

ATTACHMENT 2

SUMMARY – GENDER EQUITY FRAMEWORK CONSULTATION

The consultation for the Gender Equity Framework comprised both internal and external stakeholders and included:

- Gender equity questions embedded within the Health and Wellbeing Plan community consultation from December 2020 to February 2021;
- Internal focus groups with Council staff during July 2021;
- A municipal-wide online survey open for 6 weeks between October and November 2021 that asked people their views on the Framework generally and more specifically on the proposed policy statement, guiding principles, and recommendations;
- Focus groups and presentations during October, November and December 2021 with advisory committees and key stakeholders.

In total approximately 500 stakeholders were directly engaged in the consultation for the new Gender Equity Framework.

Initial feedback gathered through the Health and Wellbeing Survey helped to inform the first draft of the Framework, as this consultation identified gaps and priorities for community health and wellbeing and gender equity work.

This data was fed into the first draft which was then put out for internal and external consultation. Overall feedback on the draft was positive with some suggested changes to improve the document and make it more inclusive for example for people of different genders, and more relevant to people of different cultural backgrounds. Below is a high level summary of the broad themes and feedback that were identified in each aspect of the consultation:

Who was consulted?	General Monash Community
Method of consultation	Online survey – open for 12 weeks (Health and Wellbeing Plan)
Number engaged with	375 surveys completed
Key themes	<p>‘Addressing all forms of discrimination’ (including on the basis of gender) was one of the top health and wellbeing priorities for respondents;</p> <p>Many respondents were unsure of where to go for information or support if they were experiencing family violence, or were concerned that someone else might be;</p> <p>The most important gender equity priority area for Council for women and people who are gender diverse is in ‘health, family and community organisations’. This was also the most important priority area for LGBTIQ+ people and people who speak a language other than English at home;</p> <p>The most important gender equity priority area for Council for men is in ‘sports, recreation, social and leisure spaces.’</p>

Key attributable quotes	<p>“Help people understand gender equity when they are younger, and create a positive environment.”</p> <p>“Experiencing discrimination if you are female just goes with the territory.”</p> <p>“Facilities in every sports place should cater for males and females, and there is always a need for more female toilets.”</p>
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Who was consulted?	Council staff
Method of consultation	2 x focus groups and one-on-one feedback
Number engaged with	40 staff
Key themes	<p>This work needs to be across the whole of Council, not just within community services</p> <p>Everyone has a role to play e.g. engineers, road strategy, horticulture. Need to consider financial resources, faith settings, CALD communities.</p> <p>Gender equity document needs to better consider people of all genders – not be a binary document like the previous strategy</p>
Key attributable quotes	<p>“We need to involve key people from different settings – as users or stakeholders.”</p> <p>“Education is needed about the right to being safe... the library has an important role to play in being a safe space for everyone.”</p>

Who was consulted?	General Monash Community
Method of consultation	Online survey – open for 6 weeks (draft Gender Equity Framework)
Number engaged with	10 surveys completed
Key themes	<p>2 out of 10 responses did not believe Council should be investing in gender equity work</p> <p>Would like to see further research, and action plan is fundamental. Remove the word ‘Aboriginality’</p>
Key attributable quotes	<p>“A key concern to me is the issue of women being so disadvantaged at a later age...”</p> <p>“The proposed statement actively isolates people who have a gender identity different to that of the gender binary, particularly trans women.”</p> <p>“The guiding principles look pretty good.”</p>

Who was consulted?	<p>Council’s advisory committees and others:</p> <ul style="list-style-type: none"> • Gender Equity Advisory Committee • LGBTIQ+ Advisory Committee • Disability Advisory Committee • Multicultural Advisory Committee • Monash Multicultural and Settlement Services Network • Positive Ageing Reference Group • Monash Youth Committee
Method of consultation	5 x focus groups
Number engaged with	90 people
Key themes	A broader spectrum of gender identity might help. Maybe definitions up front.

	<p>Need to tailor Framework, resources, programs on the basis of different cultures and languages to get a better reach.</p> <p>Reference to both gender and sex is relevant.</p> <p>Putting the Framework into practice is the most important thing.</p>
Key attributable quotes	<p>“The intersectional approach is good.”</p> <p>“When organisations try to provide equity, they feel women are being spoiled, women are recalcitrant.”</p> <p>“A lot [of programs] is delivered with the right intention but if it is not in culture and language they are missing the mark.”</p> <p>“Affirm the great work, so much has been captured.”</p>

Who was consulted?	<p>Community Health Services</p> <ul style="list-style-type: none"> • Latrobe Community Health (Link Health) • Women’s Health East • EDVOS • IEPCP
Method of consultation	1 x focus group
Number engaged with	4 attendees
Key themes	<p>Changes to language e.g. to acknowledge ongoing disadvantage of women and non-binary people (not just historical)</p> <p>Reconsider the wording relating to Aboriginality</p> <p>Consider amending the language in the ‘advocacy’ guiding principle</p>
Key attributable quotes	<p>“There are overlaps between the experiences of women and non-binary people but also differences.”</p> <p>“The difference between gender equality vs equity is clear and important.”</p>