

## Report to the Future Melbourne Committee

Agenda item 6.7

### Final Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-2024

30 November 2021

**Presenter:** Rushda Halith, Director Community Development

#### Purpose and background

1. The purpose of this report is to seek endorsement of the Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-2024 (Action Plan) (refer Attachment 2).
2. On 21 September 2021 the Future Melbourne Committee endorsed the draft Action Plan for public consultation. Consultation occurred through Participate Melbourne for a three week period from 22 September to 12 October.

#### Key issues

3. Participate Melbourne received 490 visitors and 125 respondents completed the survey.
4. The majority of survey respondents (84 per cent) strongly agree or agree that the themes and proposed high level actions will help address and/or respond to the underlying drivers of violence against women.
5. Of the four themes in the Action Plan, most respondents identified Theme 3. Engage men and boys to shift unhealthy norms of masculinity and condoning violence (75 per cent) and Theme 2. Promote the safety of women and girls in our communities and public spaces (60 per cent) as most important in addressing and responding to the underlying drivers of violence against women.
6. With the ongoing social and economic impacts of COVID-19 and the uncertainty presented, instead of a three year action plan, annual action plans will be developed. Activities outlined in the Action Plan are achievable over the next 12 months. Actions plans for year two (2022-23) and year three (2023-24) will be prepared and presented to upcoming meetings of the Future Melbourne Committee. Actions suggested by respondents will be considered in the development of the 2022-23 Action Plan (refer Attachment 3).
7. An evaluation framework will be created to measure progress on actions and will be reported to Council on an annual basis.

#### Recommendation from management

8. That the Future Melbourne Committee:
  - 8.1. Endorses the Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-2024 (refer Attachment 2 of the report from management).
  - 8.2. Authorises the General Manager Community and City Services to make any further minor editorial changes to the Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-2024 prior to publication.

#### Attachments:

1. Supporting Attachment (Page 2 of x)
2. Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-2024 (Page 3 of x)
3. Participate Melbourne Community feedback from public consultation (Page x of x)

**Supporting Attachment**

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**Legal**

1. No direct legal issues arise from the recommendation from management. Legal advice will be provided as required in relation to the Action Plan 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 2021–22 operating budget for implementing actions within the Action Plan is \$65,000.
3. The City of Melbourne, together with our project partners, has 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 Plan.

**Conflict of interest**

4. 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**

5. The Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021-24 provides actions to address and improve the physical, mental and psychological health and safety of women and gender diverse people across the municipality.

**Stakeholder consultation**

6. A project steering group was established to oversee the development of the Plan. This group was made up of senior representatives across Council, Women’s Health Victoria, Women’s Health West, OurWatch, Respect Victoria and the Municipal Association of Victoria.
7. The Action Plan has been developed in consultation with relevant CoM branches, PVAW and gender equity experts, service providers, victim survivor advocates and community and business leaders. The consultations were guided by the Victorian Government’s Safe and Strong: A Victorian gender equality strategy, Free from Violence: Victoria’s strategy to prevent family violence and all forms of violence against women and Ending Family Violence: Victoria’s plan for change.
8. The draft Action Plan was available for public comment through Participate Melbourne for a three week period from 22 September to 12 October. Feedback from the consultation process has informed amendments to the Plan and actions for the next annual action plan (2022-23).
9. Survey respondents will be provided with a copy of the final action plan and community feedback report upon endorsement by Future Melbourne Committee.

**Relation to Council policy**

10. The Action Plan will sit under the Inclusive Melbourne Strategy 2021-31 (in development) and responds to a number of priority areas and actions in Future Melbourne 2026, Council Plan 2021 – 2025, Municipal Public Health and Wellbeing Plan and the COVID-19 Reactivation and Recovery Plan.
11. The Action Plan also delivers on Major Initiative no. 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**

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

# CREATING COMMUNITIES OF EQUALITY AND RESPECT

## PREVENTION OF VIOLENCE AGAINST WOMEN ACTION PLAN 2021-2024



# Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan 2021–2024

## Foreword

Cities are places for people, and the City of Melbourne strives to empower all people to live full, safe and prosperous lives.

The Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan establishes the foundation for this mandate by making a stand for safety and inclusion in everything we do. It is our commitment to ensure gender equality and respect are built into our services and city planning and promoted throughout the municipality.

