GENDER EQUITY VICTORIA

GENVIC

STRATEGIC PLAN

2021–2025

Gender Equity Victoria (GEN VIC) is the independent peak body for organisations, practitioners and individuals promoting gender equity in Victoria.

GENVIC

ACKNOWLEDGEMENT

Gender Equity Victoria acknowledges the traditional custodians of land and the waterways across out State and the Nation and we pay our respect to Elders past, present and emerging.

We recognise and apologise for the suffering and injustice that Aboriginal and Torres Strait Islander people have experienced as a result of colonisation and generations of discrimination and marginalisation. We express shame and horror at the actions and atrocities that have been perpetrated against Aboriginal and Torres Strait Islander people.

We also bear witness to the gendered dimensions of dispossession – acts of sexual violence, familial displacement and the stealing of children and land – which were designed to undermine First Nations relationships balance, care and nurturing of each other and country.

We particularly acknowledge that the removal of children has and continues to devastate individuals, families and entire communities and that the gendered intention of those policies has been to assimilate Aboriginal and Torres Strait Islander children and separate them from their mothers. We recognise this as a policy of genocide.

We recognise Aboriginal and Torres Strait Islander people as a sovereign people who have never ceded their sovereignty of this land.

We acknowledge Aboriginal and Torres Strait Islander people's human right to self-determination.

We commit to working in solidarity and partnership with Aboriginal and Torres Strait Islander people – to truth-telling, treaty and justice – and tio bring the Uluru Statement of the Heart to the heart of all that we do.

ADVANCE EQUITY. PROMOTE HEALTH. PREVENT VIOLENCE.

CONTENTS

About GEN VIC 3

Ending the harm of gender inequity 4

Forecast 21–24 5

Our focus areas 6

- Economic Justice 7
- Gender Health and Wellbeing 8
- Gender Equity Movement 9
- Safety and Respect 10

What we're doing 11

Our vision

A gender equal society where all people are free from the harm of gender inequity.

We recognise that gender inequity harms everyone – men, women, children, non-binary and gender diverse people - but that special measures are required to particularly address the problem for all people who identify as women in our community.

Our purpose

To champion, coordinate, educate and advise on strategies to end the harm of gender inequity.

Our ways of working

- We **challenge** harmful attitudes, structures and unequal power
- We **connect, coordinate, and amplify** voices from different sectors
- We provide **leadership innovation** with new skills, experience and networks
- We **collaborate** at local, regional, state, national and global levels
- We **educate**, train and support individual change agents
- We **share** evidence and best practice informed by our members
- We **communicate** the cause of gender equity with accessible infographics and data.
- We **mobilise resources** through membership, training, consultancy, communities of practice and entrepreneurialism.

Our values

Courage and Persistence

Fairness and Feminism

Openness and Connection

Authenticity and Intelligence

Care and Joy

Ending the Harm of Gender Inequity

> **Gender inequity doesn't affect everyone in the same way.** To think so is in itself privileged and dangerous. Culture, language, race, ability, gender identity, sexuality, regionality and social status change the nature, intensity and prevalence of gender inequity. A truly gender equitable transformation of our society **must be intersectional and see the whole person.**

Gender inequity is harmful to the physical, mental, emotional and economic health and wellbeing of Victorian women, men and gender diverse people.

It is the primary cause and key driver of gendered violence, especially violence against women. Poor attitudes and behaviours towards women, such as sexist jokes, language and the objectification of women, as well as the application of rigid gender roles and stereotypes at home, in the workplace and in community, creates the foundation for threats, abuse, harassment and violence.

Gender inequity leads to poor health consequences for all Victorians, but especially women and gender diverse people, who face sex and gender discrimination at work, at home and in community. Health consequences include both physical and mental health impacts of inequity.

Gender inequity leads to a persistent gender pay and superannuation gap as well as a higher risk of poverty for women across the lifecourse, who face lifelong economic barriers as a consequence of unequal, gendered beliefs and attitudes towards paid and unpaid work and the sharing of parental responsibilities.

Gender inequity drains the wealth and productivity of women and, in turn, the wealth and productivity of the State of Victoria.

Forecast 21–24

2021-22

In the middle of a global pandemic, the implementation of the transformational Gender Equality Act and a new gender responsive budgeting unit in Treasury, GEN VIC will be focused on reform, recovery and resilience.

2022-23

With a State Election ahead of us, GEN VIC will pivot to influencing, activating and sustaining a gender agenda across Victoria.

