

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

Year One Action Plan

2021-2022

| **Strategic themes and high-level actions** | **Potential partners** | **Key Outcomes** | **SDG and Council**  **Plan links** |
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| **1. Advance women and gender diverse people’s leadership and participation in economic, social and civic life across the municipality.**  1.1 Pilot free period care product vending machines in council facilities to address period poverty.  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.  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 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, International Women’s Day, IDAHOBIT). | Women’s Health West and PVT Partnership  History Council of Victoria  Victorian Women’s Trust  Her Place Women’s Museum | People who menstruate  have free access to  period products.  Increased opportunity and participation of women and gender diverse people in sports and recreation.  Increased representation and recognition of women and gender diverse people in our public places and spaces.  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. | Sustainable  Development Goals   * SDG 5 Gender equality * SDG 10 Reduced inequality   Council Plan 2021–2025   * Melbourne’s unique identity and place * Access and affordability   Municipal Public Health  and Wellbeing Plan   * Mental wellbeing * and inclusion   COVID-19 Reactivation  and Recovery Plan   * Expand equitable opportunity / access |
| **2. Promote the safety of women and gender diverse people in**  **our communities and public spaces.**  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.  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.  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 non-binary gender diverse people in the late night economy. | Safe Steps  Women’s Health West and PVT Partnership Women’s Health Victoria  Respect Victoria  CoM Night Time Economy Advisory Committee  CoM’s Family and Children’s Services Advisory Committee  CoM’s Disability Advisory Committee  Melbourne Licensees Forum  Victoria Police  Crime Stoppers Victoria  Rape and Domestic Violence Services Australia  University of Melbourne  Precinct Associations | Increased capacity and capability of businesses  and licenced premises to adopt/initiate gender equitable practices.  Increased skills/confidence  of night-time licenced premises contacts for prosocial bystander action.  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 &  licenced premises. | Sustainable  Development Goals   * SDG 3 Good health * and wellbeing * SDG5 Gender equality   Council Plan 2021–2025   * Safety and wellbeing * Access and affordability   Municipal Public Health  and Wellbeing Plan   * Public health and safety * Mental wellbeing   and inclusion  Child Safe Framework   * Create a culturally safe environment for children and young people that is free from harassment, bullying, violence, discrimination, racism or sexism |
| **3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence.**  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.  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) and Sons of the West. | Community organisations  and Advocacy groups  Women’s Health West  and PVT Partnership  The Men’s Project / Jesuit Social Services  Western Bulldogs Community Foundation | Increased skills /  confidence of men  and boys to understand  and challenge harmful expressions of masculinity. | Sustainable  Development Goals   * SDG 3 Good health and wellbeing * SDG 5 Gender equality   Council Plan 2021–2025   * Safety and wellbeing   Municipal Public Health  and Wellbeing Plan   * Public health and safety * Mental wellbeing   and inclusion  Child Safe Framework   * Create a culturally safe environment for children and young people that is free from harassment, bullying, violence, discrimination, racism or sexism |
| **4. Achieve sustainable primary prevention for our municipality.**  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.  4.2 Continue contributing to the Preventing Violence Together 2030 strategy as a full member in the western metropolitan region’s partnership  to prevent violence against women.  4.3 Participate in and  actively contribute to  the Municipal Association of Victoria’s Gender Equality, Prevention of Violence Against Women and Gender Based Violence Network.  4.4 Learn from and share knowledge with other international cities on global best practice in primary prevention. | Community organisations and Advocacy groups  Municipal Association  of Victoria  Women’s Health West  and PVT Partnership  Respect Victoria | Increased capacity and capability of community groups and businesses to adopt/initiate gender equitable practices.  Increased visibility of councils advocacy, leadership and commitment to PVAW and gender equality.  Sustained partnerships for PVAW and gender equality.  Knowledge and best practice in primary prevention informs future Action Plans. | Sustainable  Development Goals   * SDG 3 Good health and wellbeing * SDG 5 Gender equality * SDG 17 Partnerships for the Goals   Council Plan 2021–2025   * Safety and wellbeing   Municipal Public Health  and Wellbeing Plan   * Public health and safety * Mental wellbeing   and inclusion |