It is not enough to sit back and wait for the epidemic of violence against women and children to resolve itself.

Our Social Indicators Survey shows that women continuously report lower levels of safety in the city and on public transport compared to men. We also know family violence has worsened during the COVID-19 pandemic.

We all benefit from gender equality and we must all take meaningful action to target and disrupt the underlying drivers of violence and create a healthier and safer future for everyone.

There is already much work to be proud of. This action plan outlines how we will continue to advance women's leadership and participation in our city's vibrant economic, social and civic life, and how we will support men and boys to shift unhealthy ideas of masculinity and eradicate violence.

The issue of violence against women is deeply entrenched and we cannot turn the tide alone. That is why this action plan is aligned with national, state and regional plans and frameworks. It is also mapped into our Council Plan 2021–25 as a major Safety and Wellbeing initiative.

Cities of possibility are built on respect and equality, where all people feel safe, welcome and included whether it be at home, at work or in the community. Thank you to everyone who has contributed their voice and their expertise to this plan. Together we are building a more promising and inclusive tomorrow.

**Sally Capp**  
Lord Mayor

**Councillor Dr Olivia Ball**  
Health, wellbeing and belonging portfolio lead

## Acknowledgement of Traditional Owners

The City of Melbourne respectfully acknowledges the Traditional Custodians of the land, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation and pays respect to their Elders past, present and emerging. We are committed to our reconciliation journey, because at its heart, reconciliation is about strengthening relationships between Aboriginal and non-Aboriginal peoples, for the benefit of all Victorians.

## Acknowledgement of victim survivors of violence

The City of Melbourne acknowledges the strength and resilience of victim survivors of violence against women and family violence – adults, children and young people.

We pay our heartfelt respects to those who have been harmed or who did not survive.

We also acknowledge the loss and impact on friends, families and communities who have lost loved ones through violence.

## Our Commitment

We know that family violence can be prevented and eliminated.

We must address and act on the gendered drivers of violence against women –the unequal distribution of power, resources, value and opportunities.

We commit to ensuring everyone in the municipality regardless of their gender identity have access to equal power, resources and opportunities and we treated with dignity, respect and fairness.

Our ultimate aim is for all people to have a life free of violence.

## Our strategic context for action

The Creating Communities of Equality and Respect: Prevention of Violence Against Women Action Plan (Action Plan) was developed in consultation with City of Melbourne leaders, practice leaders in the prevention sector, community leaders, business leaders and other stakeholders on opportunities for our external-facing work. We are especially interested in their ideas for partnership activities across the settings, places and spaces that characterise Melbourne as a capital city local government area.

Our discussions gave strong strategic consideration to the enabling policy environment for prevention that currently exists in Victoria – the direct result of the findings and recommendations arising from the historic Royal Commission into Family Violence (RCFV), which concluded in March 2016. (State of Victoria, 2016) Of particular guidance to our discussions were:

- [Safe and Strong: A Victorian gender equality strategy](#)
- [Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women](#) - and its current 3 year action plan.

The existence of these 'twin' pieces of policy in Victoria links directly to RCFV Recommendation 187 and the Commissioners' recognition that parallel implementation of a stand-alone gender equality strategy and a stand-alone primary prevention strategy will help to accelerate both towards realising their respective visions. It is important to note that the two pieces while standalone do intersect each other to drive change.

Our consultations were guided by a third policy [\*Ending Family Violence: Victoria's plan for change\*](#). This is the Victorian Government's overarching policy for implementing all 227 RCFV recommendations, and its current [\*Rolling Action Plan 2020–2023\*](#) contains 12 priority areas, among them primary prevention.

## Alignment with City of Melbourne and other plans

At the municipal level, this action plan forms part of the developing Inclusive Melbourne Strategy and Statement of Commitment to Gender Equality and aligns with a number of priority areas and actions set out in Future Melbourne 2026, Council Plan 2021–2025, Municipal Public Health and Wellbeing Plan, COVID-19 Reactivation and Recovery Plan, and various other plans. It also contributes to City of Melbourne's progress towards the United Nation's Sustainable Development Goals in particular Goal 5 Gender Equality.

