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# **Gender Equity Training Project Summary**

## Gender Equity Training Project – Summary

The Gender Equity Training project came about through the identified industry planning needs to skill the emerging gender equity and prevention of violence against women practitioners that work across a range of industries and sectors, which was a recommendation from the Royal Commission into Family Violence<sup>1</sup>.

Funding provided by the Victorian Government through the Workforce Training Innovation Fund (WTIF) program presented Women's Health Victoria (WHV) with an unmissable opportunity to embed gender equity within vocational education and training at a state-wide and potentially national level. The development of accredited gender equity training within the vocational education system had huge potential to reach students and workers across a wide range of sectors and industries, and equip them with the knowledge and skills to contribute to gender equity in their workplaces and in turn, advance gender equity at a community and societal level.

WHV recognised that as a statewide Women's Health Service they held expertise in the area of gender equity and its application in the workplace that no existing training organisation held at that time. WHV's vision for this project has been, since the initial conceptual planning, one of improving workforce capability and building a more gender equitable Victoria.

The gender equity education programs produced through the project have been developed in consultation with gender equity, intersectionality and education experts and were informed by research into appropriate pedagogical approaches required to teach gender equity<sup>2</sup>.

The project has drawn on the same global leading practice, evidence base and regulation<sup>3</sup> that has guided the development of the Victorian Government's public policy on gender equality, which includes the Victorian Gender Equality Strategy, *Safe and Strong*, the *Gender Equality Act 2020 (Vic)*, and the emerging national standards – the *Workplace Equality and Respect Standards (Our Watch)*. The objectives of these government policies, frameworks and legislation

are also mirrored in the teaching and learning resources and the recommended teaching practice<sup>4</sup>.

The project and the education programs produced are the first of their kind in Australia and have been recognised as contributing to Australia's response to meeting the *Sustainable Development Goals*<sup>5</sup>.

Throughout the project timeline (2018-2020), the call for workplace change has been raised and heard, through industry engagement, social media posts, publications and presentations that spoke to the need for the Victorian workforce to engage in evidence informed gender equity education, delivered by qualified and skilled gender equity vocational trainers to achieve the change required.

The project was supported by a consortium of organisations who were crucial to the outcomes of the project which included RMIT University, ACEVic, Women with Disabilities Victoria, Monash University, Knox City Council, Coonara Community House and Yarrowonga Neighbourhood House.



"This course has given me a **passion** for working in gender equity."

- Course in Gender Equity Student



"I feel more **empowered** to support gender equity programs in our workplace."

- Course in Gender Equity Student



"This course gives us language to carefully and **purposefully explain** what we're doing and why."

