

SUPPORTING
THE DELIVERY OF
THE VICTORIAN
GENDER EQUALITY
STRATEGY

G+V
GENVIC

GENDER
EQUITY
VICTORIA

SAFE & STRONG
**VICTORIAN
GOVERNMENT**

SERVICE

AGREEMENT

UPDATE

30 MAY
2020

FOR MANY YEARS, GENDER EQUITY AND WOMEN'S EQUALITY SECTORS IN VICTORIA LACKED A PEAK ORGANISATION TO SUPPORT THE VICTORIAN GOVERNMENT'S DRIVE FOR GENDER EQUALITY.



**GENDER
EQUITY
VICTORIA**

In 2018, the Department of Health & Human Services, together with the Minister for Women and Minister for the Prevention of Family Violence, provided funding to Gender Equity Victoria (GEN VIC) to undertake activities in support of the implementation of Safe and Strong – A Victorian Gender Equality Strategy. The activities focussed on Leadership and Participation, particularly leadership, empowerment and cultural change.

The funding enabled the foundational establishment GEN VIC, including the hiring of a core staff team, the recruitment of an expert board, a strong advocacy program informing policy and projects, as well as an ambitious agenda of future work, presented to Government as part of the Back on Track 20/21 Budget Submission.

The GEN VIC Board is pleased to provide the following Service Agreement Update to the department, setting out progress to date.

Further, it requests funding to continue the progress GEN VIC is making towards making Victoria a global leader in gender equity.

With Covid19 significantly impacting on the Victorian State Budget, it is important that the road to recovery does not create a fast track for Victorian men and slow lane for Victorian women. That is why a strong and viable peak organisation – with shared responsibility for ensuring investment is also gender equal – is so important.

KIT MCMAHON

CHAIR

Gender Equity Victoria Board

ON BEHALF OF
Amanda Barker
Tricia Currie
Entsar Hamid
Angela Jackson
Emma Mahony
Helen Riseborough
Elly Taylor
Leah Van-Poppel
Sarah Styles

Contract Objective	Deliverables	Key Achievements	Impact	Safe & Strong Refreshed Outcomes Framework
<p>ESTABLISH A PEAK ORGANISATION WITH FOUNDING MEMBERSHIP</p>	<p>Governance processes and administrative operational processes are established.</p> <p>Clear membership sign-up processes and benefits are clearly communicated to stakeholders</p> <p>A business plan is developed that clearly identifies goals and objectives to support the implementation of activities to assist the government deliver Safe and Strong</p>	<p>GEN VIC Constitution Adopted Foundational auspice arrangements with Multicultural Centre for Women's Health.</p> <p>Annual Reports and Independently audited accounts.</p> <p>Non-Executive Directors recruited to the Board, with expertise in economics, corporate business skills, government project management and entrepreneurial innovation. Highly competitive application process.</p> <p>Board Policies, including strategic business plan, in approval process.</p> <p>Two categories of membership</p> <ul style="list-style-type: none"> • Organisational • Associate (individual) <p>12 Foundational Members, with a further 20 organisations joining since the commencement of the contract.</p> <p>Establishment of a digital sign up mechanism to streamline application processes of organisational and associate members (in progress).</p> <p>Development of governance policies including, but not limited to, risk management framework, delegations, partnership and sponsorship.</p> <p>Establishment of Board Working Group to develop a Board Charter with a gendered lens.</p> <p>Policy Framework in process.</p> <p>Strategic Planning Day to review and reset strategic business plan.</p>	<p>Organisations see GEN VIC as their peak body for gender equity, women's health and the prevention of violence against women.</p> <p>GEN VIC has a strong media presence with regular appearances of the CEO on radio and in print.</p> <p>Organisation is viable and influential to policy, legislation and services, supporting the passage of the Gender Equality Bill, opposition to the Religious Discrimination Bill and a gendered lens on the dual disasters of Bushfire and Covid19.</p>	<p>OUTCOME 1. Victorians live free from gendered norms, stereotypes, and expectations</p> <p><i>Victorians do not tolerate attitudes and behaviour that support gender inequality:</i></p> <ul style="list-style-type: none"> • Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender • Victorians model and promote a commitment to gender equality. <p>OUTCOME 1. Victorians live free from gendered norms, stereotypes, and expectations</p> <p><i>Victorians live free from gendered norms, stereotypes, and expectations:</i></p> <ul style="list-style-type: none"> • Increase in the number of workplaces and organisations that demonstrate a commitment to gender equality. <p>OUTCOME 4. The Victorian Government is a leader on gender equality</p> <p><i>Gender equality is embedded in all Victorian Government decisions and actions:</i></p> <ul style="list-style-type: none"> • Increased focus on gender equality in Victorian Government procurement and grant giving • Increased focus on gender equality in Victorian Government policy making.

