



# Gender Equity Training

Developing skills of the Victorian  
public sector to comply with the  
Gender Equality Act 2020 (Vic)

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### Gender Equity Training: Developing skills of the Victorian public sector to comply with the Gender Equality Act 2020 (Vic)

Gender equality is a human right and precondition of safe, just and prosperous societies. When gender equality is achieved it benefits all women, men and gender diverse people.

Gender inequality occurs across all settings, including homes, workplaces, school yards, media, politics and sport. The Victorian Gender Equality Act 2020 mandates that public sector, Councils and other defined entities must proactively work towards gender equality in their workplaces and the work they do in the broader community.



The Gender Equality Act 2020 was enacted in February 2020 and aims to improve how the Victorian public sector and defined entities embed gender equality in their workplaces and communities.

The Act mandates a number of requirements that all prescribed entities, as described in the Act, must comply with as of 31 March 2021. This includes actions to assess the nature of gender-based differences in the organisations as well as in the policies, programs and services they deliver to the public. They must also plan, measure and track progress towards achieving gender equality within their workplace.

**Approximately 300 organisations are covered under the Act, including:**

- Public service bodies
- Public entities
- Special bodies (as defined by section 6 of the Public Administration Act 2004)
- Local government
- Universities, TAFEs and public schools
- Court Services Victoria
- The Office of Public Prosecutions.

### Key reforms

Defined entities are required to develop a Gender Equality Action Plan (GEAP) every four years, starting in October 2021. GEAPs will include strategies for improving gender equality in the workplace, based on the results of gender analysis approaches known as workplace gender audits and gender impact assessments.

Organisations must report publicly every two years on their progress as of October 2021. The Public Sector Gender Equality Commissioner has been created to ensure defined entities comply with their obligations under the Act.

### Gender equity education - providing the knowledge, skills and solution

Through funding from the Victorian Department of Education and Training, the Gender Equity Training Project has designed and developed training programs aimed at providing the gender equity education that the Australian workforce now needs.

Through the project a range of gender equity training programs have been developed by a consortium of industry and education experts led by Women's Health Victoria. These training programs are designed to meet the professional development needs of the emerging gender equity workforce.

These training programs will equip workers with the knowledge, skills and solutions to identify and address gender equality issues in the workplace and in programs, services and policies. Workers acquiring these new skills will be best placed to assist organisations with meeting the requirements set out in the Act. Providing professional development to upskill the workforce.

Training programs comprise of gender equity accredited units of competency and Microcredentials.





## Gender Equity accredited units

The Course in Gender Equity (22521VIC) is Australia's first accredited gender equity training program. The course comprises of eight units of competency which cover the core skills and knowledge that workers require to be able to undertake a wide range of actions for addressing gender inequality through their work, whether that be targeting workplaces or communities.

### The eight units of competency include:

- 1. VU22770** Develop a gender lens to support gender equity work
- 2. VU22771** Apply a gender lens to own work role
- 3. VU22772** Communicate effectively with gender equity stakeholders
- 4. VU22773** Establish support for gender equity work
- 5. VU22774** Explore gender equity policy and practice in the workplace
- 6. VU22775** Undertake a gender assessment
- 7. VU22776** Develop gender equity strategies
- 8. VU22777** Implement and monitor gender equity strategies

A comprehensive suite of training resources including teacher and learner guides, session plans and assessment tasks are required to deliver each unit. These have been developed in consultation with industry and draw on leading practice gender equity approaches and evidence-based pedagogies.

A Statement of Attainment is issued to graduates who complete one or more units from the accredited course. The units vary in length of delivery, from two to seven days. Noting that the unit of competency *VU22770 Develop a gender lens to support gender equity work* is a pre-requisite unit that must be completed prior to any other unit in the course.

## Gender Equity Microcredentials

The Gender Equity Microcredentials are online short courses that have been developed by industry for industry, ensuring their relevance to the professional development needs of the emerging workforce and contributing to gender equality in the workplace and in communities.

The Microcredentials are suitable for any person whose work role requires them to have an understanding and awareness of gender equity in their work. Each Microcredential takes approximately two hours to complete.

### There are six Microcredentials available:

- 1.** Apply a gender lens
- 2.** Self-care for gender equity work
- 3.** Communicating gender equity
- 4.** Building stakeholder support for gender equity work
- 5.** Evaluating gender equity work
- 6.** Gender and disability.

## Alignment to the Gender Equality Act

These gender equity training programs have been developed in consultation with gender equity and education experts and draw on the same global leading practice, evidence base and regulation<sup>1</sup> that have guided the development of the State Government of Victoria's public policy on gender equality, which includes Safe and strong: A Victorian Gender Equality Strategy, and the Gender Equality Act 2020 (Vic).

