

**Report to the Future Melbourne Committee****Agenda item 6.3****Creating Communities of Equality and Respect:  
Women's Safety and Empowerment Year Two Progress Report and Draft  
Year Three Action Plan 2023–24****13 June 2023****Presenter:** Rushda Halith, General Manager Community and City Services**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 2021–2024 (action plan).
2. The purpose of this report is to present the Year Two Progress Report (refer to Attachment 2) and seek endorsement of proposed activities in the Year Three Action Plan (refer to Attachment 3).
3. The action plan supports 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**

4. A total of 40 activities were delivered in year two. Key highlights include:
  - 4.1. Delivery and evaluation of the free period care pilot program.
  - 4.2. Women, Culture and Business Fair in partnership with Migrant Women in Business.
  - 4.3. Melbourne Conversation on Fairer Footy.
  - 4.4. Gender Justice Allies project delivered in partnership with RMIT.
  - 4.5. Over 50 events held at MicroLabs in support of women and gender diverse people's connection, safety and empowerment.
  - 4.6. Free culturally safe group fitness program designed exclusively for women at North Melbourne Community Centre.
  - 4.7. Delivery of Step Up Speak Up sexual violence awareness campaign and Good Night accreditation and training as part of Project Night Justice.
  - 4.8. Upgrades to the Brens Pavilion in support of the growing demand for women's participation in sport.
  - 4.9. Hosting the She Loves Tech final event at Melbourne Connect.
  - 4.10. Providing advice and support for the Zelda D'Aprano public art commission honouring the women's rights activist.
  - 4.11. Active participation in the Put Her Name On It campaign and reference group.
  - 4.12. Joining the global Cities Hub and Network for Gender Equity (CHANGE).
5. A number of the high level actions in the year two action plan will continue in year three. For example, investment in women's and LGBTIQ+ arts, festivals, conferences and tourism, raising awareness of violence against women by participating in evidence based campaigns and initiatives, and supporting and promoting local men's groups and health promotion programs that discuss healthier forms of masculinities and the role of men in promoting gender equality.
6. Some actions are new in response to emerging issues. For example, promoting fair access for women, girls and gender diverse people in sports and active recreation through the development of a Fair Access Policy, supporting community awareness activities on the prevalence and impacts of harassment against trans and gender diverse people in public spaces, and enabling the delivery of equitable, inclusive and safe civic and public realm spaces for people of all genders through the development of an Inclusive Design Guide and review of the Design and Construction Standards.
7. Outcomes of the full three year action plan will be presented to Future Melbourne Committee in June 2024.

## **Recommendation from management**

8. That the Future Melbourne Committee:
  - 8.1. Notes activities delivered during year two of the Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan (action plan).
  - 8.2. Endorses year three actions of the action plan (Attachment 3 of the report from management).
  - 8.3. Authorises the General Manager Community and City Services to make any further minor editorial changes to the year three actions of the action plan prior to publication.

### **Attachments:**

1. Supporting Attachment (Page 3 of 20)
2. Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan Year Two Progress Report (Page 4 of 20)
3. Creating Communities of Equality and Respect: Women's Safety and Empowerment Action Plan – Year Three Actions 2023-2024 (Page 15 of 20)

## Supporting Attachment

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### 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 existing operating budgets of relevant branches. The proposed 2023–24 operating budget for implementing new actions within the action plan is \$65,000.

### Conflict of interest

3. 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

4. The year three actions of the action plan address and improve the physical, mental and psychological health and safety of women and gender diverse people across the municipality.

### Stakeholder consultation

5. The year three action plan has been developed in consultation with work areas across City of Melbourne as well as with external partners including the regional Preventing Violence Together partnership.