At the regional level, this action plan aligns with objectives of *Preventing Violence Together 2030*, which is the strategy for preventing violence against women in Melbourne's west. (Women's Health West, 2017b). City of Melbourne adheres to the principles for preventing violence against women outlined in *Preventing Violence Together 2030*:

- women's rights to freedom from violence
- gender-transformative practice
- intersectional prevention practice
- evidence-based practice
- cultural safety for Aboriginal and Torres Strait Islander communities;
- collaboration and participation
- accountability to women's lived experiences of violence and gender inequality.

In upholding the principle of accountability to women's lived experiences, we further recognise the commitment and engagement of men as allies in the work of primary prevention.

## Background to this action plan

City of Melbourne has a strong history of work in the prevention of violence against women. This has included:

- Membership of the Western Region Prevention of Violence Against Women and Family Violence Network since 2006.
- Implementing the *We Need to Talk: Preventing violence against women strategy 2013–2016*. This identified workplaces and communities as settings for prevention work and transformed our organisation's practices and culture and, commenced important conversations about violence against women in the community through our partnership activity.
- A Male Champions of Change program to achieve a significant and sustainable increase in the representation of women in leadership and non-traditional careers.
- A public commitment in 2018 to prioritise gender equality in all current and future Council planning, policy, service delivery and practice through a Statement of Commitment to Gender Equality.

- Each year the City of Melbourne provides a range of counselling and support services to those experiencing family violence and supports activities and events to raise awareness of violence including 16 Days of Activism Against Gender Based Violence and International Women's Day.

This Action Plan is dedicated to our external-facing work with communities and sits alongside the newly enacted *Gender Equality Act 2020* requiring all local councils to take positive action towards achieving workplace gender equality, and to consider and promote gender equality in policies, programs and services that interface with communities.

## Violence against women is prevalent and serious

Violence against women in Australia is prevalent and serious. The Australian Bureau of Statistics tell us that:

- one in two women (53 per cent) has experienced sexual harassment in their lifetime;
- one in three women (31 per cent) has experienced at least one incident of violence;
- almost one in five women (18 per cent) has experienced sexual violence such as the occurrence, attempt or threat of sexual assault;
- over one in six women (17 per cent) has experienced an episode of stalking.  
(ABS, 2017)

Women are very likely to experience violence by someone they know, such as a current or previous intimate partner, than by a stranger.

In the majority of cases, violence against women occurs while women are in their own homes. Large numbers of children are also impacted by seeing and hearing violence in the family home.

The rates of family violence against lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people is as high as, if not higher than, family violence against heterosexual, cisgendered women and their children. (OurWatch, 2017)

The situation for men is different - they typically face violence from strangers in public places. (ANROWS, 2018)

## Impacts

The impact of violence against women is serious and profound.

Intimate partner violence contributes more to the burden of disease (or total amount of ill health) of women aged 18–44 years than any other known risk factor.

Sadly, on average one woman a week in Australia is killed by a current or former partner (ANROWS, 2018).

At a local level there are lower perceptions of safety at night for women than men and an increase in assaults and sexual offences. (Reported Crime Statistics and CoMSIS- refer addendum)

## Violence against women is preventable

While prevalent and serious, violence against women is not inevitable and all of us can take action to prevent violence.

This Action Plan focusses on how to:

- Transform the deep underlying causes of violence against women so that violence against women doesn't occur in the first place and
- Target and disrupt the drivers of violence against women. This approach is known as primary prevention.

The *Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia* (Our Watch et al., 2015) identifies gender inequality in public and private life – or the unequal distribution of power, resources, opportunity and value afforded to men and women in society – as the most necessary condition of violence against women.

Gender inequality is expressed in four ways to cause violence against women:

- condoning of violence against women
- men's control of decision-making and limits to women's independence
- rigid gender roles and stereotyped constructions of masculinity and femininity
- male peer relations that emphasise aggression and disrespect.

As women and men are not valued equally and do not have equal access to power, resources and opportunity these inequalities have become embedded over a long period of time.