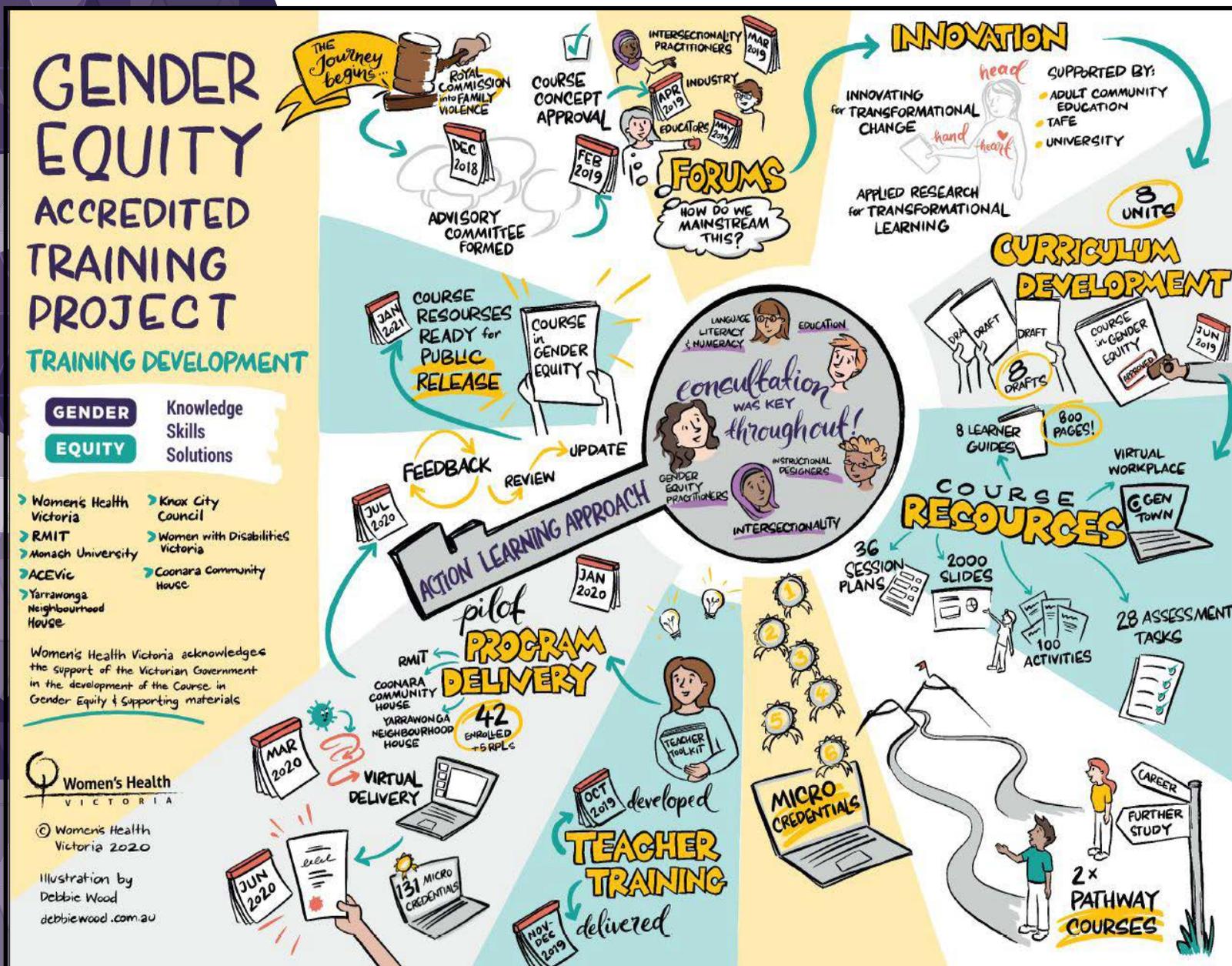
- Course in Gender Equality Trainer



"This training has emphasised just how much **gender equity is important** in community work."

- Course in Gender Equity Student

The project achieved several milestones during the project timeline, including:



The project evaluation identified several recommendations in the area of industry and education partnerships, program development and quality which have been provided to the Victorian Government for consideration in relation to future government funded industry led education projects.

Additionally, recommendations for course improvements and future delivery of the education programs were made to inform the final teaching and learning resources and to guide future delivery of the course, including:

- Further investment is made to support the development of an online train the trainer program for gender equity education program trainers. That includes training on the use of the Teaching Toolkit to build the capability of teachers to apply appropriate pedagogical approaches to gender equity teaching and learning.
- Future training providers consider the user experience in their learning systems when integrating the Microcredentials to increase user flexibility, clarity of navigation and ease of completion for all learners.

- WHV seek feedback from training providers following future delivery of the units of competency regarding nominal hour allocations.
- WHV review the evidence base supporting the education programs within two years (maximum) to identify whether the implementation of the *Gender Equity Act 2020 (Vic)* and/or the evolving gender equity practice supports the need for an update to the curriculum or teaching and learning resources.

Finally, opportunities were identified to extend gender equity readiness, which included recommendations to:

- Encourage wide adoption of the Microcredentials as a training solution that is responsive to industry needs, holds currency as a desirable credential and which has established impact in increasing gender equity readiness.
- Support the collection of future data using the Gender Equity Readiness Tool<sup>6</sup>, in particular pre-/post- training data, so as to increase the future sample size to ascertain impact and to be able to better identify the influence of demographic factors on gender equity readiness as a result of participation in units of competency and Microcredential training.

All project findings and resulting recommendations were endorsed by WHV and WHV is committed to working with the Victorian Government, industry and the education sector to support their implementation.

In summing up the project Dianne Hill, WHV CEO affirmed:

***“These high-quality gender equity education programs and evidence based teaching and learning resources have been developed in consultation with the VET sector, industry and gender equity specialists and will provide individuals and organisations with the knowledge and skills they need to build the structures, systems and cultures that will embed gender equality across all domains of society; in workplaces, at home, in education and the community, building a more gender equitable Victoria”.***

<sup>1</sup> Refer <http://files.rcfv.com.au/Reports/Final/RCFV-All-Volumes.pdf>

<sup>2</sup> Clemans A, Subban P, Gleeson J, Komarzynski L (2019) Supporting gender equity education: a research project to inform gender equity units of competency. Women’s Health Victoria, Melbourne.

<sup>3</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, Workplace Gender Equality Act 2012 (Cwth)

<sup>4</sup> Clemans A, Subban P, Komarzynski L (2020) Teaching Gender Equity: A toolkit for teaching gender equity units of competency. Women’s Health Victoria, Melbourne.

<sup>5</sup> Refer <https://sdgs.org.au/project/gender-equity-accredited-training-project/>

<sup>6</sup> A Gender Equity Readiness Tool was created by Monash University as part of the project to evaluate the level of gender readiness of an individual, it is a survey-based tool which can be easily implemented by training providers and industry.

## What next?

For more information on the education programs developed through the Gender Equity Training project or to discuss the project findings, contact Women’s Health Victoria.

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 © Women’s Health Victoria  
 WHV acknowledges the support of  
 the Victorian Government