

**Report to the Future Melbourne Committee****Agenda item 6.4****Creating Communities of Equality and Respect:  
Women's Safety and Empowerment Year Two Action Plan 2022-2023****7 June 2022****Presenter:** Rushda Halith, Director Community Development**Purpose and background**

1. On 30 November 2021, the Future Melbourne Committee endorsed the Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan (Action Plan) 2021-2024.
2. The purpose of this report is to present the year one Progress Report (refer to Attachment 2) and seek endorsement of activities proposed for year two of the Action Plan (refer to Attachment 3).
3. With the ongoing social and economic impacts of COVID-19, instead of developing a three-year action plan, it was agreed that actions would be identified on an annual basis and presented to Future Melbourne Committee for endorsement.
4. The Action Plan sits under the Inclusive Melbourne Strategy 2022-32 and delivers on Major Initiative 49, which states that 'We will be a leading organisation on equality and inclusion and deliver programs in communities that will reduce physical and psychological harm to all people and we will adopt and deliver the Prevention of Violence Against Women Action Plan 2021-2024 and meet our obligations under the *Gender Equality Act 2020*'.

**Key issues**

5. A total of 40 activities were delivered in year one. Key highlights include:
  - 5.1. Delivery of the Men's Project's Modelling Respect and Equality (MoRE) in Melbourne;
  - 5.2. Pilot of free period care products in six community facilities;
  - 5.3. Delivery of year one actions of Project Night Justice - including a Night Safety Summit, Night Safety Charter and Toolkit, Step Up Speak Up awareness campaign and stakeholder event;
  - 5.4. Development of *Gender Equality in Advertising and Communications: Guidelines for Local Government*;
  - 5.5. Redevelopment of Western Pavilion to increase capacity for women's sport programming; and
  - 5.6. Design and delivery support for the Victorian Government's Family Violence Memorial at St Andrew's Place Reserve.
6. A number of activities in the year one action plan will continue in year two (for example, investment in women's and LGBTIQ arts, festivals, conferences and tourism). Some activities are new in response to emerging issues (for example, working with sporting clubs and sporting associations to deliver information and education on gender equality, consent, respectful relationships and healthier masculinities to men and boys). Some of the ideas raised during the community consultation phase of the draft Action Plan have also been included (for example, a review of policy and practices to ensure women feel safe accessing sporting and recreational facilities at night).
7. Activities for the third and final year (2023-24) will be developed and presented to Future Melbourne Committee in June 2023.

## **Recommendation from management**

8. That the Future Melbourne Committee:
  - 8.1. Notes activities delivered during year one of the Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan.
  - 8.2. Endorses year two actions of the Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan.
  - 8.3. Authorises the General Manager Community and City Services to make any further minor editorial changes to the year two actions of the Action Plan prior to publication.

### **Attachments:**

1. Supporting Attachment (Page 3 of 14)
2. Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan Year One Progress Report (Page 4 of 14)
3. Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan – Year Two Actions 2022-2023 (Page 11 of 14)

## Supporting Attachment

---

### Legal

1. The Action Plan will assist the organisation to meet its obligations under the *Gender Equality Act 2020*. Legal advice will be provided as required in relation to the initiatives proposed, and rolled out, under the Action Plan.

### Finance

2. The Action Plan will be implemented within the existing operating budgets of relevant branches. The 2022–23 operating budget for implementing new actions within the Action Plan is \$65,000.
3. City of Melbourne, together with our project partners, received \$190,000 over a two year period (2021-22 to 2022-23) as part of the Victorian Government's Building Safer Community program to deliver Project Night Justice, which is an action item in Theme 2 of the Action Plan.
4. City of Melbourne recently received a grant of \$212,500 over a three year period (May 2022 – June 2025) through the Victorian Government's Free From Violence Local Government Grant Program. The grant will be used to implement the Local Government Guide to Primary Prevention of Family Violence and to help align and integrate our gender equality, cultural diversity, accessibility and social inclusion policy and practices.

### Conflict of interest

5. No member of Council staff, or other person engaged under a contract, involved in advising on or preparing this report has declared a material or general conflict of interest in relation to the matter of the report.

### Health and Safety

6. The year two actions of the Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan address and improve the physical, mental and psychological health and safety of women and gender diverse people across the municipality.

### Stakeholder consultation

7. The year two action plan has been developed in consultation with work areas across City of Melbourne as well as with external partners.