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<p>ESTABLISH A PEAK ORGANISATION WITH FOUNDING MEMBERSHIP</p>	<p>A competent and diligent CEO is recruited to lead corporate decision making and manage the day-to-day operations of the organisation</p>	<p>Consultant CEO Tanja Kovac of Kovac & Co hired to establish foundations of executive management of the organisation.</p>	<p>Back on Track developed New Board Members, Governance Principles and strategic.</p> <p>Uplift in communications and framing of gender equity in Victoria.</p>	<p>OUTCOME 3. Victorians have equal access to economic and material security</p> <p><i>Victorians are rewarded equitably for their contribution in all aspects of society:</i></p> <ul style="list-style-type: none"> • Increase gender income equity and security • Increased representation of women in all settings and at all levels of leadership • Increased diversity of women leaders.
<p>FACILITATE PARTNERSHIPS AND COLLABORATION TO BUILD THE CAPACITY FOR GENDER EQUALITY AT REGIONAL AND STATEWIDE LEVELS</p>	<p>Regional gender equality approaches are established</p>	<p>Statewide Communities of Practice facilitating local/regional participation in GEN VIC strategic priority areas:</p> <ul style="list-style-type: none"> • <i>Sexual & Reproductive Health</i> • <i>Prevention of Violence Against Women</i> • <i>Gender Equity Education</i> • <i>Gender, Disaster & Climate Change (In development).</i> <p>Strengthening the connection between GEN VIC and the PVAW Local/Regional Prevention Partnerships, including supporting linked up advocacy for funding. Memorandum of Understanding between GEN VIC and VLGA to enable regional and statewide approaches.</p>	<p>Gender equity resources are used develop gender equity capabilities.</p>	<p>OUTCOME 1. Victorians live free from gendered norms, stereotypes, and expectations</p> <p><i>Victorians model and promote a commitment to gender equality:</i></p> <ul style="list-style-type: none"> • Increase in the number of workplaces and organisations that demonstrate a commitment to gender equality • Increase in support, recognition and value placed on unpaid work • Decrease in representations of restrictive gender norms in the media, advertising and the arts.

