...	Are there differ...	Why is the poli...	Is the policy, pr...
Advocacy and Communities	Acting Coordinator Community Development & Youth Services		December 6, 2022					
Organisational Performance	Risk Coordinator		January 12	Yes	Yes	No	Legislative Requireme	New
Economy Growth and Infrastructure	Coordinator Civil Infrastructure Delivery		June 7	Yes	Yes	Yes	Other (Please fill in re	New

GIA App Sharing

Our Gender Equality Action Group is eager to share the App with other councils and defined entities.

If the App is shared, information and data can be stored directly with your Council.

Furthermore, as PowerApps is a low-code platform that is accessible for non-technical users and those without extensive programming knowledge, there is potential to refine the App internally to suit your Councils processes and workflows.

The App is customisable to your council, meaning any information can easily be updated in the backend.



Questions or comments





Thank you

For more information or to request the GIA App, please contact Abby Eager on abby.eager@mitchellshire.vic.gov.au or Natasha Rose on natasha.rose@mitchellshire.vic.gov.au.