### Relation to Council policy

8. The Action Plan sits under the Inclusive Melbourne Strategy 2022-32 and responds to a number of priority areas and actions in the Council Plan 2021-25, Municipal Public Health and Wellbeing Plan, Economic Development Strategy 2021-31, Transport Strategy 2030, Community Engagement Policy and Child Safe Framework.
9. The Action Plan also delivers on Major Initiative 49, which states 'We will be a leading organisation on equality and inclusion and deliver programs in communities that will reduce physical and psychological harm to all people and we will adopt and deliver the Prevention of Violence Against Women Action Plan 2021-2024 and meet our obligations under the Gender Equality Act 2020'.

### Environmental sustainability

10. In developing this proposal, no environmental sustainability issues were identified.

## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS  | KEY OUTCOMES  | PROGRESS TO DATE  |
|--|---|---|
| <p><b>1. Advance women and gender diverse people's leadership and participation in economic, social and civic life across the municipality</b><br/> <b>Overarching outcome:</b> In the long term women and gender diverse people are safe and included in all aspects of civic, economic and social life in the municipality</p>   |   |   |
| <p>1.1 Pilot free period care product vending machines in council facilities to address period poverty.</p>  | <p>Women and people who menstruate have free access to period products.</p>   | <p><a href="#">Essity</a> has been contracted to install, maintain and stock period product vending machines in six City of Melbourne community facilities: City Library, Carlton Baths, Kathleen Syme Community Centre, Library at the Dock, Melbourne Town Hall (Collins Street public toilets) and North Melbourne Community Centre.</p> <p>The 12-month pilot began in September 2021. As of 31 March, 5,683 products (3,416 tampons and 2,267 period pads) have been dispensed from the vending machines. Post-pilot evaluation findings will be presented to the Future Melbourne Committee in November 2022 to determine potential for program continuation and expansion.</p>   |
| <p>1.2 Continue to work with other local governments and Women's Health West to implement the Women's Participation in Sports and Active Recreation in Melbourne's West: An Action Plan for Change 2020– 2025</p>  | <p>Increased opportunity and participation of women and gender diverse people in sports and recreation.</p>         | <p>In response to the Action Plan's 'Welcoming Facilities' priority, the City of Melbourne is upgrading three pavilions in Royal Park to provide universally accessible change facilities and respond to growing female participation in sport.</p> <p>Redevelopment of Western Pavilion was completed in April 2022, ahead of the winter sport season. The facility has increased capacity for women's sport programming, featuring: four new all-gender, accessible change rooms; accessible, all gender spectator toilets; baby change facilities; two umpire change rooms; a new social room and kitchen; and increased equipment storage.</p> <p>Brens Pavilion redevelopment commenced in March 2022 and is expected to be completed in February 2023.</p>  |
| <p>1.3 Continue to tell the stories of women and gender diverse people's achievements through street naming, monuments, plaques, arts, awards, and events so that influential women and gender diverse people throughout Melbourne's history and in the present time are acknowledged – with particular focus on Aboriginal, immigrant and refugee people (e.g Put Her</p> | <p>Increased representation and recognition of women and gender diverse people in our public places and spaces.</p> | <p><u>Public place commemoration</u></p> <p>The City of Melbourne is part of the 'Put Her Name On It' Campaign Reference Group, co-facilitated by Gender Equity Victoria and Geographic Naming Victoria. The purpose of the group is to provide strategic advice, advocate and raise awareness about representation of women in public place commemoration.</p> <p>We also contributed this year to two new monuments in the municipality:</p> <ul style="list-style-type: none"> <li>– Design and delivery support for the Victorian Government's <a href="#">Family Violence Memorial</a> at St Andrew's Place Reserve, which was officially opened by the Minister for the Prevention of Family Violence Gabrielle Williams and the Lord Mayor in April 2022.</li> <li>– Planning for Zelda D'Aprano monument with Trades Hall and A Monument of One's Own; City of Melbourne will continue to support delivery with advice on artist selection and design for the integration of the monument at the site.</li> </ul> |

## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS   | KEY OUTCOMES  | PROGRESS TO DATE  |
|---|---|---|
| Name On It campaign, International Women's Day, IDAHOBIT)   |   | <p><u>International Women's Day</u></p> <p>In honour of the UN Women International Women's Day 2022 theme 'Changing Climates: Equality today for a sustainable tomorrow', the City of Melbourne hosted a panel discussion, Women Leading Climate Action. Panellists included Cr Elizabeth Mary Doidge, City of Melbourne; Professor Hilary Bambrick, Councillor at the Climate Council and public health expert; and Tamara DiMattina, Creator and Founder of The New Joneses and Buy Nothing New Month.</p> <p>86 people attended the event. The majority of participants who provided feedback stated that the presenters inspired them to take more action to address climate change. A <a href="#">recording</a> of the event is now available online.</p>  |
| <p><b>2. Promote the safety of women and gender diverse people in our communities and public spaces</b></p> <p><b>Overarching outcome:</b> In the long term women and gender diverse people feel safer and more included when using council facilities, conducting their businesses, walking in our streets, or attending events &amp; licenced premises.</p> |   |   |
| <p>2.1 Raise community awareness of violence against women (prevalence, dynamics, impacts, underlying drivers) by participating in evidence-based campaigns and initiatives such as (but not limited to) 16-Days of Activism Against Gender-based Violence, Walk Against Family Violence</p>  | <p>Community and businesses are aware of the prevalence, dynamics, impacts and underlying drivers of violence against women</p> | <p><u>Walk Against Family Violence</u></p> <p>The City of Melbourne funded Safe Steps through a Connected Communities Impact grant to assist with delivery of the 2021 Walk Against Family Violence, held in November 2021. Due to COVID-19 restrictions, the event was structured as a series of walks in local communities. Many corporate partners used the event for staff engagement and community awareness raising.</p> <p>In total, 496 individuals, groups and businesses registered for the event including 382 new registrants.</p> <p>When participants were asked why they were taking part in the walk, many stated:</p> <p><i>"I'm walking for all victim-survivors of family violence and for the incredible sector working to support them."</i></p> <p><i>"I'm walking to send a message across Victoria that family violence and violence against women is never okay."</i></p> <p><i>"We are walking as a team of case managers who support amazing victim-survivors."</i></p> <p><i>"I'm walking because I'm a survivor of domestic violence."</i></p> <p><u>16 Days of Activism Against Gender-based Violence</u></p> <p>The City of Melbourne worked with community groups and services to source speakers and deliver online conversations focussed on the prevention of violence against women. In November and December 2021, Africa Day Australia Inc and Afri-Aus Care hosted two forums, 'What is sexual violence?' and 'Being an active bystander.' In December 2021, Professional Migrant Women and Inner Melbourne Community Legal hosted an information session for migrant women on</p> |

## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS  | KEY OUTCOMES   | PROGRESS TO DATE   |
|--|--|--|
|  |  | <p>temporary visas, 'Understanding your rights and access to support services.' The events were funded through a grant received from Safe and Equal and Respect Victoria.</p> <p>A total of 105 individuals participated in the three conversations. Most reported increased knowledge of what constitutes sexual violence and what is an active bystander; migrant women attending the third session were able to seek advice and support on issues they were currently experiencing.</p> <p><u>Walk for Respect and Equality</u></p> <p>In February 2022, the City of Melbourne partnered with the Carlton Football Club to host the 'Walk for Respect and Equality.' The walk took place around Princes Park and ended in the entry to the AFLW Carlton Respects game at Ikon Park. It aimed to engage the public to advocate for the prevention of violence against women; provide a safe and supportive environment to display support for gender equality; and attract mainstream media coverage of the cause.</p> <p>Deputy Lord Mayor Nicholas Reece provided a welcome speech at the event, which attracted approximately 60 participants from among Carlton Football Club staff, supporters and business partners.</p> |
| <p>2.2 Promote and encourage community and businesses to get involved in the shEqual advertising equality campaign and take action against (hetero)sexist and gender stereotypical advertising</p>           | <p>Increased capacity and capability of businesses and licenced premises to adopt/initiate gender equitable practices.</p>   | <p>The City of Melbourne led the development of the <a href="#">Gender Equality in Advertising and Communications: Guidelines for Local Government</a> in partnership with Women's Health Victoria and 33 other Victorian local government areas. The initiative was funded by the Victorian Government as part of the <a href="#">shEqual campaign</a>.</p> <p>The Guidelines were promoted through local and state government communication channels, and information on shEqual and the impacts of sexist advertising has been included in our Night Safety Charter and Toolkit (see 2.3 below). We also presented with Women's Health Victoria to the Municipal Association of Victoria's Gender Equality, Prevention of Violence Against Women and Gender Based Violence Network in March 2022.</p> <p>Feedback from councils has been overwhelming positive, with many noting that the Guidelines helped them meet their obligation under the Gender Equality Act 2020 by providing practical ideas on embedding gender equality in marketing and communications.</p>  |
| <p>2.3 Partner with the Night Time Economy Advisory Committee and businesses on activities or projects such as Project Night Justice that prioritise the safety and participation of women and trans and</p> | <p>Increased skills/ confidence of night-time licenced premises contacts for prosocial bystander action.</p> <p>Increased capacity and capability of businesses and licenced premises to</p> | <p><u>Project Night Justice</u></p> <p>In 2021, the City of Melbourne received funding from the Victorian Government's Building Safer Communities Program to deliver Project Night Justice, a two-year collaboration with Victoria Police, Crime Stoppers Victoria, Full Stop Australia and University of Melbourne to enhance women and gender diverse people's safety at night.</p> <p>In November 2021, 75 people from government, community and business attended a Project Night Justice Night Safety Summit. Stakeholders provided input on what should be included in a Night Safety Charter and the support businesses need to sign up to the Charter. Participants provided the following feedback:</p>   |

## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS  | KEY OUTCOMES   | PROGRESS TO DATE  |
|--|--|---|
| <p>gender diverse people in the late night economy.</p>  | <p>adopt/initiate gender equitable practices.</p>  | <p><i>“Well done - it was such a fabulously curated and run session. Excellent range of speakers, insights and discussion, and incredible talent being showcased also.”</i></p> <p><i>“That event was a class act! Super well thought through program--it was interesting and a bit edgy.”</i></p> <p><i>“Was great to be involved today. Big thanks to all the speakers for their wisdom and musicians for their performances.”</i></p> <p>The Night Safety Charter and Toolkit and a <a href="#">Step Up Speak Up</a> sexual violence awareness campaign launched at a Stakeholder Event in April 2022. Guest speakers included The Hon Natalie Hutchins Minister for Crime Prevention, Councillor Dr Olivia Ball, Stella Smith from Crime Stoppers Victoria, Detective Senior Sergeant Monique Kelley from Victoria Police, Jeremy Lucas, a licensed venue operator and Tara Hunter from Full Stop Australia.</p> <p>The Step Up Speak Up campaign will be promoted during major events, including Rising, Spring Racing, Midsumma Festival, and New Year's Eve.</p> <p>We are now recruiting venues to take part in the Good Night Out accreditation and training program, which will be rolled out over the next six months. A formal evaluation of Project Night Justice is being carried out by the University of Melbourne and will be reported on in May 2023.</p> <p><u>Examining Sexual Violence in the Music City</u></p> <p>In 2021, the City of Melbourne and the Victorian Government contributed funding to a Monash University research project on Examining Sexual Violence in the Music City of (Greater) Melbourne. This included a pilot survey to explore the impact of sexual violence on music participation, music production, music education and the music media spaces. Of the 126 respondents, all were Greater Melbourne residents, 60 percent were both music workers and event attendees aged between 25 – 44 years old, and 85 percent were cisgender, white women. The draft research report has been prepared and is scheduled to be released by June.</p> |
| <p><b>3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence</b></p> <p><b>Overarching outcome:</b> Increased skills / confidence of men and boys to understand and challenge harmful expressions of masculinity</p> |  |   |
| <p>3.1 Provide opportunities for men and boys to engage in conversations about their role as prosocial bystanders and allies for creating a more gender equitable future</p>   | <p>More men and boys are engaged in conversations about prosocial bystander and allyship</p> | <p>Mentoring Men has been funded through City of Melbourne's Connected Communities grants program to deliver a mentoring program to connect men in need with trained volunteers who live and work in the municipality. Recruitment of mentors is underway and training is scheduled to take place in May 2022.</p>  |



## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS  | KEY OUTCOMES  | PROGRESS TO DATE   |
|--|---|--|
| <p>3.2 Work with men to support and promote neighbourhood based men's groups and health promotion programs that discuss healthier forms of masculinities and the role of men in promoting gender equality e.g. Modelling Respect and Equality (MoRE)</p> | <p>Increased skills / confidence of men and boys to understand and challenge harmful expressions of masculinity</p>   | <p>In 2021, The Men's Project at Jesuit Social Services was commissioned to deliver the Modelling Respect and Equality (MoRE) program in Melbourne. MoRE helps participants become active influencers for change in their community, giving them tools to support boys and men to break away from harmful stereotypes and to live happy, healthy, safe and respectful lives. The six-month program involved intensive training followed by ongoing support to participants as they contributed to positive social change in their community or workplace.</p> <p>20 participants completed the training, including 10 City of Melbourne staff. Feedback highlighted that these participants reached over 700 people during the six-month program and incorporated what they learned into interactions with their communities. Benefits included increased awareness, knowledge, confidence, skills and intention to work with men and boys on changing stereotypical masculine norms. Feedback from participants:</p> <p><i>Gender equality, however, is often perceived to be an issue for women's benefit only. While I knew that this was not the case, I did not really know how to articulate it. I needed a framework to support my thinking and the MoRE framework was perfect. The sessions gave me an opportunity to speak and think freely o</i></p> <p><i>"The MoRE program has helped me feel connected to a community of people who have similar views as myself. Finding this community has given me confidence to further educate myself on the topics and strengthen my drive to continue working in this field and continue to find ways to help boys and young men who are lost in the constructs of masculinity."</i></p> <p><i>With this added confidence, it has helped me in my already running boys group program with finding more meaningful ways to work with boys and young men but also broaden my understanding of toxic masculinity so that we can address this in the program."</i></p> <p>Participants continue to keep in touch and share ideas and initiatives via a WhatsApp group.</p> |
| <p><b>4. Achieve sustainable primary prevention for our municipality.</b></p> <p><b>Overarching outcome:</b> Sustained partnerships for PVAW and gender equality.</p>  |   |  |
| <p>4.1 Support community groups and businesses to develop and deliver localised responses to the underlying drivers of violence against women through our community grants and sponsorship programs.</p>   | <p>Increased capacity and capability of individuals, community groups and businesses to deliver localised responses to the underlying drivers of violence against women and adopt/initiate gender equitable practices</p> | <p>During 2021 and 2022, the City of Melbourne funded or supported 22 organisations to the value of \$733,426 to deliver projects promoting gender equality and healthier masculinities and raising awareness of and preventing family violence and violence against women:</p> <p><b>Connected Communities grants 2021</b></p> <ul style="list-style-type: none"> <li>• Safe Steps – Annual Walk Against Family Violence 2021 (\$5,000)</li> <li>• Project Respect - Effecting systemic change to ensure services are inclusive and responsive to the needs and experiences of women in the sex industry and women trafficked (\$11,739)</li> </ul>   |





## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS | KEY OUTCOMES | PROGRESS TO DATE  |
|---|--------------|---|
|   |              | <ul style="list-style-type: none"> <li>• HerSpace Limited – HerPathway specialised support for women who have experienced trauma stemming from exploitation (\$15,000)</li> <li>• Afri-Aus Care Inc - Ubuntu Peer Restorative program for young African Australian women (\$20,000)</li> <li>• Vincentcare Victoria - Women's Group founded as "The Nest" (\$7,800)</li> <li>• African Australian Women in Action - Empowering African Australian Women (\$5,000)</li> </ul> <p><b>Connected Communities grants 2022</b></p> <ul style="list-style-type: none"> <li>• The Equality Project – Beyond the Rainbow and LGBTIQ+ Health and Wellbeing Day (\$12,000)</li> <li>• Drill Hall Residents Association – Training and leadership program on preventing violence against women within multicultural communities.(\$15,000)</li> <li>• Mentoring Men – Connecting Men: Reaching Out and Speaking Up (\$12,000)</li> <li>• Youth Activating Youth - Girls Leading Change (\$12,000)</li> <li>• Stem Sisters Vic Inc. – Soapbox science (\$10,000)</li> </ul> <p><b>Social Partnerships 2021–2023</b></p> <ul style="list-style-type: none"> <li>• It's Not A Compliment Ltd - Your Stories Matter (\$54,832)</li> <li>• Eastern Domestic Violence Services – HaiR 3Rs Family Violence training for salon professionals (\$60,000)</li> <li>• Leadership Education Advancement and Development for Asian Australians Inc. – By women for women safety awareness project (\$94,020)</li> <li>• RMIT University – Finding the words is easy – or is it? (\$115,000)</li> <li>• Salemfest Incorporated – Women's wisdom circles (\$93,300)</li> <li>• Just Gold Digital Agency – The Invisible Women #stayvisible (\$74,000)</li> <li>• River Nile School – Educating Adult Refugee and Asylum Seeker Women (\$56,000)</li> <li>• Laneway Learning – Laneway Learning and Unicorns presents Queer Social (\$32,685)</li> </ul> <p><b>Conference funding</b></p> <ul style="list-style-type: none"> <li>• Professional Migrant Women – Support for Professional Migrant Women Unconference: Uncovering your Calling in the COVID Era, attended by over 50 CALD women (\$1,250)</li> <li>• No Woman Left Behind – Sponsorship of a table to enable community partners to attend (\$1,800)</li> <li>• Sisterworks Gala – Premier sponsor (\$25,000)</li> </ul> |