2023-24

Anticipating increased global gender advocacy coordination as international milestones approach, GEN VIC will position projects, programs and events for the benefit of Victoria and Victorians.

Our focus areas

Strategic priorities

GEN VIC is focussed on ending the harm of gender inequality and the impact it has on poor economic and health outcomes for women, men and gender diverse people, as well as increased risk of gendered violence. Ending gender inequality is an intergenerational project with many complex and interconnected activities requiring long term focus and investment. Changing attitudes and behaviours does not happen overnight. The World Economic Forum projects that the gender gap will not close for another 135 years.

That's why Members and Board have prioritised four areas of core work for the organisation:

- Championing gender **economic justice** and equity
- Supporting gender equitable **health and wellbeing**
- **Strengthening** the gender equity movement
- Innovating for **safety and respect**

We work to amplify and highlight areas of shared concern amongst our diverse membership, calling for a combination of innovative projects designed to drive down gender gaps and inequality in targeted areas, qualitative and quantitative research and submissions to shape policy and legal changes to better protect against gender inequality, as well as cutting edge communications and data visualisation to explain complex solutions in quick bites.

FOCUS AREA 1
Champion economic justice and equity

The issue

Australia educates girls and boys equally – it is number #1 in the world for gender equal education. But it does not sustain equality in the workplace, with a 70 point drop in the latest World Economic Forum Global Gender Gap Index Rankings. The reasons why Australia performs so badly encompass a complex policy matrix that includes insufficient levers to address pay inequity, a sub-par parental leave scheme, inadequate early childhood education system, entrenched gendered workforce segregation.

Many current economic orthodoxies – about endless growth, the value of gross domestic product and industrial restraint – depend on gender inequality to flourish. Entrenched gender inequities are embedded within financial structures and institutions, making it difficult to address other issues of discrimination and disadvantage. COVID19 has exposed the economic vulnerabilities of Victorian women and enabled a public dialogue about the harm suffered physically, mentally, emotionally and economically when economic systems exclude the lived experience of half the population.

First Nations people, people from migrant or refugee backgrounds, or with a disability, or single parents or aging, single women and members of the LGBTIQ community are particularly vulnerable to gendered economic injustice.

The outcomes we seek

- Recognition of the gendered nature of COVID and targeted investments to build a gender equal economy.
- Investment in community based, grassroots projects to alleviate poverty
- Evidence of member capacity to advocate effectively for gender equal economic security, incl. develop capacity to influence state and federal budget cycles.

Strategies

1.1 **Initiate** membership engagement with organisations and individuals committed to gendered economic justice

1.2 **Coordinate** effective State Budget submissions to lift gender equity investment, member resources and support gender responsive budgeting, increasing direct engagement with Treasury.

1.3 **Innovate** policy, partnerships and projects to address barriers to economic security prioritising vulnerable and marginalised women and gender diverse people from target cohorts at risk of poverty.

1.4 **Educate** about care economy, social wealth economic indicators and other strategies to build a more gender equitable and sustainable economic system.

Indicators of progress (by 2025)

» **Lift number of member organisations committed to gender equitable economics by 50% and contributing to budget submissions.**

» **Monitor annual dedicated gender equity investment in Victoria to lift beyond the twenty year average of $4M per annum.**

» **Lead a minimum of one collaborative partnership project dedicated to prioritising vulnerable and marginalised women and gender diverse people from target cohorts at risk of poverty.**

FOCUS AREA 2
Support gender equitable health and wellbeing

The issue

Unequal health opportunities pose a very real threat to health and wellbeing of people in Victoria, especially women. Despite ample data and information about health crisis experienced by women at a state, regional and local level, investment and coordination to address the priority issues remains poor.

Long standing vulnerabilities and inadequate service provision in sexual and reproductive health, mental health and wellbeing, the treatment of reproductive, endocrine and post-partum disease and disorders, mismanagement of menstrual pain and menopause have created health crisis for women.

The ongoing threat of injury and death from gendered violence remains prescient despite record investments in Family Violence services.

Significantly, there is very little research and understanding about the health consequences of systemic gender inequity, particularly on women as they mature from young adulthood and into the workforce and beyond.