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<p>BRINGING A GENDERED ANALYSIS TO POLICY, AND PLANNING OF A BROAD RANGE OF STAKEHOLDERS</p>	<p>A gendered analysis is applied to policy issues and community awareness of policy issues impacting women's equality is increased</p>	<p>Inaugural <i>Under the Radar</i> Policy Conference focusing on those most marginalised.</p> <p>Focus on Gender-Responsive Budgeting (GRB)</p> <ul style="list-style-type: none"> • Back on Track Budget Submission 20/21 • GRB Expert Forum • Submission to PAEC GRB inquiry • Appearance at PAEC GRB Inquiry (forthcoming) • Lobbying, media and advocacy. <p>Focus on Gendered Hate Crime</p> <ul style="list-style-type: none"> • Submission to Review into Racial & Religious Discrimination Act • Appearance at Legal & Social Issues Committee hearing. <p>Focus on Gender, Disaster & Resilience</p> <ul style="list-style-type: none"> • 85+ signatories to the Gender Equity & Covid19 Joint Statement and advocacy of same • Gender & Disaster Workforce Submission • Gender, Disaster & Resilience weekly e-update. <p>Focus on Gender Equality Bill</p> <ul style="list-style-type: none"> • Submission to the Gender Equality Bill Exposure Draft • Strategic advocacy for Gender Equality Bill • Get to the Gallery Gals social media campaign to ensure swift passage of the Bill. <p>Other submissions:</p> <ul style="list-style-type: none"> • Royal Commission into Mental Health Submission • GEN VIC Submission to the HREOC Sexual Harassment at Work Inquiry • "Power to Prevent" Joint Statement for Sexual Harassment at Work Inquiry. 	<p>GEN VIC has raised organisations and individual awareness of the impacts of gender inequality and gender equity initiatives.</p> <p>GEN VIC has a strong media presence with regular appearances of the CEO on radio and in print.</p> <p>GEN VIC shapes policy outcomes, including the call for Free Universal Childcare for essential service workers leading to Federal Government announcement.</p> <p>Media attention to the issue of women's access to SRH services.</p> <p>All major parties signed onto a commitment to gender equality.</p> <p>Commitments to the full implementation of the RCFV were made known and reported on in the media.</p>	<p>OUTCOME 1. Victorians live free from gendered norms, stereotypes, and expectations</p> <p><i>Victorians do not tolerate attitudes and behaviour that support gender inequality:</i></p> <ul style="list-style-type: none"> • Decrease in prevalence of reported workplace and everyday sexism, sexual harassment and gender discrimination • Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender • Decrease in attitudes that justify, excuse, minimise, hide or shift violence against women. <p><i>Victorians model and promote a commitment to gender equality:</i></p> <ul style="list-style-type: none"> • Increase in the number of workplaces and organisations that demonstrate a commitment to gender equality • Increase in support, recognition and value placed on unpaid work • Decrease in representation of restrictive gender norms in the media, advertising and the arts.

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<p>FACILITATE WOMEN'S HEALTH ORGANISATIONS WITH PARTNERS TO CONDUCT GENDER AUDITS</p>	<p>Develop structure to enable Women's Health Services to conduct gender audits</p>	<p>Establishment of the Women's Health Services Council (WHSC).</p> <p>WHSC Strategic Plan, with gender equity education and training, in progress.</p> <p>Partnership with Department of Education & Training to fund TAFE scholarships to enable gender equity experts within WHSC to obtain Certificate IV in Training & Development (or upgrades).</p> <p>Inclusive and effective workforce development document that provides an overview of the Victorian women's health services' commitment & approach to the development of the prevention of violence against women workforce.</p> <p>Back on Track Budget Submission (including application for funding to support the further development of gender audits).</p>	<p>More organisations are engaging in gender auditing processes.</p>	<p>OUTCOME 4. The Victorian Government is a leader on gender equality</p> <p><i>Gender equality is embedded in all Victorian Government decisions and actions:</i></p> <ul style="list-style-type: none"> Increased focus on gender equality in Victorian Government procurement and grant giving Increased focus on gender equality in Victorian Government policy making. <p>OUTCOME 2. Victorians are empowered, healthy and safe</p> <p><i>Health and wellbeing are not limited by gender:</i></p> <ul style="list-style-type: none"> Improved sexual and reproductive health Improved mental wellbeing Improved physical health Improved outcomes for women in the criminal justice system. <p><i>All Victorians are safe and treated with respect in their homes, communities and workplaces:</i></p> <ul style="list-style-type: none"> Increase in people reporting they enjoy safe, healthy and respectful relationships Reduction in all forms of family and sexual violence Increase in women feeling safe in public spaces.

