

# Developing a Gender and Diversity Lens: A guide for health and human services



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# Diversity Unit

## Department of Health

- Established in 2004
- An amalgamation of various population-group focused policy activities, including:
  - Women's health & wellbeing
  - Cultural & linguistic diversity, with strong focus on refugee health & wellbeing
  - Gay, lesbian, bisexual, transgender and intersex health & wellbeing
  - Men's health & wellbeing

# Victorian Women's Health and Wellbeing Strategy Stage 2: 2006-2010

- Learnings from Stage 1
- Key stakeholder consultation
- Research
- Government policy directions
  - A Fairer Victoria
  - Leading with Victoria's women, 2004-2007
  - Women's Safety Strategy, 2002-2007

# Victorian Women's Health and Wellbeing Strategy Stage 2: 2006-2010

Women's health – everyone's business

Victorian Women's Health and Wellbeing Strategy  
Stage Two: 2006-2010



Leading with Victoria's Women

## Priority action areas

- Mental health and wellbeing
- Sexual and reproductive health
- Social connectedness

## Gender and Diversity Toolkit

- Website
- **Template**

# How gender influences health and wellbeing

- Gender is the one social determinant that cuts across all diversities
- Gender interacts with other social determinants to influence
  - health and wellbeing
  - patterns of illness
  - health seeking behaviours

# Diverse Victoria

- Aboriginal
- Cultural and linguistic diversity
- Disability
- Socio-economic status
- Geographic location
- Sexual orientation and gender identity
- Age and lifecycle
- Social factors: eg. family violence, substance use, care roles

# Steering Group Members

**Rose Coulter**, Carer, Consumer and Community Advisory Group, Primary Health

**Kait Gregory**, Office of Women's Policy,

**Dr Shelley Mallet**, Key Centre for Women's Health and Society

**Michal Morris**, Centre for Culture, Ethnicity and Health

**Diana Mumme**, Frankston Mornington Peninsula Primary Care Partnership

**Kerrilie Rice**, Women's Health Association Victoria

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**Rachel Cowling**, Diversity Unit, Department of Health

