


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

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 ♣








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>1. Advance women and gender diverse people's leadership and participation in economic, social and civic life across the municipality</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</p>	<p>Trades Hall</p> <p>Victorian Government</p> <p>Tomorrow Women</p> <p>GenWest and Preventing Violence Together (PVT) partnership</p> <p>YMCA Victoria</p> <p>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>Sustainable Development Goals</p> <ul style="list-style-type: none"> • SDG 5 Gender equality • SDG 8 Decent work / economic growth • SDG 9 Industry, innovation and infrastructure <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> • Economy of the future • Access and affordability • Safety and wellbeing <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> • Mental wellbeing and inclusion <p>Economic Development Strategy 2031</p> <ul style="list-style-type: none"> • Diversity

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<p>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>2. Promote the safety of women and girls in our communities and public spaces</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</p>	<p>It's Not a Compliment Crime Stoppers Victoria Victoria Police Women's Health Victoria Respect Victoria Municipal Association of Victoria GenWest / PVT 2030 Safe Steps Crime Stoppers Victoria Full Stop Australia University of Melbourne Night Time Economy Advisory Committee 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>Sustainable Development Goals</p> <ul style="list-style-type: none"> • SDG 3 Good health and wellbeing • SDG5 Gender equality • SDG16 Peace and justice strong institutions <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> • Safety and wellbeing • Access and affordability <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> • Public health and safety • Mental wellbeing and inclusion <p>Community Engagement Policy 2021</p> <ul style="list-style-type: none"> • Inclusive and accessible • Place based / community development <p>Transport Strategy 2030</p> <ul style="list-style-type: none"> • Outcome 1 Safe streets for people • Outcome 3 Transport interchanges as welcome people places


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<p>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>3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence</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</p> <p>GenWest / PVT partnership</p> <p>Victoria Women’s Trust</p> <p>YMCA Victoria</p> <p>The Huddle</p> <p>Carlton Football Club</p> <p>Carlton Respects</p> <p>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>Sustainable Development Goals</p> <ul style="list-style-type: none"> • SDG 3 Good health and wellbeing • SDG 5 Gender equality <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> • Safety and wellbeing <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> • Public health and safety • Mental wellbeing and inclusion <p>Child Safe Framework</p> <ul style="list-style-type: none"> • Create a culturally safe environment for children and young people that is free from harassment, bullying, violence, discrimination, racism or sexism <p>Big City, Small Child Action Plan 2021–2024</p> <ul style="list-style-type: none"> • Children are safe

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<p>4. Achieve sustainable primary prevention for our municipality</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>4.3 Learn from and share knowledge with other international cities on global best practice in primary prevention. </p>	<p>GenWest and PVT partnership</p> <p>Municipal Association of Victoria</p> <p>Safe Steps</p> <p>Respect Victoria</p> <p>OurWatch</p> <p>University of Melbourne</p> <p>UN Women</p> <p>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>Sustainable Development Goals</p> <ul style="list-style-type: none"> • SDG 17 Partnerships for the Goals <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> • Safety and wellbeing <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> • Public health and safety • Mental wellbeing and inclusion <p>Community Engagement Policy 2021</p> <ul style="list-style-type: none"> • Inclusive and accessible • Place based / community development