### Relation to Council policy

6. The action plan supports 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, Community Engagement Policy and Child Safe Framework.
7. 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

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

# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

Strategic themes and high-level actions	Key outcomes	Progress to date
<b>1. Advance women and gender diverse people's leadership and participation in economic, social and civic life across the municipality</b>		
<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>Increased representation and recognition of women and gender diverse people in our public places and spaces.</p>	<p><b>Events</b></p> <p>The City of Melbourne (CoM), in partnership with Migrant Women in Business, hosted a Women, Culture and Business Fair on International Women's Day on 8 March. 450 people attended the event to support and buy from 42 businesses owned and operated by local migrant and refugee women.</p> <p>All CoM-delivered events were designed and programmed to be as diverse and accessible as possible. Events and event components that were developed specifically for and by women and gender diverse people included:</p> <ul style="list-style-type: none"> <li>– Melbourne Conversations in September 2022 – on Fairer Footy and how to improve gender equity within football.</li> <li>– Melbourne Awards – where advocates for the LGBTIQ+ community judged the LGBTIQ+ category, which was won by Transfamily.</li> </ul> <p>CoM-sponsored events specifically for and by women and gender diverse people included:</p> <ul style="list-style-type: none"> <li>– Midsumma Festival 2023</li> <li>– Mother's Day Classic 14 May 2023</li> </ul> <p>CoM marketing via WHAT'S ON developed specifically for and by women and gender diverse people included the following:</p> <ul style="list-style-type: none"> <li>– Profiling of 10 different female/non-binary-led businesses: <a href="https://whatson.melbourne.vic.gov.au/article/melbournes-best-shops-for-female-makers">https://whatson.melbourne.vic.gov.au/article/melbournes-best-shops-for-female-makers</a>. This was complemented with Instagram stories, newsletter and Facebook coverage.</li> <li>– Support for the Queen Victoria Women's Centre SHOP! (which exclusively stocks female and non-binary artists and designers).</li> <li>– Creation of a Melbourne's best drag shows and queer-friendly venues guide around Midsumma.</li> </ul> <p>This year City of Melbourne hosted or supported the following International Women's Day events:</p> <ul style="list-style-type: none"> <li>– Internal staff panel discussion on Gender Equity.</li> <li>– Internal staff session with keynote speaker Tasneem Chopra OAM</li> </ul>

# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

		<ul style="list-style-type: none"> <li>– Women, Culture and Business Fair, with 450 attendees.</li> </ul> <p><b>Arts grants</b></p> <ul style="list-style-type: none"> <li>– In the 2023 Annual Arts Grants and Residencies funding program, 45 of the 94 successful applicants were females (48%). Of the successful projects led by women, 25 were artists who are emerging.</li> <li>– In the 2023 Quick Response grant program 51% of successful applicants were women and of the 25 successful applicants, 18 were emerging in their practice</li> </ul>
1.2 Evaluate and explore expansion of the free period product vending machines in Council facilities.	Women and people who menstruate have free and easy access to period products.	A formal evaluation of the free period care product service was conducted by an independent consultant and presented to Future Melbourne Committee on 6 December 2022. The evaluation report found that there was high demand and strong support for the service. The service was extended to 30 January 2024, pending the establishment of the Victorian Government's free period care program.
1.3 Design and implement programs for young women that empower them to use their voice e.g. as entrepreneurs and business and community leaders.	Young women have the skills and confidence to use their voices as leaders in business and community	A series of Tomorrow Man and Tomorrow Woman workshops were held, which brought together 69 community members to discuss the challenges, expectations and limitations of living up to outdated gender stereotypes. Participants were able to share their stories, reflect, and learn new skills in relation to shifting unhealthy gender norms. The workshops were also an opportunity for people to connect with others in the community, with one participant describing the workshop as "life-changing".
1.4 Continue to deliver 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.	Increased opportunity and participation of women and gender diverse people in sports and recreation.	<p>The Brens Pavilion project stage one works are scheduled for completion in May 2023, and the stage two works is scheduled for completion in June 2023. Works underway include a multi-use space for a range of community sport and recreation stakeholders and activities within the park; equity of access for gender and users with disability through universal design; no net loss of open space, and ecologically sustainable design which is sympathetic and supportive of the heritage significance of Royal Park.</p> <p>Outcomes since the commencement of the Brens Pavilions upgrade project include:</p> <ul style="list-style-type: none"> <li>– University High School Victoria Football Club increasing from one to two women's teams (aiming to reach 70 female members) and an increase in year-on-year club satisfaction for female participants.</li> <li>– Parkville District Cricket has increased from one to two women's teams.</li> <li>– Melbourne University Rugby intend to recruit 15 new junior female rugby players and aim to see year-on-year growth of female rugby players from 30 female players in 2023 to 50 female players in 2024.</li> </ul>