***We can change the story of violence against women by acting on the gendered drivers. The most important action we can take is to promote and normalise gender equality in public and private life.***

## Why Intersectional prevention practice is important

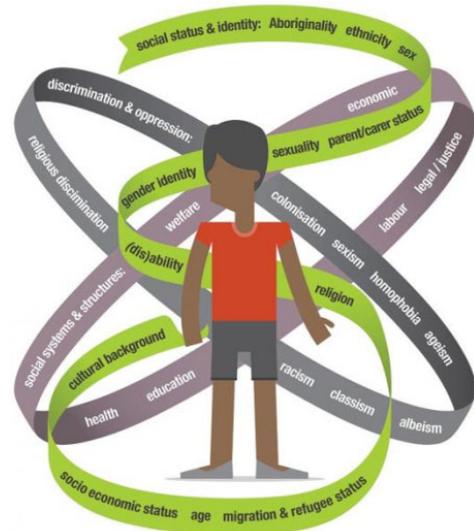
*Change the Story* signals to us that the gendered drivers never operate in isolation but intersect with other historically based forces that operate in society. The more *compounding* these unequal relations, the *less* equality that exists, and *greater* the exposures to violence. Some examples include the following:

- Over a 12-month period, Aboriginal and Torres Strait Islander women report experiencing violence at 3.1 times the rate of non-Indigenous women with injuries more severe and hospitalisation rates due to family violence-related assaults 32 times the rate for non-Indigenous women. Violence against Aboriginal and Torres Strait Islander women is perpetrated by non-indigenous and indigenous men. (Our Watch, 2018)
- Gender based and disability based discrimination doubles the risk of violence for women with disabilities compared to women without disabilities. Women living with disabilities experience all types of violence at higher rates, with increased severity and for longer than other women. Violence includes impairment related abuse such as withholding medication and disability aids. (Women with Disabilities Victoria, n.d.)

- Women’s experience of racially based violence perpetrated against them is a type of violence that immigrant and refugee women endure. This experience is not always perceived as violence against women, but must be included as part of prevention action. (Multicultural Centre for Women’s Health, 2017) Women on temporary visas face unique layers of disadvantage, including social isolation and ineligibility for universal health care or other services. Their migration status can also be weaponised as a distinct tool of coercion and control by those perpetrating violence against them. (InTouch, 2020)
- Trans and gender diverse intimate partner violence is reported to be at higher rates than cisgendered experiences, and there are indications that trans women report higher rates of violence than trans men. While the types of violence that occur are similar to those found in cisgender heterosexual relationships, there are unique dynamics. Perpetrators can exploit knowledge of identity within networks or community to control and harm their intimate partners. (Rainbow Health Victoria, 2020)
- Current data shows that older women are more likely than older men to be victims of both intergenerational and intimate partner violence. Perpetrators of intergenerational violence are more likely to be men. Such violence includes family violence perpetrated by a partner over a long period of time and financial abuse and control perpetrated by an adult child. (OurWatch, 2021)

This tells us that City of Melbourne’s prevention work must be for all women, it must ‘leave no woman behind.’ This also means attending to the intersecting systems of inequality- known as *intersectional prevention practice*.

Intersectional prevention practice recognises the multiple structural and institutionalised systems of privilege and disadvantage that intersect with one another to influence the risks to, and the dynamics and severity of, violence against women.



**The systems we target (and seek to transform) are sexism as well as heterosexism, cissexism, racism, colonialism (and its ongoing legacy), ethnocentrism and ableism – to name but a few.**

**(Women’s Health West, 2017a)**

Intersectional prevention practice will be applied to all actions developed as part of the annual action plans.

<p>We prioritise and resource ongoing action to promote gender and disability equality. <i>Prevention of Violence Against Women with Disabilities</i></p>	<p>Rigid gender norms, cisnormativity and heteronormativity are key factors in the abuse and violence experienced by LGBTIQ people within their families of origin, and in society more generally ... This connection reinforces the need for gender-transformative approaches that challenge rigid gender norms by simultaneously addressing cisnormativity and heteronormativity. <i>Pride in Prevention</i></p>
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A truly intersectional approach to prevention requires us to work in partnership with others to ensure all systems of oppression are dismantled, to realise all women's rights to safety, respect and equality. *Preventing Violence Together 2030*

## The urgency for prevention action

There is emerging evidence that gender inequality in Australia is getting worse, and this means violence against women is likely to continue unabated well into the future unless we start to turn the tide now.

A young women born in Australia at the turn of the millennium and who is set to celebrate her 21st birthday sometime in 2021, has actually spent her entire lifetime experiencing a *diminishing* of gender equality.

## COVID-19

There are indications that the COVID-19 global pandemic is further propelling this downward direction of gender inequality in Australia.