Principles of the Act such as human rights, social justice, an equity approach, feminism and intersectionality are outlined and reinforced through the training as foundational aspects of doing gender equity work. The learning also builds on the established framework for the prevention of family violence and other forms of violence against women and girls<sup>2</sup>, recognising that gender equality is a precondition for societies to be free from violence.

The objectives of the Act are also mirrored in the training content and teaching practice. Analysis skills in the *Course in Gender Equity* focus on understanding gender inequality not just as an individual issue but also as a systemic problem that can only be eliminated with a whole of population response. The course embeds knowledge and skills that emphasise critical analysis and problem solving to recognise gender inequality in the context of other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes. Employees will be able to develop and implement sustainable approaches that will enhance the social and economic participation of persons of different genders through their work.

<sup>1</sup> Regulation such as the Victorian Charter of Human Rights and Responsibilities and the international Convention on the Elimination of All Forms of Discrimination against Women.

<sup>2</sup> Change the Story, National Framework for the Prevention of Violence against Women and their Children

## Skills and knowledge

The below table outlines the individual and organisational skills and knowledge required to deliver on the obligations of the Act and where these can be developed by learners completing the gender equity units of competency or Microcredentials.

Requirements of the Act	Skills and knowledge needed to meet requirements	Gender Equity Training options	
		Gender equity accredited course	Microcredentials
Duty to promote and take necessary and proportionate action towards achieving gender equality	<ul style="list-style-type: none"> <li>Understand the importance and relevance of the gender equality principles in the workplace</li> <li>Understanding of intersectional feminism and compound disadvantage</li> <li>Assess the gendered impacts of own work and identify where own work practice can contribute to gender equity</li> </ul>	VU22770 Develop a gender lens to support gender equity work  VU22771 Apply a gender lens to own work role	Apply a gender lens
Undertake gender impact assessments of policies, programs and services	<ul style="list-style-type: none"> <li>Design and conduct gender assessments of policies, programs and services</li> <li>Understand equity measures required to achieve gender equality</li> <li>Identify opportunities and strategies to meet the needs of persons of different genders and address gender inequality</li> <li>Understand the nature of compounding inequality and disadvantage</li> </ul>	VU22775 Undertake a gender assessment of a work context  VU22776 Develop gender equity strategies	Apply a gender lens
Undertake workplace gender audits	<ul style="list-style-type: none"> <li>Design gender workplace audits based on gender equality indicators, targets and quotas</li> <li>Collect and analyse workplace data that is disaggregated along the lines of sex, gender and other factors of inequality and disadvantage</li> </ul>	VU22775 Undertake a gender assessment within a work context  VU22774 Explore gender equity policy and practice in the workplace	
Develop Gender Equity Action Plans (GEAPs) every four years	<ul style="list-style-type: none"> <li>Report on the results of a workplace gender audit</li> <li>Understand equity measures required to achieve gender equality</li> <li>Develop strategies and measures for promoting gender equality in the workplace</li> <li>Undertake action planning in consultation with key stakeholders</li> <li>Identify and allocate adequate resources for implementing action plans</li> <li>Identify implications and capacity to formulate proportionate measures to address gender inequality</li> </ul>	VU22775 Undertake a gender assessment within a work context  VU22776 Develop gender equity strategies  VU22777 Implement and monitor gender equity strategies	Communicating gender equity  Building stakeholder support for gender equity work
Report on progress of meeting plan objectives every two years	<ul style="list-style-type: none"> <li>Design and update internal monitoring and reporting systems to coincide with obligations under the Act</li> <li>Report on actions taken to meet the needs of persons of different genders and address gender inequality in a policy, program or service</li> <li>Report on actions taken to implement strategies and measures for promoting gender equality in the workplace</li> <li>Report on progress against gender equality indicators, targets and quotas</li> </ul>	VU22777 Implement and monitor gender equity strategies	Evaluating gender equity work
Publication and submission of GEAPs and progress reports	<ul style="list-style-type: none"> <li>Publish the completed GEAP to the public</li> <li>Communicate to the governing body, the employees and employee representatives about the GEAP</li> </ul>	VU22772 Communicate effectively to gender equity stakeholders  VU22773 Establish support for gender equity work	Communicating gender equity  Building stakeholder support for gender equity work

## Meeting learners needs

Depending on the workplace needs employees can undertake all or a combination of units of competency or Microcredentials to develop the capabilities defined entities will need to meet their obligations.