# Creating Communities of Equality and Respect: Women’s Safety and Empowerment

## Year Two Progress Report 2022–2023

	<p>The Riverside Skate Park is managed by the YMCA as part of the Active Melbourne Recreation Facilities contract. Riverside Skate Park is home to nearly 80,000 participants annually and provides a range of programs and services in skateboarding, BMX, inline and scooters. 26% of those attending the skate park are women and girls and over 9,000 women and girls participated in skateboarding at the park last year. Riverside Skate Park offers two weekly girls skateboarding classes aimed at different age groups.</p> <ul style="list-style-type: none"> <li>– Progression Sessions is a free weekly skateboarding lesson program targeted at women and girls aged over 14. The program is designed to support women and girls to learn skills, and experience skateboarding in a safe, accessible and inclusive space with other women and girls. The Y skateboard coaches also supervise and manage the public skate park during this progression session ensuring girls have the space and freedom to practice their skills.</li> <li>– ‘Go Girls’ is a fun focused, group skateboarding lesson for girls aged 14 and under. The lessons are a great way to learn to skate at a skate park in a social and positive environment.</li> </ul> <p>YMCA have partnered with The Huddle to deliver the social inclusion deliverables of the Active Melbourne Recreation Facilities contract. The Huddle offers a free group fitness program designed exclusively for women. Women’s Workouts are delivered each week at North Melbourne Community Centre, and participants have the option to join online as there is no equipment required. Facilitated by female instructors, the Women’s Workout program encourages women of all ages and fitness level to keep active and meet new, likeminded women in a safe and inclusive environment.</p> <p>Islamic Council Victoria, in partnership with CoM and Australia Muslim Social Services Agency were awarded funding in March 2023 to deliver the ‘City Swimm(h)er’ project. City Swimm(h)er will provide low-cost culturally safe public pool access at Melbourne City Baths during regular operating hours for young Muslim women and girls aged between 0-25 years. City Swimm(h)er encourages female participation among a highly under-represented population. City Swimm(h)er will increase the participation of young Muslim females in pool-based exercise, recreation and water safety, by creating a welcoming, inclusive and culturally safe environment for the whole family. The women only swim sessions are due to commence in June 2023.</p>
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# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

<p>1.5 Facilitate opportunities for women and gender diverse people to start a new business in the municipality</p>	<p>Female and gender diverse led business are supported to thrive within the municipality</p>	<p>The Women, Culture and Business Fair delivered in partnership with Migrant Women in Business supported 40 female entrepreneurs to showcase their micro and nano businesses.</p> <p>The 2023 Open Innovation Competition, City of Melbourne's annual challenge to solve a city issue, was focused on innovative solutions to enhance the impact that international students and alumni make on Melbourne. It asked the question 'How might we make Melbourne a more inclusive city for international students and alumni so they can thrive, contribute to and share in our economic prosperity?'. Supported by 11 external partners, including Universities, accelerator programs, edtech startups and startup network organisations, the competition is designed to tap into the creativity and expertise of the community, and stimulate new ideas and effective solutions.</p> <p>CoM supported the delivery of the She Loves Tech (SLT) Australia final event in October 2022. SLT runs the world's largest startup competition for women and technology. The hybrid pitch competition featured eight selected women-led and women impact startups. The event was a valuable opportunity to energise local women-led startups and female founders.</p> <p>The Shopfront Activation Program was designed to transform vacant shop-fronts into creative spaces, bespoke displays and pop-up shops. The program ran for 18 months to March 2023 and over that time it successfully delivered 67 activations, offering low to no-cost tenancies to creatives, entrepreneurs, independent retailers, and social enterprises looking to test, start, or grow their business. Of the 67 activations, 24 were led by women, and eight were co-led by women. Currently 13 of these activations are still operating and contributing to the local economy and community. Over 50 events held at Micro-Labs between June 2022 and April 2023 contributed to women's and gender-diverse people's connection, safety and empowerment. Including workshops, classes, social events and lunchtimes, the Micro-Labs community space provided a safe and empowering space for several community groups and not for profits.</p> <p>Some examples include:</p> <ul style="list-style-type: none"> <li>– The <a href="#">Creative Co-operative</a> are an industry-leading team of migrant Women of Colour with expertise in design, marketing and web development. They hosted an event to connect diverse women and engaged a local Iranian-Australian artist. They ran three free Culturally Diverse Christmas workshops in one day, with Iranian-Australian artist Nina Sepahpour. Audience was Bla(c)k Women, Women of Colour and anyone interested in diversity.</li> <li>– <a href="#">Share Some Journey</a> are a social enterprise/not for profit International Student collective. They have held over 30 different activities at Micro-Labs.</li> <li>– <a href="#">AnOther Collective's</a> Art and About event – (<a href="#">see event post here</a> and <a href="#">video here</a>) a community event for people to come together to create, connect and tap into their creativity at Art and About.</li> </ul>
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# Creating Communities of Equality and Respect: Women’s Safety and Empowerment