Emerging evidence is telling us that the impact of COVID-19 has not been gender equal, with public health lockdowns and economic slowdowns having more far-reaching negative consequences for women than men. In Victoria, which endured a succession of months of strict public health measures over 2020 the effects have been:

- 55 per cent of job losses due to COVID-19 were felt by women
- women have been depleting their superannuation at a higher rate than men when withdrawing emergency COVID-19 funds

- the majority of casual workers who were not able to access JobKeeper were women
- women were found to be performing far more of the unpaid labour and additional education support to children at home during lockdown.

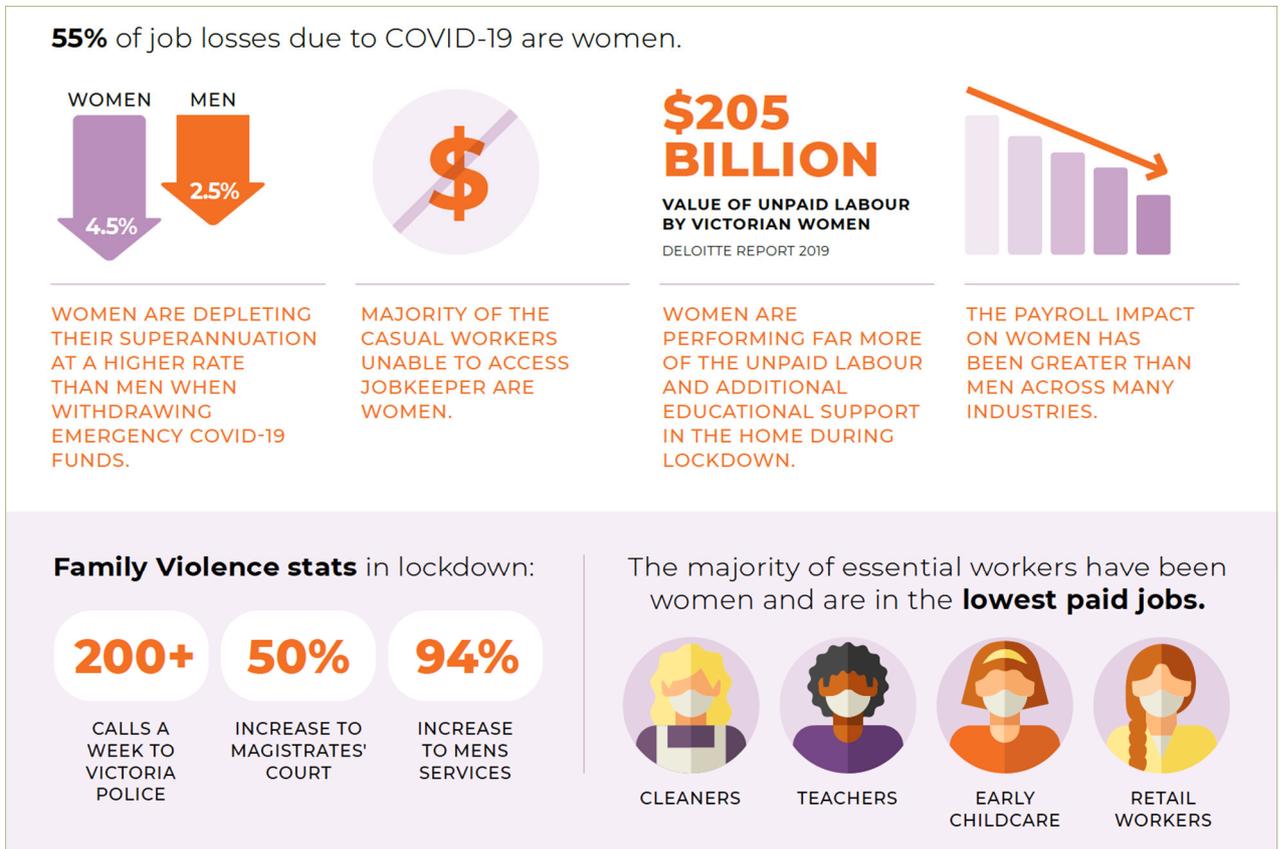


Figure 2 COVID-19 inequalities (GEN VIC, 2020)

## Our plan's themes and high-level actions

The Action Plan contains four broad themes and 12 actions to be delivered in year one (2021-22).

