

Gender Impact Assessments on WWSC Policy Review
Gender Lens Checklist (source CoRE WHG)

WWSC Policy Reviews	Communications Policy
Project Status/Due	N/A
CONSULTATION: Are both men and women, including those from diverse backgrounds, consulted during the planning process? Is there balance?	Yes, all community members were involved in the development of this strategic plan.
DATA: Is data collected and broken down by gender, to identify gaps/differences and inform planning?	N/A
BUDGET: Have you conducted a gendered assessment of the funding proposal/program budget to ensure funds will benefit people of all genders equitably?	N/A
SAFETY: Have the safety needs of women and men been incorporated into the planning process? (Examples - Car parking, Lighting, Time of day of services and activities)	All genders will benefit equally through the implementation of this strategic plan.
ACCESS: Have barriers to participation for women been considered and procedures put in place to enable women to participate? (Examples: Child care available to all people regardless of gender identity, Time of day)	Yes, various consultation strategies were used to ensure input from all members of our community.
MESSAGING: Are 'gender equity' and 'prevention of violence against women' messages included in the program where appropriate?	N/A
GENDER BALANCE: Is there gender balance among program managers/participants/reference group?	Yes
GENDER STEREOTYPES: Have program staff challenged assumptions and gender stereotypes associated with the program area? (Eg – who is bringing in catering/cleaning up/taking notes)	Yes – men organised catering/cooking and cleaning at workshops/BBQs etc.
LANGUAGE: If needed, does the program include clear agreements about language and behaviour that is considered unacceptable? (Examples - sexism, discrimination or harassment)	Council communication only includes acceptable language
MARKETING: Do communications and marketing materials about the program depict diversity in terms of gender, cultural background, and ability; and challenge traditional stereotypes? (Examples: Are a diverse range of people represented in materials? Do images challenge traditional gender roles?)	N/A
MONITORING: Are there mechanisms in place to monitor gender balance and opportunities available to rectify this where needed?	No

WWSC Major Projects	
DATA COLLECTION: Is evaluation data collected in a way that enables it to be separated by sex, cultural background, age and ability?	No
ANALYSIS: Is data analysed as a total, as well as by sex, to highlight any differences that might be linked to gender? Where there are differences, is analysis undertaken to explore potential causes – cultural norms, physical barriers, unconscious expectations etc; so these can be addressed?	No
REPORTING: Are participation rates always separated by sex? Does the report demonstrate a commitment to achieving gender balance and equality, highlighting key findings from the gendered analysis?	No
RECOMMENDATIONS: Are recommendations/learnings included to ensure future projects/programs improve the way they achieve gender balance, equity and diversity?	N/A