## Year Two Progress Report 2022–2023

		<p>AnOther Collective are a creative think tank that navigates the intersection of ‘faith, identity &amp; culture’. Focus on creating a safe space for women with diverse cultural backgrounds.</p> <ul style="list-style-type: none"><li>– <b>Let’s Start Screenwriting class</b> - a queer-friendly/beginner-friendly screenwriting class hosted by someone with many years’ experience teaching film and TV who recently moved to Australia to help local community members and queer-identifying people to craft their stories for the screen.</li><li>– <b>Queer Bachata/salsa</b> - a welcoming dancing space for the queer community to dance and hang out.</li><li>– <b>Asian Queer collective</b> – held movie nights, Nintendo switch nights, and other social events to allow local community to connect, and for members of the queer community to feel safe.</li><li>– <b>Friday Ironing Club</b> – soldering workshops for women, by women, but also welcoming to gender diverse and trans participants.</li><li>– <a href="#">Laneway Learning</a> – local business run by Maria, hosted Platiful Lunchtimes events at Micro-Labs on three dates.</li><li>– <b>Empowered together:</b> A volunteer run not-for-profit based in Melbourne focussed primarily around consent education for young people and sexual violence prevention</li><li>– <b>Migrant Women in Business co-working:</b> Four events held so far, to support co-working of this group</li><li>– <b>Belial B’Zarr workshops:</b> events hosted by a fashion designer and drag artist who loves hosting workshops on topics including drag history, costuming, makeup, wig styling on a dime and more.</li></ul>
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# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

<p>1.6 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 9e.g. Put Her Name on it Campaign, Zelda D'Aprano monument.</p>	<p>Local women's achievements are recognised and promoted.</p>	<p><b>Put Her Name On It Reference Group</b>  City of Melbourne are members of the Put Her Name On It (PHNOI) reference group. The actions and advocacy of the PHNOI group have encouraged many local governments to rethink their place naming policies. Specific activities and contributions include:</p> <ul style="list-style-type: none"> <li>– Assistance with the development of a survey that provided an opportunity for councils to have their say on the place naming and commemoration gap, and identify how more places can be named after women and gender diverse people. Following the initial survey councils have been asked to provide data they have on their current naming in order to establish a baseline that will be used to measure progress in achieving equality in public place naming and commemoration.</li> <li>– Completion of the above survey and progressing the data collection on current naming.</li> <li>– 'Finding Her' commemorative tour launch. Finding Her is Australia's first interactive state-wide map of public locations commemorating women and gender diverse people.</li> <li>– Commemorative Justice Panel Discussion. As a complementary event to the Finding Her launch, City of Melbourne facilitated a panel discussion on commemorative justice at Melbourne Town Hall. The panel discussion was a partnership between City of Melbourne, Gender Equity Victoria, the Put Her Name on It group, the Victorian Government's Geographic Names Victoria and Just Gold. The discussion highlighted the shocking inequality in who is commemorated in public statues and place naming within cities and regions. This inequality impacts how women and gender diverse people perceive their value in public space. The panel also discussed the great work that is being done to change the status quo through advocacy and research, new commemorative projects celebrating diverse members of the community, upgraded naming policies and more. It was highlighted that local governments play a key role in delivering change.</li> <li>– Naming Rules for Places in Victoria have been updated to support and encourage the recognition and use of Aboriginal languages, gender equality and multicultural names.</li> </ul> <p><b>Zelda D'Aprano monument</b>  City of Melbourne prepared a report that assisted Victorian Trades Hall Council in securing funding from the Victorian Government to deliver the Zelda monument. This document included project purpose, design principles and site investigations.</p> <p>Following the grant being secured, City of Melbourne provided initial advice on the project and artist selection. Artist Jennifer Mann has completed the bronze sculpture which is expected to be installed later this year.</p>
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# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