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<p>UPDATE AND DELIVER GENDER EQUALITY RESOURCES</p>	<p>High quality gender equality resources are produced and publicised</p>	<p>Development of GEN VIC website with gender equality statistics, practice resources, policy documents and more.</p> <p>GEN VIC social media Twitter, Facebook, Instagram, LinkedIn.</p> <p>Develop Business Plan to deliver:</p> <ul style="list-style-type: none"> • Annual State of Gender Equity in Victoria Report • Gender Equity One Stop Shop Resource • Gender Equity Budget Group <p>(awaiting Back on Track Budget Submission 20/21 outcomes).</p> <p>GEN VIC Advocacy Toolkit: a guide for influencing decision making for gender equity, women’s health and the prevention of violence against women.</p> <p>Reaching across Victoria to prevent violence against women: the infrastructure provided by Women’s Health Services and Victorian Prevention Partnerships.</p> <p>A Theory of Change in Sexual and Reproductive Health for Victorian Women.</p> <p>Launch of <i>Don’t Read the Comments Report</i> on Online Safety for Women Journalists.</p> <p>Focus on Gender, Disaster & Resilience</p> <ul style="list-style-type: none"> • 85+ signatories to the Gender Equity & Covid19 Joint Statement and advocacy of same • Gender & Disaster Workforce Submission • Gender, Disaster & Resilience weekly e-update. <p>Action PVAW Digital Portal to support Regional Prevention Partnerships. www.actionpvaw.org.au</p>	<p>More organisations engaging with GEN VIC.</p> <p>Women’s and gender equity organisations understanding political process.</p> <p>Clearly communicate existing statewide prevention of violence against women infrastructure.</p> <p>Recognition of the impacts of gender, disaster and COVID19.</p> <p>Central website for all regionally coordinated PVAW work.</p>	<p>OUTCOME 1. Victorians live free from gendered norms, stereotypes, and expectations</p> <p><i>Victorians do not tolerate attitudes and behaviour that support gender inequality:</i></p> <ul style="list-style-type: none"> • Increase in positive bystander behaviour towards gender inequality and discrimination based on sex and gender • Victorians model and promote a commitment to gender equality. <p>OUTCOME 2. Victorians are empowered, healthy and safe</p> <p><i>All Victorians are safe and treated with respect in their homes, communities and workplaces:</i></p> <ul style="list-style-type: none"> • Increase in people reporting they enjoy safe, healthy and respectful relationships • Reduction in all forms of family and sexual violence • Increase in women feeling safe in public spaces.

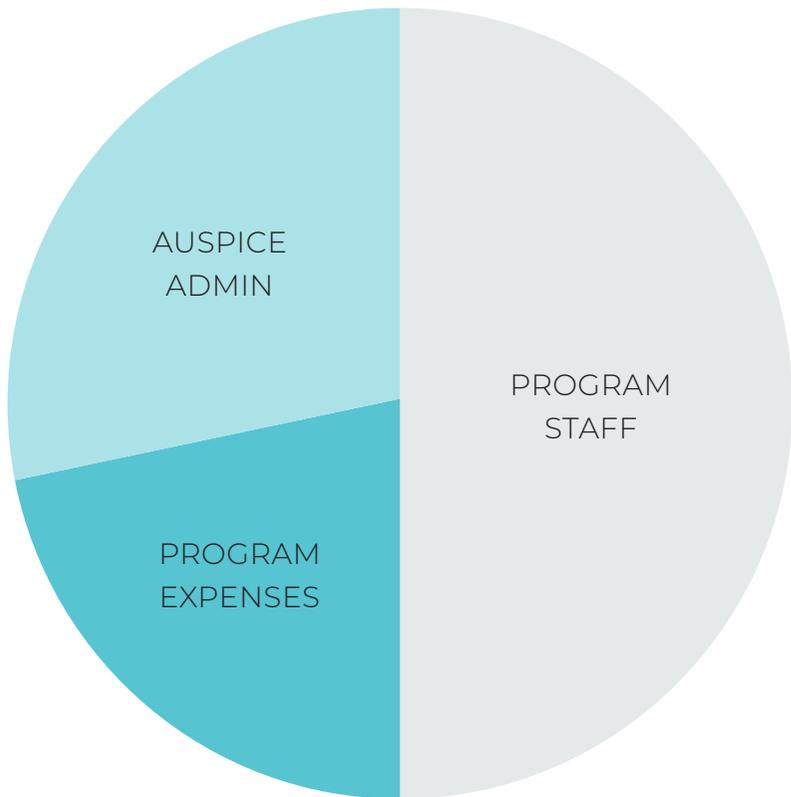
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<p>ASSIST THE DEPARTMENT DELIVER ITS WOMEN'S LEADERSHIP PROGRAMS AND PROMOTE STRATEGIES THAT LIFT WOMEN'S VISIBILITY AS SUBJECT MATTER EXPERTS, LEADERS AND SPOKESPERSONS</p>	<p>GEN VIC leadership evolves and develops</p>	<p>Non-Executive Directors recruited to the Board, with expertise in economics, corporate business skills, government project management and entrepreneurial innovation. Highly competitive application process.</p> <p>85+ signatories to the Gender Equity & Covid19 Joint Statement and advocacy of same.</p>	<p>Increase in women leaders engaged in gender equity advocacy.</p>	<p>OUTCOME 3: Victorians have equal access to economic and material security</p> <p><i>Victorians are rewarded equitably for their contribution in all aspects of society:</i></p> <ul style="list-style-type: none"> • Increased representation of women in all settings and at all levels of leadership • Increased diversity of women leaders <p>Participation in education and the economy is not limited by gender.</p> <p>OUTCOME 4. The Victorian Government is a leader on gender equality</p> <p><i>Gender equality is embedded in all Victorian Government decisions and actions:</i></p> <ul style="list-style-type: none"> • Increased focus on gender equality in Victorian Government procurement and grant giving • Increased focus on gender equality in Victorian Government policy making.