The *Course in Gender Equity* is aimed at people with an entry-level working knowledge of gender, noting that participants may not, however, be entry level to their work role. The course provides deep learning to establish a strong conceptual understanding of gender equitable practice and would be suited to staff within defined entities who will lead or coordinate all or parts of the gender assessments, workplace audits, action plans and progress reports.

Employees who undertake units *VU22770 Develop a gender lens to support gender equity work* and *VU22771 Apply a gender lens to own work role* will develop foundational skills enabling them to support the implementation of gender equality actions within the workplace or through the delivery of services and programs.

The Microcredentials provide a concise introductory overview of specific topics related to gender equity work and would be suited to staff who are required to support actions for promoting gender equality or to meet an organisation's obligations under the Act.

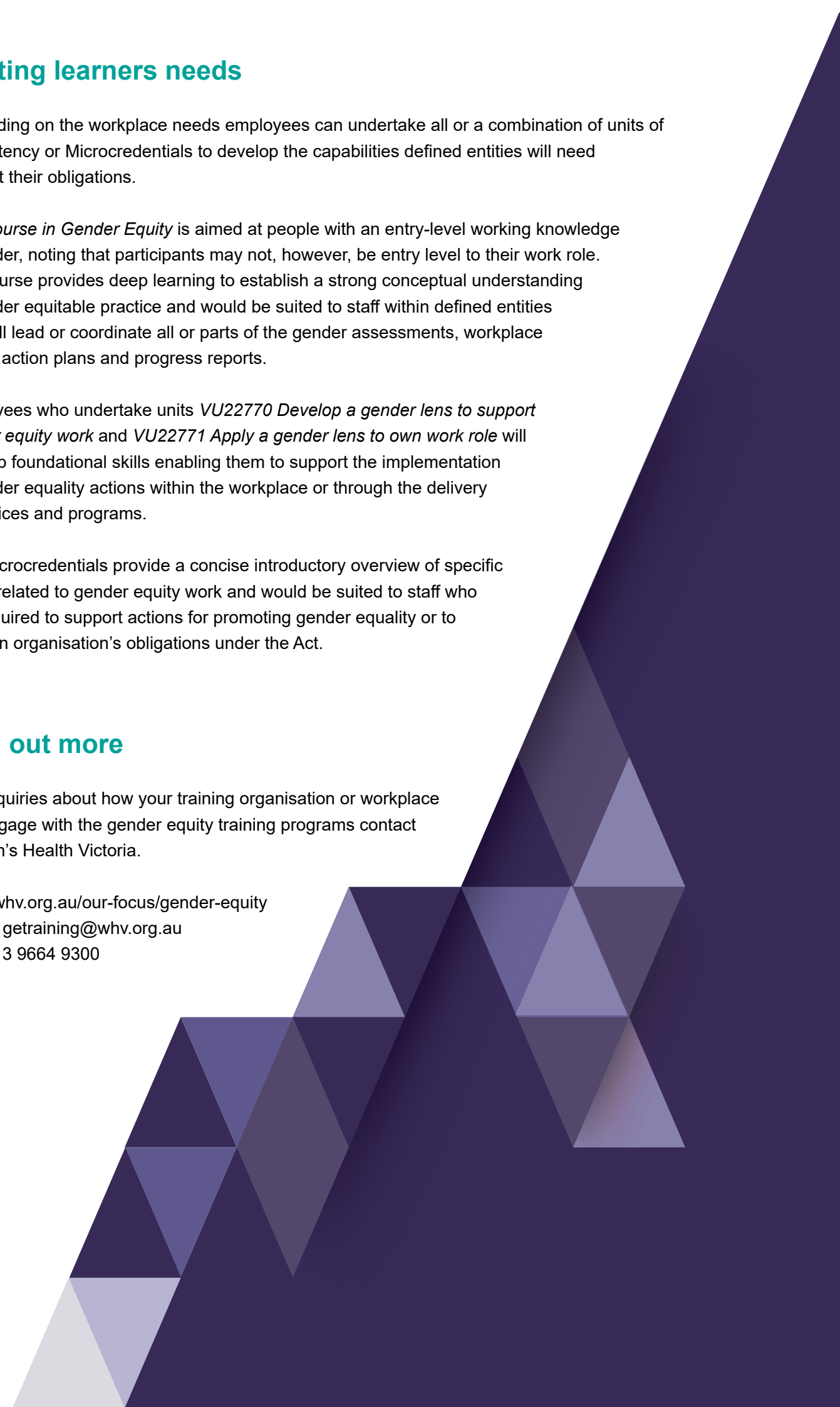
## Find out more

For enquiries about how your training organisation or workplace can engage with the gender equity training programs contact Women's Health Victoria.

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# Gender Equity Training

The training programs and materials referenced in this brochure were developed with the support of the Victorian Government.