2. Promote the safety of women and girls in our communities and public spaces		
<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>Increased community awareness and understanding of actions to take to help stop harassment</p>	<p>City of Melbourne funded It's Not a Compliment through the Social Partnership program to deliver Your Stories Matter – a two year project aimed at raising awareness of street harassment experienced by women from diverse backgrounds. The project aims to empower individuals to share their street harassment stories through a digital magazine, an interactive map and research survey, as well as events.</p> <p>The interactive map allows people to pin locations of where they have felt safe or unsafe, or where they have experienced harassment. The data gathered from the stories, experiences, and anonymous responses to the interactive map will form the basis of a research report which will be shared with City of Melbourne and other authorities.</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 (annually)</p>	<p>Increased staff and community awareness and understanding of actions to take to help stop gender based violence</p>	<p>On 25 November, the International Day for the Elimination of Violence Against Women, City of Melbourne staff and councillors took part in Safe Steps' Annual Walk Against Family Violence. City of Melbourne staff held a large banner with the message "We support everyone's right to be safe at home, in public and at work".</p> <p>On 31 March, to mark International Transgender Day of Visibility, City of Melbourne hosted a night of conversation and celebration with some of the authors of 'A Thousand Threads Vol. 1: We Twinkle Like Gold' at Kathleen Syme Library. This anthology of stories by local trans and gender diverse authors is now available in the library collection for borrowing. Hosted by Jax Jacki Brown, a disability and LGBTQIA+ activist, author and speaker, the author panel discussion was an important reminder of the power of community and creativity and a moving night of storytelling.</p>

# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

<p>2.3 Continue to partner with the Night Time Economy Advisory Committee and businesses on projects such as Project Night Justice to prioritise the safety and participation of women and gender diverse people in the late night economy.</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>43 businesses have expressed interest and 31 businesses have signed up to the Night Safety Charter, which commits and supports businesses to preventing sexual harassment and violence.</p> <p>In partnership with Full Stop Australia, 15 <a href="#">Good Night Out training and accreditation sessions</a> have been delivered across 11 venues with a total of 220 participants.</p> <p>In partnership with Crime Stoppers Victoria, the <a href="#">Step Up Speak Up Sexual Violence awareness campaign</a>, which included advertising along the CBD railway network and social media posts/videos, was delivered over a 12 month period during major events including Spring Racing Carnival, Rising Festival, Midsumma Carnival and Christmas / New Year's Eve.</p> <p>A formal evaluation report is being prepared by the University of Melbourne and is expected to be completed by end of August 2023.</p> <p>Investigations for the Westwood Place Major Lighting Commission continue, as well as a lighting treatment to improve the amenity at the Salvation Army's service area.</p> <p>The Melbourne Design Review Panel's Terms of Reference were updated to address the disproportionate representation of women on proponent teams, with participants now strongly encouraged to have 40/40/20 representation from men, women and other genders.</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>Women and girls feel safe accessing sporting and recreational facilities at night.</p>	<p>A project brief is currently being finalised to review the existing sports lighting at sporting fields within the municipality, and the current policy and operational framework. The expected outcome is increased participation opportunities for all participants including women and girls. It is expected that a consultant will be engaged to commence this project before 30 June 2023. This review will be focused on sporting fields rather than street or park lighting.</p>

# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

### 3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence

<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.</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>Over 30 staff from across the organisation attended an information session on the Gender Justice Allies On Site project. This project identifies male allies, and builds their capability to apply allyship principles through training, and the development and delivery of projects.</p> <p>Eight staff took part in the allyship training and seven proceeded with a project idea. The allies presented their project ideas to an accountability panel made up of women with diverse backgrounds and lived experience.</p> <p>The allies identified a number of opportunities and areas for improvement including:</p> <ul style="list-style-type: none"> <li>– Establishment of a male allyship network within CoM</li> <li>– Review of CoM's Busking Guidelines and development of an education video</li> <li>– Establishment of a Peer Support program for CoM staff</li> <li>– Gender transformative practice in urban design</li> <li>– Gender considerations and allyship in sports participation and ground allocation across the municipality.</li> </ul> <p>Three of these projects will be implemented over the coming months with the support of RMIT staff and students.</p> <p>In collaboration with the Preventing Violence Together partnership and The Men's Project at Jesuit Social Services, City of Melbourne hosted a workshop in March 2023 on Manhood: Moving Beyond Stereotypes. 19 people registered and six people attended the event. Participants were also invited to take part in a photographic exhibition and share images of healthier forms of masculinity.</p>
<p>3.2 Work with sporting clubs and sporting associations to deliver information and education to men and boys on consent, respectful relationships and healthier masculinities.</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>A Club Respect workshop facilitated by the Victorian Women's Trust was held at Ron Barassi Senior Park, Docklands, in February 2023 and was attended by representatives from the Flemington Kensington Bowls Club and Richmond Rowing Club with 11 participants. The workshop focused on practical guidance to build and maintain a deep culture of respect. All participants reported that they were 'highly likely or likely' to use information presented in the workshop.</p>

# Creating Communities of Equality and Respect: Women's Safety and Empowerment

## Year Two Progress Report 2022–2023

4. Achieve sustainable primary prevention for our municipality		
<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>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>In 2022/23, through the Connected Communities and Social Partnerships program, City of Melbourne supported 14 organisations and community groups to the value of \$579,725 to deliver local prevention projects. Examples include:</p> <ul style="list-style-type: none"> <li>– Dragons Abreast Melbourne Pink Phoenix – Helping more breast cancer survivors to feel the joy of dragon boating</li> <li>– Hotham Mission – Womempower</li> <li>– Melbourne Line Dancing Group – operational costs</li> <li>– Minus18 Foundation – Queer Formal Melbourne: celebrating LGBTQIA+ young people</li> <li>– Transgender Victoria – Trans Jobseekers Support and Capacity Building Program</li> <li>– Victorian Pride Lobby – Website resources for LGBTQIA+ rights based discrimination information and connection to support services</li> <li>– River Nile Learning Centre Incorporated – Connecting Refugees &amp; Asylum Seekers with the Community</li> <li>– Eastern Domestic Violence Service – HaiR-3Rs, family violence training for salon professionals</li> <li>– Just Gold Digital Agency – The Invisible Woman #stayvisible</li> <li>– Laneway Learning – Laneway Learning &amp; Unicorns presents Queer Social</li> <li>– Leadership Education Advancement &amp; Development for Asian Australians – By-women-for-women safety awareness project</li> <li>– RMIT University – Finding the words is easy--or is it?</li> <li>– Salamfest – Women's wisdom circles</li> <li>– The Pinnacle Foundation – Partnership and creation of The City of Melbourne Scholarship.</li> </ul>
<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, Preventing Violence Against</p>	<p>Partnership has achieved mutual goals through increased efficiency New joint initiatives and collaborations Increased visibility of council's advocacy, leadership and commitment to PVAW and gender equality.</p>	<p>City of Melbourne regularly attends and hosts meetings of the Preventing Violence Together (PVT) Executive Governance Group, Implementation Committee and Engaging Men working group.</p> <p>In March, a community workshop on Manhood: Moving Beyond was held in partnership with PVT and The Men's Project at Jesuit Social Services.</p> <p>City of Melbourne is an active member of the Municipal Association of Victoria's Gender Equality, Prevention of Violence Against Women and Gender Based Violence Network. CoM initiatives are regularly shared with individual members and the wider network.</p>