The four broad themes contained in our plan are:

1. Advance women and gender diverse people's leadership and participation in economic, social and civic life across the municipality
2. Promote the safety of women and gender diverse people in our communities and public spaces
3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence
4. Achieve sustainable primary prevention for our municipality

With the ongoing social and economic impacts of COVID-19 and the uncertainty it presents to the City of Melbourne and our local communities and businesses we will be preparing annual action plans instead of a three year action plan. Activities outlined in the action plan below are activities we have resources and capacity to deliver over the next 12 months. Actions plans for year two (2022-23) and year three (2023-24) will be presented to Council for endorsement at a later date.

### **Evaluation for learning, improving and decision-making**

The Prevention of Violence Action Plan has an evaluation framework to support a planned and coordinated approach to collecting data throughout the course of implementation.

Success measures will be determined; data will be collected against these and analysed; results will be used to learn from the work, and also to improve implementation in real time; and overall evaluation findings at the end of this year, will be considered to help with our decisions around future annual actions for the City of Melbourne.

## Prevention of Violence Against Women Year One Action Plan 2021–2022

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 Pilot free period care product vending machines in council facilities to address period poverty.</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>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 Name On It campaign, International Women’s Day, IDAHOBIT)</p>	<p>Women’s Health West and PVT Partnership History Council of Victoria Victorian Women’s Trust Her Place Women’s Museum</p>	<p>People who menstruate have free access to period products</p> <p>Increased opportunity and participation of women and gender diverse people in sports and recreation.</p> <p>Increased representation and recognition of women and gender diverse people in our public places and spaces.</p> <p>In the long term women and gender diverse people feel safe and included in all aspects of civic, economic and social life in the municipality</p>	<p>Sustainable Development Goals</p> <ul style="list-style-type: none"> <li>• SDG 5 Gender equality</li> <li>• SDG 10 Reduced inequality</li> </ul> <p>Council Plan 2021–2025</p> <ul style="list-style-type: none"> <li>• Melbourne’s unique identity and place</li> <li>• Access and affordability</li> </ul> <p>Municipal Public Health and Wellbeing Plan</p> <ul style="list-style-type: none"> <li>• Mental wellbeing and inclusion</li> </ul> <p>COVID-19 Reactivation and Recovery Plan</p> <ul style="list-style-type: none"> <li>• Expand equitable opportunity / access</li> </ul>
<p><b>2. Promote the safety of women and gender diverse people in our communities and public spaces</b></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</p>	<p>Safe Steps Women’s Health West and PVT Partnership Women’s Health Victoria Respect Victoria</p>	<p>Increased capacity and capability of businesses and licenced premises to adopt/initiate gender equitable practices</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> <p>Council Plan 2021–2025</p>

Strategic themes and high-level actions	Potential partners	Key Outcomes	SDG and Council Plan links
<p>Activism Against Gender-based Violence, Walk Against Family Violence</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>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.</p>	<p>CoM Night Time Economy Advisory Committee</p> <p>CoM's Family and Children's Services Advisory Committee</p> <p>CoM's Disability Advisory Committee</p> <p>Melbourne Licensees Forum</p> <p>Victoria Police</p> <p>Crime Stoppers Victoria</p> <p>Rape and Domestic Violence Services Australia</p> <p>University of Melbourne</p> <p>Precinct Associations</p>	<p>Increased skills/confidence of night-time licenced premises contacts for prosocial bystander action</p> <p>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>	<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>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><b>3. Engage men and boys to shift unhealthy norms of masculinity and condoning of violence</b></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>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</p>	<p>Community organisations and Advocacy groups</p> <p>Women's Health West and PVT Partnership</p> <p>The Men's Project / Jesuit Social Services</p> <p>Western Bulldogs</p> <p>Community Foundation</p>	<p>Increased skills / confidence of men and boys to understand and challenge harmful expressions of masculinity</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>

Strategic themes and high-level actions	Potential partners	Key Outcomes	SDG and Council Plan links
			<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><b>4. Achieve sustainable primary prevention for our municipality</b></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>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</p> <p>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</p> <p>4.4 Learn from and share knowledge with other international cities on global best practice in primary prevention</p>	<p>Community organisations and Advocacy groups Municipal Association of Victoria Women’s Health West and PVT Partnership Respect Victoria</p>	<p>Increased capacity and capability of community groups and businesses to adopt/initiate gender equitable practices</p> <p>Increased visibility of councils advocacy, leadership and commitment to PVAW and gender equality</p> <p>Sustained partnerships for PVAW and gender equality</p> <p>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 3 Good health and wellbeing</li> <li>• SDG 5 Gender equality</li> <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>