**Dr Margaret Grigg**, Mental Health Branch, Department of Health

**Deb Hubbard**, Southern Metropolitan Region, Department of Health

**Margaret Summers**, Aged Care, Department of Health

**Ben Witham**, Rural and Regional Health, Department of Health

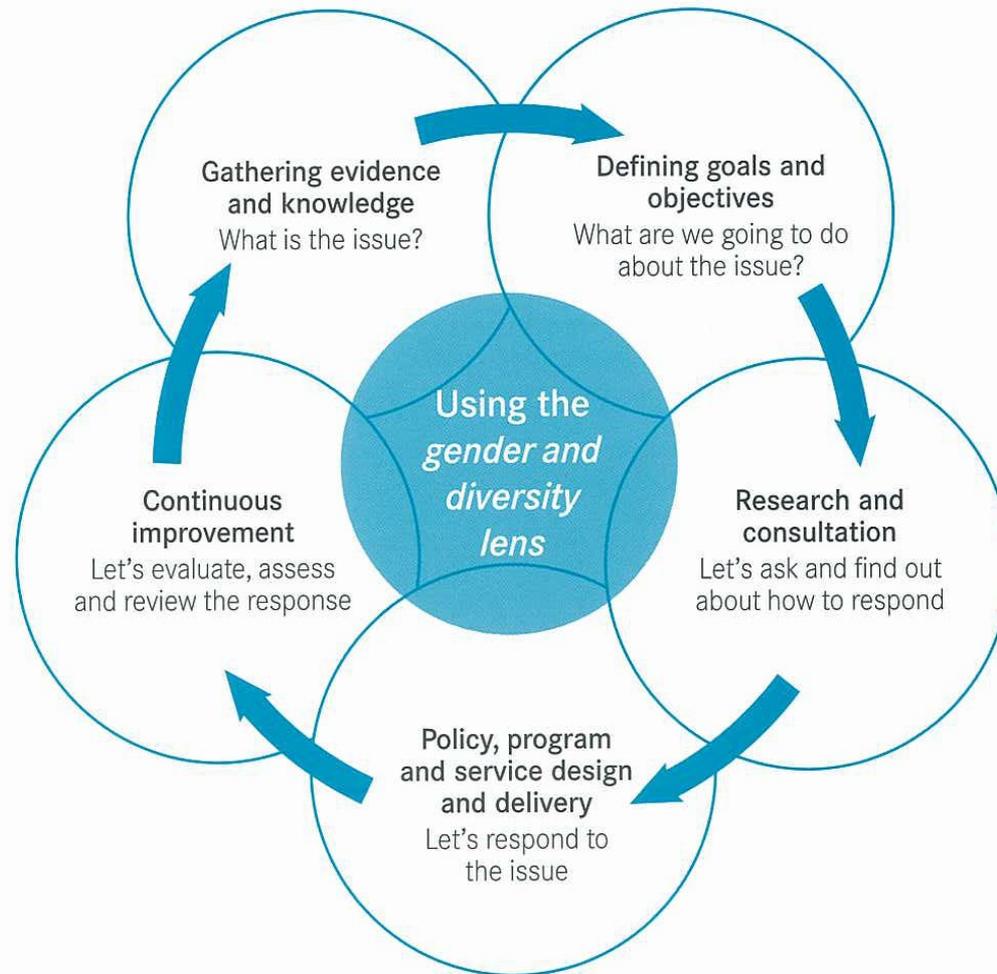
# Gender Analysis Framework

- Health Canada's Women's Health and Gender Analysis Bureau
- Office for Women, SA & WA,
- Victorian Women's Health Services
- a 'difference's' approach and a 'gender relations' approach

# Victorian framework

- a 'differences' model, imbedding the 'gender relations' in the key prompts, questions and examples
- gender being the first lens
- using the social determinants of health as the 'diversity' lens
- continuous quality improvement tool, not a mandated or compliance approach

# Stages of the Gender and Diversity Lens



# Applying the Lens

## INPUTS

Examination of own values and assumptions

### Organisational readiness

Understanding of the policy context

Consultation

Research

## OUTPUTS

Good practice models

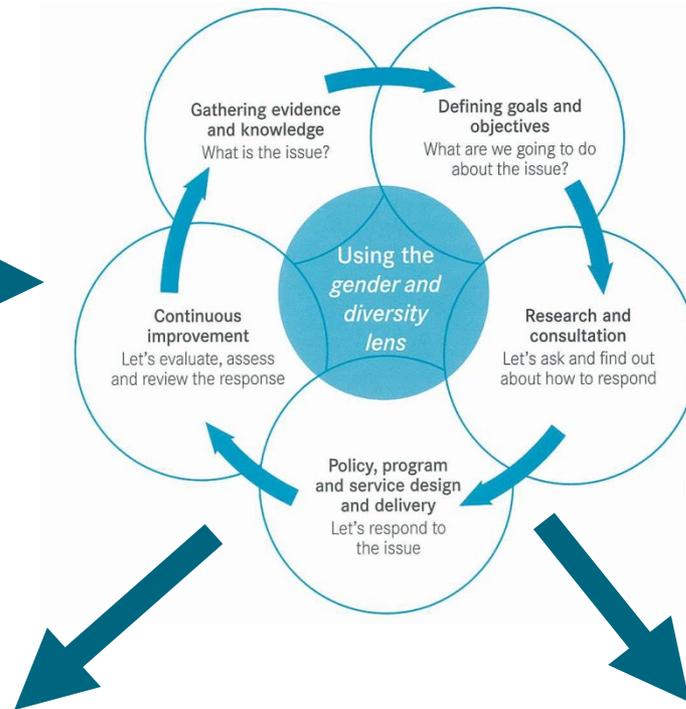
More informed policy

Gender objectives written into service documents

Data collection

Specific planning tools and resources

Training



## POTENTIAL OUTCOMES

Programs better meeting needs

Improved health and wellbeing

Greater service access

More responsive and knowledgeable workforce

# Where to from here?

- *Victorian Women's Health and Wellbeing Strategy 2010-2014* currently in development
- Focus on *A Gender and Diversity Approach to Prevention and Wellbeing*
- A gender and diversity approach to prevention of ill-health in public health initiatives addressing major risk factors
- Formal evaluation of the GDL
- More gender analysis workshops once the *Men's and Women's Health and Wellbeing Strategies* are released
- Opportunities to extend the lens to other health settings

# Contact details

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