# Creating Communities of Equality and Respect: Women’s Safety and Empowerment

## Year Two Progress Report 2022–2023

<p>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>International knowledge and best practice in primary prevention informs future Action Plans.</p>	<p>City of Melbourne formally joined the Cities Hub and Network for Gender Equity (CHANGE) in October 2022. Other member cities include Los Angeles, London, Mexico City, Barcelona, Bogota, Japan, Freetown, Cape Town and Buenos Aires.</p> <p>City of Melbourne presented at CHANGE’s annual summit which took place in Los Angeles in November 2022. At the summit, members came together to discuss membership and sustainable growth, co-creating a caregiving agenda, collective impact to end gender based violence, gender data collection, funding and partnerships, and governance. Decisions helped inform the network’s work plan for 2023-2024. Language justice and interpretation has been identified as an important practice moving forward in order to remove barriers and broaden opportunities for participation in the network by non-English speakers.</p> <p>Members of the CHANGE network meet monthly via teleconference. City of Melbourne is member of the steering committee and the Violence Against Women and Girls (VAWG) working group. The VAWG working group is currently drafting an Ending Violence Against Women Declaration Statement which member cities will be invited to sign later in the year.</p> <p>The City of Melbourne contacted UN Women Australia regarding the potential to join the UN Women Safe Cities and Safe Public Spaces global initiative however this initiative is not being rolled out in Australia as yet.</p>



# Creating Communities of Equality and Respect: Women's Safety and Empowerment

Year Three Action Plan (DRAFT)

2023-2024

Actions in the Women's Safety and Empowerment Action Plan align with the three priority areas in the City of Melbourne's Inclusive Melbourne Strategy:

1. **Organisation, services, programs, and places for all** – a diverse and inclusive workforce underpins our delivery of services, programs and places that are accessible and meet the needs of our diverse communities.
2. **Sustainable and fair recovery** – the city's recovery and regeneration from COVID-19 provides an opportunity to build back better for all. A diverse and resilient community is at the centre of a liveable city.
3. **Empowered, participatory communities** – we want to encourage participation from all community members, ensuring that people feel heard and their needs are addressed.



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. (Aligns with Inclusive Melbourne Strategy: Priority 1, 2 and 3)</p> <p>1.2 Ensure people who menstruate and experience hardship are able to access free period care products within the municipality. (Aligns with Inclusive Melbourne Strategy: Priority 1 and 3)</p> <p>1.3 Deliver programs for young women that empower them to use their voice as entrepreneurs, business and community leaders (e.g. Sisters Day Out). (Aligns with Inclusive Melbourne Strategy: Priority 1 and 3)</p> <p>1.4 Promote fair access for women, girls and gender diverse people in sports and active recreation through the development of a Fair Access Policy. (Aligns with Inclusive Melbourne Strategy: Priority 1, 2 and 3)</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 and Monuments celebrating Women in Melbourne's history). (Aligns with Inclusive Melbourne Strategy: Priority 1, 2 and 3)</p>	<p>Trades Hall Victorian Government Tomorrow Women GenWest and Preventing Violence Together (PVT) partnership YMCA Victoria Gender Equity Victoria Djirra Transgender Victoria Women's Information and Referral Exchange (WIRE) Put Her Name on It Reference Group Geographic Names Victoria HerPlace Women's Museum</p>	<p>Increased representation and recognition of women and gender diverse people in our public places and spaces. Women and people who menstruate have free and easy access to period products. Young women have the skills and confidence to use their voices as leaders in business and community. Increased opportunity and participation of women and gender diverse people in sports and active recreation. Local women's achievements are recognised and promoted.</p>	<p>Sustainable Development Goals</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>Council Plan 2021–2025</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>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> <li>• Mental wellbeing and inclusion</li> </ul> <p>Economic Development Strategy 2031</p> <ul style="list-style-type: none"> <li>• Diversity</li> </ul>
<p><b>2. Promote the safety of women and girls and trans and gender diverse people in our communities and public spaces</b></p> <p>2.1 Support awareness-raising activities on the prevalence and impacts of harassment against</p>	<p>Victoria Police Women's Health Victoria Respect Victoria</p>	<p>Increase in staff and community awareness and understanding of actions to take to help stop gender based violence.</p>	<p>Sustainable Development Goals</p> <ul style="list-style-type: none"> <li>• SDG 3 Good health and wellbeing</li> <li>• SDG5 Gender equality</li> </ul>