## CREATING COMMUNITIES OF EQUALITY AND RESPECT: WOMEN'S SAFETY AND EMPOWERMENT ACTION PLAN YEAR ONE PROGRESS REPORT 2021-2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS   | KEY OUTCOMES  | PROGRESS TO DATE  |
|---|---|---|
|   |   | <p>The funded projects cover diverse issues and groups and provide specialist support to those who have experienced violence / trauma; raise awareness of family violence and build skills and confidence of community to prevent and respond to violence against women and LGBTIQ+ communities, promoting gender equality and healthier masculinities.</p>   |
| <p>4.2 Continue contributing to the Preventing Violence Together (PVT) 2030 strategy as a full member in the western metropolitan region's partnership to prevent violence against women.</p> | <p>Increased opportunity for learning and collaboration with partners across the western region</p>       | <p>The City of Melbourne contributed to the development of the PVT Action Plan for 2022- 2024. The plan focusses on leadership and governance of the PVT partnership; promoting healthy masculinities and gender identities and supporting implementation of the Gender Equality Act. Working groups and a community of practice have been established for the priority areas.</p> <p>We also participated in a series of workshops on intersectional approaches to preventing violence against women delivered by the PVT.</p>   |
| <p>4.3 Participate in and actively contribute to the Municipal Association of Victoria's (MAV) Gender Equality, Prevention of Violence Against Women and Gender Based Violence Network.</p>   | <p>Increased visibility of council's advocacy, leadership and commitment to PVAW and gender equality.</p> | <p>The City of Melbourne is an active Executive member of the MAV Gender Equality, Prevention of Violence Against Women and Gender Based Violence Network. Together with Women's Health Victoria, we presented on the <a href="#">Gender Equality in Advertising and Communications: Guidelines for Local Government</a> at the network meeting in March 2021 (see 2.2 above). Additional information on our gender equality and PVAW initiatives is regularly shared with local councils across Victoria and interstate.</p> <p>Information from the MAV network on other councils' initiatives and training opportunities are shared with CoM staff via the Gender Equality Yammer Group.</p> <p>City of Melbourne has been successful in obtaining a grant of \$212,500 (excluding GST) through the Free From Violence Local Government Grant Program to implement the Local Government Guide to Primary Prevention of Family Violence over three year period from 2022 to 2025.</p> |
| <p>4.4 Learn from and share knowledge with other international cities on global best practice in primary prevention.</p>  | <p>Knowledge and best practice in primary prevention informs future Action Plans.</p>                     | <p>In September 2021, the City of Melbourne met with London's Night Czar and the Greater London Authority to discuss their women's night safety summit, night safety charter and other related initiatives. The London Night Czar and Co-Founder and Creative Director of House of Yes, a creative event space based in New York, were then invited to speak at the Melbourne Night Safety Summit.</p> <p>In April 2022, the City of Melbourne took part in an interview to discuss our free period product pilot with representatives from the Mayor's Office of the City of Los Angeles and the City Hub and Network on Gender Equity on city-level policies and programs on menstrual equity.</p>  |













## Creating Communities of Equality and Respect: Women's Safety And Empowerment Year Two Action Plan 2022–2023 (DRAFT)

Alignment to Inclusive Melbourne Strategy: Priority 1. Organisation, Services, Programs And Places For All , Priority 2. Sustainable And Fair Recovery ,

Attachment 3  
Agenda item 6.4

Priority 3. Empowered, Participatory Communities 

Future Melbourne Committee  
7 June 2022

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS  | POTENTIAL PARTNERS   | KEY OUTCOMES   | SDG AND COUNCIL PLAN LINKS  |
|--|--|--|---|
| <p><b>1. Advance women and gender diverse people's leadership and participation in economic, social and civic life across the municipality</b></p> <p>1.1 Invest in women's and LGBTIQ arts, festivals, conferences and tourism in the municipality including prioritising the commissioning of women artists for permanent art installations.   </p> <p>1.2 Evaluate and explore expansion of pilot of free period care product vending machines in Council facilities.  </p> <p>1.3 Design and implement programs for young women that empower them to use their voice as entrepreneurs, business and community leaders. </p> <p>1.4 Continue to deliver on priorities set out in the Women's Participation in Sports and Active Recreation in Melbourne's West: An Action Plan for Change 2020 – 2025 to help increase women's representation, participation and influence in sport.   </p> <p>1.5 Continue to tell the stories of women's achievements through street naming, monuments, plaques, arts, awards, and events so that influential women throughout Melbourne's history and in the present time are acknowledged – with particular focus on Aboriginal women and immigrant and refugee women (e.g. Put Her Name On it Campaign, Zelda D'Aprano monument).   </p> | <p>Trades Hall<br/>Victorian Government<br/>Tomorrow Women<br/>GenWest and Preventing Violence Together (PVT) partnership<br/>YMCA Victoria<br/>Gender Equity Victoria</p> | <p>Increased representation and recognition of women and gender diverse people in our public places and spaces.</p> <p>Women and people who menstruate have free and easy access to period products.</p> <p>Young women have the skills and confidence to use their voices as leaders in business and community</p> <p>Increased opportunity and participation of women and gender diverse people in sports and recreation.</p> <p>Local women's achievements are recognised and promoted.</p> | <p><b>Sustainable Development Goals</b></p> <ul style="list-style-type: none"> <li>• SDG 5 Gender equality</li> <li>• SDG 8 Decent work / economic growth</li> <li>• SDG 9 Industry, innovation and infrastructure</li> </ul> <p><b>Council Plan 2021–2025</b></p> <ul style="list-style-type: none"> <li>• Economy of the future</li> <li>• Access and affordability</li> <li>• Safety and wellbeing</li> </ul> <p><b>Municipal Public Health and Wellbeing Plan</b></p> <ul style="list-style-type: none"> <li>• Mental wellbeing and inclusion</li> </ul> <p><b>Economic Development Strategy 2031</b></p> <ul style="list-style-type: none"> <li>• Diversity</li> </ul> |