The outcomes we seek

- Gender equitable health outcomes for people, especially women, across all regions of Victoria in priority areas
- A shift towards investing in health and wellness through health promotion and primary prevention, rather than acute medical responses
- Women's health organisations are thriving and supporting positive health outcomes across the State

Strategies

2.1 **Innovate** and respond to major system-wide issues/crises and emerging cross-sectoral gender issues

2.2 **Coordinate** support for the Women's Health Services Council on shared priorities and support sector thinking and capacity building on intersectionality

2.3 **Communicate** quickly with effective communications and campaigns on topical issues.

2.4 **Educate** on the health consequences of gender inequity

Indicators of progress (by 2025)

» Sustain increased investment in gender equal health programs, project and policies, especially the Victorian Women's Health Program, Sexual and Reproductive Health, Mental Health

» Support members to produce high level data and analysis of women's health priorities in Victoria

» Initiate and partner on research into the health consequences of gender inequity

FOCUS AREA 3
strengthen the gender equity movement

The issue

Gender equality advocacy is undergoing a profound shift from individual rights to collective responsibility. The MeToo movement has enabled widespread public accountability through sharing of lived experiences of rape, sexual assault and other forms of gendered violence. The latter part of the last century was marked by a splintering of the women's movement due to major changes in societal inequalities, marketisation of services and a growing appreciation of compounding disadvantage. Today, the breaking down of borders and privileged voices through digital media is rebuilding the movement.

Systems of unequal decision making and funding have created vulnerabilities for the movement, with organisations and individuals so distracted. by competition and criticism, that they miss out on opportunities to collectively influence and deliver systemic change.

Victoria's thriving gender equity movement has created an environment for nationally leading gender equity reforms in family violence, and the Gender Equality Act 2020. GEN VIC, while external to government decision making structures, plays a role as critical friend and early warning system, helping to build capacity for government departments to deliver on their aspirations and achieve better outcomes.

Keeping governments, business and community organisations accountable for gender equity obligations is a key priority of all members.

The outcomes we seek

- A connected, coordinated and independent gender equity movement with collective impact – a unique combination of activism and entrepreneurialism
- Successful implementation of the Gender Equality Act 2020 in Victoria with benefits extending beyond public sector entities to business, community and philanthropic sector
- Monitoring and accountability for substantive and incremental shifts to Victoria's Gender Baseline, including improving datasets and indicators and addressing intersectionality.

Strategies

3.1 **Innovate** a collective impact methodology and strategy to effect real sustained change for gender equality at a state and national level

3.2 **Educate**, train and consult to back in the implementation of the Gender Equality Act 2020 building commitment within public, private and community sectors

3.3 **Communicate** member events and priority issues through digital media resources

Indicators of progress (by 2025)

» **Influence public gender equity accountability mechanism(s) including the GE Act and gender responsive budgeting**

» **Grow commitment to gender equality in the private sector**

» **Prepare a State of Gender Equity/Shadow Report on Gender Equity in 2022-23 – to highlight progress and maintain inspiration, as well as to draw attention to areas requiring more concerted effort.**

FOCUS AREA 4
Innovate communities of safety and respect

The issue

Due to gendered stereotypes in society, women and people who are sexually and gender diverse (LGBTQIA+) are disproportionally the victims of gendered violence and hate, with risk of physical injury, mental health impacts and death. Cisgender men are also, sadly, disproportionally the perpetrators of gendered violence, exposing them to risk of poor mental health and incarceration.

The creation of communities of respect and safety is required to prevent violence across the lifecourse and in all settings for all people.

The outcomes we seek

- Gendered hate, whether within the family, between intimate partners, online, at work, in the street or in public life is reduced in Victoria.
- An intersectional gender lens is placed on violence prevention, with a specific focus supporting outcomes for all women and trans/non-binary people.
- Values-aligned peaks and sectors committed to the prevention of gendered violence working collaboratively to effect changes in public policy, legislation, health promotion and population-wide initiatives.

Strategies

4.1 **Coordinate** community led projects and communities of practice preventing all forms of gendered violence using targeted interventions within high risk communities in priority settings.

4.2 **Communicate** the health and economic consequences of gendered violence

4.3 **Educate** on healthy masculinities, femininities and beyond the binary with a priority in private, industry and community settings.