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<p>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. (Aligns with Inclusive Melbourne Strategy: Priority 1 and 3)</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. (Aligns with Inclusive Melbourne Strategy: Priority 1 and 3)</p> <p>2.3 Raise community awareness on the prevalence and impacts of harassment against trans and gender diverse people in public spaces. (Aligns with Inclusive Melbourne Strategy: Priority 1 and 3)</p> <p>2.4 Enable the delivery of equitable, inclusive and safe civic and public realm spaces for people of all genders through the development of an Inclusive Design Guide and review of the Design and Construction Standards. (Aligns with Inclusive Melbourne Strategy: Priority 1)</p>	<p>Municipal Association of Victoria GenWest / PVT 2030 Safe Steps Melbourne Licensees Forum Youth Advisory Council of Victoria (YACVic) Transgender Victoria Women's Information and Referral Exchange (WIRE) Queerspace Youth The Drum Youth Melbourne Pride Network ACON RMIT University – Faculty of Architecture and Design</p>	<p>Increased skills / confidence of night-time licensed premises contacts for prosocial bystander action. Increased capacity and capability of businesses and licensed premises to adopt/initiate gender equitable practices. Increase in women and trans and gender diverse people's sense of belonging and safety in Melbourne's public places and spaces.</p>	<ul style="list-style-type: none"> <li>• SDG16 Peace and justice strong institutions</li> </ul> <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> <li>• Access and affordability</li> </ul> <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p>Community Engagement Policy 2021</p> <ul style="list-style-type: none"> <li>• Inclusive and accessible</li> <li>• Place based / community development</li> </ul> <p>Child Safe Framework</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>Big City, Small Child Action Plan 2021–2024</p> <ul style="list-style-type: none"> <li>• Children are safe</li> </ul>

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<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 local 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). (Aligns with Inclusive Melbourne Strategy: Priority 3)</p> <p>3.2 Work with sporting clubs and sporting associations to deliver information and education to men and boys on gender empowerment, affirmative consent, respectful relationships, and healthier masculinities (e.g. Club Respect). (Aligns with Inclusive Melbourne Strategy: Priority 3)</p>	<p>RMIT GenWest / PVT partnership Victoria Women’s Trust Tomorrow Man / Tomorrow Women Sport and Life Training</p>	<p>Increased skills and confidence of men and boys to understand and challenge harmful expressions of masculinity. Best practice approaches to engaging men and boys is shared and delivered in Melbourne and across the western region. 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"> <li>• SDG 3 Good health and wellbeing</li> <li>• SDG 5 Gender equality</li> </ul> <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> </ul> <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p>Child Safe Framework</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>Big City, Small Child Action Plan 2021–2024</p> <ul style="list-style-type: none"> <li>• Children are safe</li> </ul>

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<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. (Aligns with Inclusive Melbourne Strategy: Priority 2 and 3)</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. (Aligns with Inclusive Melbourne Strategy: Priority 3)</p> <p>4.3 Learn from and share knowledge with other international cities through forums such as the Cities Hub and Network for Gender Equity on global best practice in primary prevention. (Aligns with Inclusive Melbourne Strategy: Priority 3)</p>	<p>GenWest and PVT partnership Municipal Association of Victoria UN Women 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. Partnership has achieved mutual goals through increased efficiency. New joint initiatives and collaborations. Increased visibility of council's advocacy, leadership and commitment to preventing violence against women and gender equality. International knowledge and best practice in primary prevention informs future Action Plans.</p>	<p>Sustainable Development Goals</p> <ul style="list-style-type: none"> <li>• SDG 17 Partnerships for the Goals</li> </ul> <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> <li>• Safety and wellbeing</li> </ul> <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> <li>• Public health and safety</li> <li>• Mental wellbeing and inclusion</li> </ul> <p>Community Engagement Policy 2021</p> <ul style="list-style-type: none"> <li>• Inclusive and accessible</li> <li>• Place based / community development</li> </ul>