



## **Appendix 3b**

### **16.1 CP003 Community Engagement Policy**

*Gender Impact Assessment for  
CP003 Community Engagement*

# **Ordinary Meeting of Council**

Wednesday 14 December 2022 at 7:00pm

Queenscliff Town Hall

## **Gender Impact Assessment – CP003 Community Engagement policy**

(as required by section 9 of the *Gender Equality Act 2020*).

### **1. How will this policy, program or service affect people of different genders? (ie assess the effects this policy, program or service may have on persons of different genders)**

Open and inclusive language will provide a welcoming and supportive approach for our engagement with people of differing genders. This policy has been developed with inclusivity and accessibility at its core. CP003 supports the active engagement of all members of our community. Removing where possible barriers to participation, CP003 Community engagement takes into account different accessibility and communication requirements and includes;

- flexible approaches to suit individual needs
- respecting that different people have different needs
- provides everyone with the opportunity to contribute, regardless of their age, gender identity, culture, location and accessibility needs
- adopts a flexible approach for consultation
- considers a variety of access and communication requirements.

### **2. How will you design or change this policy, program or service to better meet the needs of people of different genders?**

This policy will meet the needs of people of differing genders by committing to ensure the methods used are considerate of diverse experiences, and the language used is inclusive. We will make space to endeavor to gain understanding of lived intersectional experiences and will apply these learnings to our methodologies. We will continue to tune in and listen to local lived experience and use this insight to inform our communication and practices. By interrogating our own implicit biases, we will challenge underlying attitudes that may affect how another person or group might engage.

### **3. How will this policy, program or service address gender inequality and promote gender equality? (ie explain how your policy, program or service recommendation meets the needs of persons of different genders, addresses gender inequality and promotes gender equality)**

CP003 Community Engagement policy will promote gender equality as we apply our learnings to ensure we are not stereotyping any segments of the community and are open to feedback from all. We will commit to ensuring we use a range of communication strategies so no segment of the community gets left behind. We recognize everyone benefits from gender equality, it helps prevent violence against women, is good for the economy and makes our communities safer and healthier.

### **4. Can you show how this policy, program or service has taken into account the end user's gender inequality experience as well as their other identity aspects that may compound gender inequality?**

The development of this policy included the consideration of what additional needs there might be required for people with disabilities, differing cultural identities, Aboriginality, ages, gender identities, sexual orientation, religion, ability and socio-economic factors. The Policy ensures we use a mix of methodologies and strategies to engage with our community.

Applying an intersectional lens to our stakeholder engagement means we will take the time to actively seek out the knowledge, perspectives and experiences of women, men and gender diverse groups on all policies, programs and services, not just initiatives targeted at them. We will seek to create an empowering space for all members of our community to feel safe sharing their responses with us.