4.4 **Innovate** for online safety to prevent gender cyberhate

Indicators of progress (by 2025)

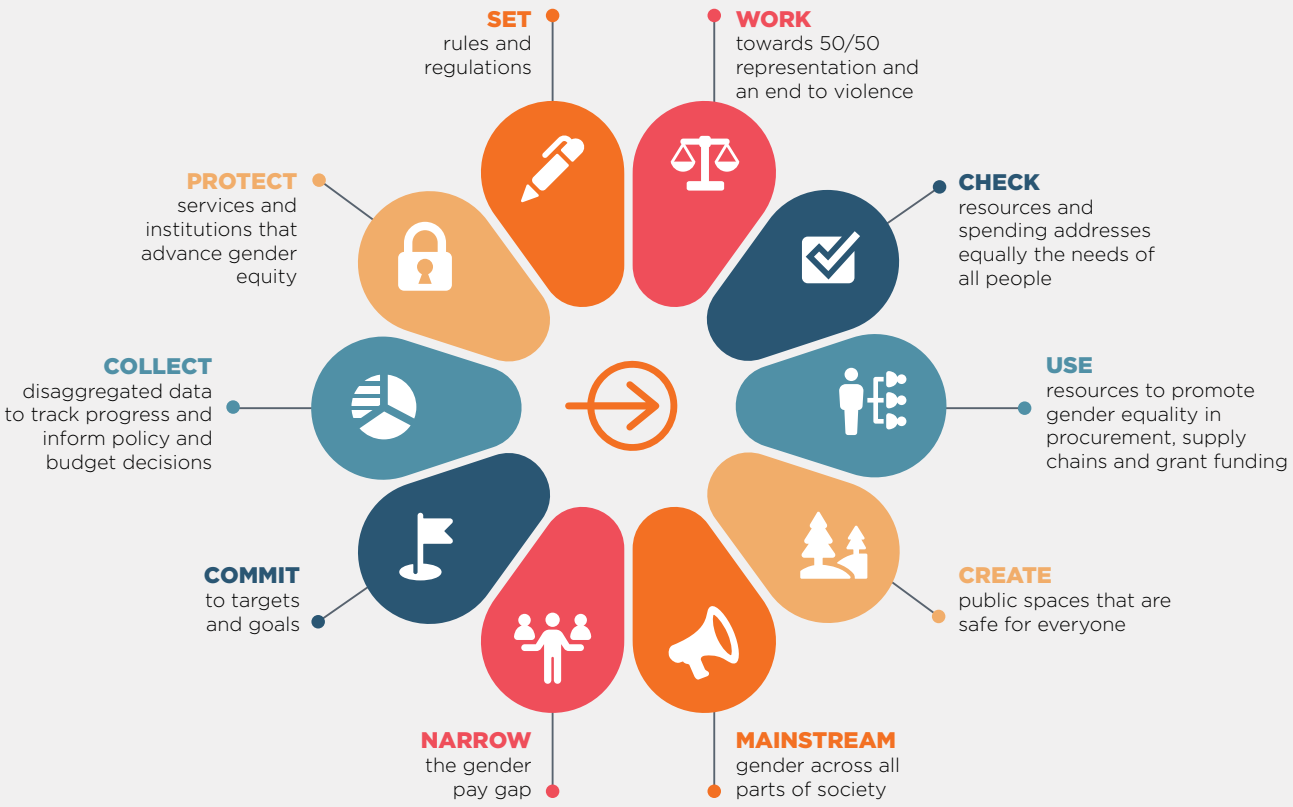
» Strengthened member and stakeholder knowledge in the prevention of gender based violence

» Prevention of all forms of gendered violence is further embedded in the public and private sector with a focus on online tools, resources and policies.

» GEN VIC is known across a range of industries nationally for its work to address online gendered cyberhate

» MOUs with peak bodies and associations committed to prevention of gendered violence in Victoria and nationally are in place to clarify and

Actions for Gender Equity



Gender Equity Victoria supports its members to deliver gender equity transformation at a local, state, national and international level. We're collaborating with partners in government, the public and private sector as well as in community organisations and at the grassroots to accelerate change.

As gender and change experts we know what works in gender equity design. Our body of evidence of the actions, techniques and tools that help advance gender equity is growing.

Everyday, we contribute to a deeper global understanding of how gender equity benefits all people.

We support specialist knowledge and practice, while also amplifying, in simple and persuasive ways, how actions for gender equity can be applied by anyone, anytime, anywhere.

Whether setting gender informed rules, advancing gender equal leadership or encouraging gender equal investment and resource allocation, GEN VIC encourages everyone to be part of a movement for change.

We won't end the harm of gender inequality alone. Our strength comes collective, evidence-based actions and education sustained over time.

www.genvic.org.au