



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

Year Three Action Plan

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>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. (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"> • 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
<p>2. Promote the safety of women and girls and trans and gender diverse people in our communities and public spaces</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"> • SDG 3 Good health and wellbeing • SDG5 Gender equality

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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 City of Melbourne’s 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"> • 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>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>3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence</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.</p> <p>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"> • 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. (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"> • 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