GOVERNMENT

INVESTMENT

\$0.62 Million

over 3 years

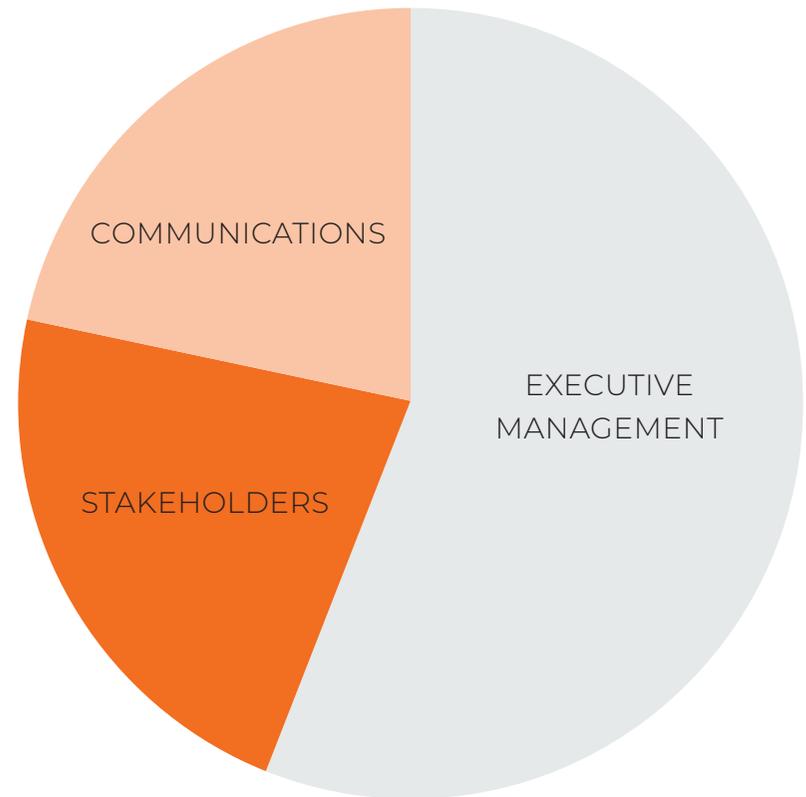


PROBONO

INVESTMENT

\$2.32 Million

over 3 years



GEN VIC'S

FUTURE WORK

- 1 Implementing the Gender Equality Act
- 2 One-stop shop
 - *Gender Equality auditing*
 - *Governance and compliance*
- 3 Annual Statewide Gender Equity Reporting
- 4 Gender Equity Budget Group

FUTURE FUNDING SOUGHT

\$5.85 Million

\$4.8 Million DPC

\$1.05 Million DTF