# Creating Communities of Equality and Respect: Women’s Safety And Empowerment Year Two Action Plan 2022–2023 (DRAFT)

Alignment to Inclusive Melbourne Strategy: Priority 1. Organisation, Services, Programs And Places For All ♠, Priority 2. Sustainable And Fair Recovery ♦, Priority 3. Empowered, Participatory Communities ♣

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS   | POTENTIAL PARTNERS  | KEY OUTCOMES  | SDG AND COUNCIL PLAN LINKS   |
|---|---|---|--|
| <p><b>2. Promote the safety of women and girls in our communities and public spaces</b></p> <p>2.1 Support awareness-raising activities on the prevalence and impacts of harassment against women and girls in public spaces, with a focus on the lived experiences of women who are made vulnerable through the intersections of sexism and racism. Promote prosocial bystander action on sexism and racism. ♠ ♣</p> <p>2.2 Raise community awareness of violence against women (prevalence, dynamics, impacts, underlying drivers) by participating in evidence-based campaigns and initiatives including (but not limited to) 16 Days of Activism Against Gender Based Violence and IDAHOBIT Day. ♠ ♣</p> <p>2.3 Continue to partner with the Night Time Economy Advisory Committee and businesses on projects to prioritise the safety and participation of women and gender diverse people in the late night economy (e.g. Project Night Justice, Westwood Place lighting installation). ♠ ♦ ♣</p> <p>2.4 Review existing policy and practices (i.e. lighting) to ensure women feel safe accessing sporting pavilions, recreational facilities and parks at night. ♠ ♣</p> | <p>It’s Not a Compliment<br/>                     Crime Stoppers Victoria<br/>                     Victoria Police<br/>                     Women’s Health Victoria<br/>                     Respect Victoria<br/>                     Municipal Association of Victoria<br/>                     GenWest / PVT 2030<br/>                     Safe Steps<br/>                     Crime Stoppers Victoria<br/>                     Full Stop Australia<br/>                     University of Melbourne<br/>                     Night Time Economy Advisory Committee<br/>                     Melbourne Licensees Forum</p> | <p>Increase in staff and community awareness and understanding of actions to take to help stop gender based violence</p> <p>Increased skills/confidence of night-time licenced premises contacts for prosocial bystander action.</p> <p>Increased capacity and capability of businesses and licenced premises to adopt/initiate gender equitable practices.</p> <p>Lighting commission developed in partnership with the Salvation Army will increase safety and prevent anti-social behaviour in Westwood Place.</p> | <p><b>Sustainable Development Goals</b></p> <ul style="list-style-type: none"> <li>• SDG 3 Good health and wellbeing</li> <li>• SDG5 Gender equality</li> <li>• SDG16 Peace and justice strong institutions</li> </ul> <p><b>Council Plan 2021–2025</b></p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> <li>• Access and affordability</li> </ul> <p><b>Municipal Public Health and Wellbeing Plan</b></p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p><b>Community Engagement Policy 2021</b></p> <ul style="list-style-type: none"> <li>• Inclusive and accessible</li> <li>• Place based / community development</li> </ul> <p><b>Transport Strategy 2030</b></p> <ul style="list-style-type: none"> <li>• Outcome 1 Safe streets for people</li> <li>• Outcome 3 Transport interchanges as welcome people places</li> </ul> |

# Creating Communities of Equality and Respect: Women’s Safety And Empowerment Year Two Action Plan 2022–2023 (DRAFT)

**Alignment to Inclusive Melbourne Strategy: Priority 1. Organisation, Services, Programs And Places For All ♠, Priority 2. Sustainable And Fair Recovery ♦, Priority 3. Empowered, Participatory Communities ♣**

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS   | POTENTIAL PARTNERS   | KEY OUTCOMES  | SDG AND COUNCIL PLAN LINKS  |
|---|--|---|---|
| <p><b>3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence</b></p> <p>3.1. Support and promote neighbourhood based men’s groups and health promotion programs that discuss healthier forms of masculinities and the role of men in promoting gender equality (e.g. RMIT Gender Justice Allies – Onsite project). ♣</p> <p>3.2. Work with sporting clubs and sporting associations to deliver information and education to men and boys on gender equality, consent, respectful relationships and healthier masculinities (e.g. Club Respect). ♣</p>   | <p>RMIT<br/>GenWest / PVT partnership<br/>Victoria Women’s Trust<br/>YMCA Victoria<br/>The Huddle<br/>Carlton Football Club<br/>Carlton Respects<br/>OurWatch</p>  | <p>Increased skills and confidence of men and boys to understand and challenge harmful expressions of masculinity.</p> <p>Best practise approaches to engaging men and boys is shared and delivered in Melbourne and across the western region</p> <p>More sporting clubs, men and boys are engaged in, understand and see the benefits of gender equality, respectful relationships, consent and healthier forms of masculinities</p>  | <p><b>Sustainable Development Goals</b></p> <ul style="list-style-type: none"> <li>• SDG 3 Good health and wellbeing</li> <li>• SDG 5 Gender equality</li> </ul> <p><b>Council Plan 2021–2025</b></p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> </ul> <p><b>Municipal Public Health and Wellbeing Plan</b></p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p><b>Child Safe Framework</b></p> <ul style="list-style-type: none"> <li>• Create a culturally safe environment for children and young people that is free from harassment, bullying, violence, discrimination, racism or sexism</li> </ul> <p><b>Big City, Small Child Action Plan 2021–2024</b></p> <ul style="list-style-type: none"> <li>• Children are safe</li> </ul> |
| <p><b>4. Achieve sustainable primary prevention for our municipality</b></p> <p>4.1 Continue to support community groups, organisations and businesses to develop and deliver localised responses to the underlying drivers of violence against women through City of Melbourne’s grants and sponsorship programs. ♦ ♣</p> <p>4.2 Participate in local, state and regional networks to facilitate a coordinated, action-based approach to preventing violence against women including GenWest’s Preventing Violence Together 2030 Strategy and partnership, Municipal Association of Victoria’s Gender Equality Group, Preventing Violence Against Women and Gender Based Violence Network. ♣</p> | <p>GenWest and PVT partnership<br/>Municipal Association of Victoria<br/>Safe Steps<br/>Respect Victoria<br/>OurWatch<br/>University of Melbourne<br/>UN Women<br/>City Hub and Network for Gender Equality (CHANGE)</p> | <p>Increased capacity and capability of community groups and businesses to recognise and respond to violence against women and adopt/initiate gender equitable practices.</p> <p>Partnership has achieved mutual goals through increased efficiency</p> <p>New joint initiatives and collaborations</p> <p>Increased visibility of council’s advocacy, leadership and commitment to PVAW and gender equality.</p> <p>International knowledge and best practice in primary prevention informs future Action Plans.</p> | <p><b>Sustainable Development Goals</b></p> <ul style="list-style-type: none"> <li>• SDG 17 Partnerships for the Goals</li> </ul> <p><b>Council Plan 2021–2025</b></p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> </ul> <p><b>Municipal Public Health and Wellbeing Plan</b></p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p><b>Community Engagement Policy 2021</b></p> <ul style="list-style-type: none"> <li>• Inclusive and accessible</li> <li>• Place based / community development</li> </ul>  |

# Creating Communities of Equality and Respect: Women’s Safety And Empowerment Year Two Action Plan 2022–2023 (DRAFT)

Alignment to Inclusive Melbourne Strategy: Priority 1. Organisation, Services, Programs And Places For All ♠, Priority 2. Sustainable And Fair Recovery ♦, Priority 3. Empowered, Participatory Communities ♣

| STRATEGIC THEMES AND HIGH-LEVEL ACTIONS   | POTENTIAL PARTNERS | KEY OUTCOMES | SDG AND COUNCIL PLAN LINKS |
|---|--------------------|--------------|----------------------------|
| 4.3 Learn from and share knowledge with other international cities on global best practice in primary prevention. ♣ |                    |              |                            |