## Glossary

<b>Cissexism and cisnormativity</b>	Systemic discrimination based on normative assumptions (cisnormativity) that everyone falls into one of two binary categories, woman or man; and that our <b>gender</b> aligns with binary sex characteristics used to define female or male assigned at birth. As a system of discrimination, cissexism encompasses the norms, stereotypes, attitudes, practices, structures and institutions that facilitate such discrimination.
<b>Gender</b>	The socially learned and acquired roles, behaviours, practices, attitudes and attributes that society considers appropriate for women and men. Gender is a social construction of binarised 'femininity' and 'masculinity' and how these are experienced and lived by us. Gender is distinct to – but not wholly disconnected from – our understandings of binary sex as the biological and physical characteristics used to define male or female.
<b>Gender inequality</b>	The unequal distribution of power, resources, opportunity and value afforded to men and women in society arising from the social construction of <b>gender</b> .
<b>Gender-transformative practice</b>	We understand gender-transformative practice as practice that seeks to interrupt and disrupt the formation and perpetuation of rigid binary gender norms, practices and structures that exist across the entire <b>social ecology</b> .
<b>Heterosexism and heteronormativity</b>	Systemic discrimination based on normative assumptions (heteronormativity) of hetero-sexuality as the central or normal sexual orientation of human beings. Heterosexism is deeply organised by <b>cissexism</b> , and as a system of discrimination it encompasses the norms, stereotypes, attitudes, practices, structures and institutions that facilitate both forms of discrimination.
<b>Intersectional prevention practice</b>	<p>Our prevention practice is intersectional, meaning it leaves no woman behind.</p> <p>We are acutely aware that deep structural forces or institutionalised systems of privilege and disadvantage <i>intersect</i> with one another to influence the risks to, and dynamics and severity of, violence against women. The more compounding the relations of privilege and disadvantage, the less equality exists, and the greater the exposures to violence.</p> <p>Our prevention practice targets intersecting systems so that we can achieve equality for <i>all</i> women and put an end to violence <i>once and for all</i>. The systems we target (and seek to transform) are <b>sexism</b> as well as <b>heterosexism, cissexism</b>, racism, colonialism (and its ongoing legacy), ethnocentrism and ableism – to name but a few.</p>

	<p>Intersectionality actually helps us to be more effective in preventing violence against women because it helps us to disrupt all the intersecting forces that shape women’s lived experiences of inequality.</p>
<p><b>Sexism</b></p>	<p>Systemic discrimination based on socially-constructed concepts of <b>gender</b> and the <b>gender inequality</b> arising from this. As a system of discrimination, sexism encompasses the norms, stereotypes, attitudes, practices, structures and institutions that facilitate such discrimination. Sexism is deeply interconnected with <b>heterosexism</b> and <b>cissexism</b>.</p>
<p><b>Social ecology</b></p>	<p>The social ecology helps us to understand that the drivers of violence against women are exerted and ‘lived’ across multiple, connected levels. These are the societal, community and organisational levels, all of which ‘nest’ the relational and individual level. The social ecology also helps us to see where we can direct our actions to transform the drivers of violence. For prevention to be effective, our actions must be addressed across all levels, not only the relational or individual.</p> <div data-bbox="523 862 917 1043" data-label="Diagram"> </div> <p>(Women’s Health West, 2017a)</p>
<p><b>Violence against women</b></p>	<p>We understand violence against women as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. (United Nations General Assembly, 1993)</p> <p>Violence against women can be criminal or non-criminal in its forms. There are many manifestations of violence including (but not limited to) physical, sexual, emotional, psychological, economic, spiritual and social violence. No matter how it manifests, violence against women is always an intentional act to exert power and control</p> <p>(Women’s Health West, 2017a)</p>

## Addendum: Local data on violence against women and perceptions of safety

### Reported crime statistics

#### Family violence

According to the latest reported crime statistics, the rate of family violence incidents in Melbourne increased by 18.5 per cent from 2019–20 to 2020–21. There were 176 more reports per 100,000 population from 947.5 to 1122.9.

Family incidents	2016/17	2017/18	2018/19	2019/20	2020/21
<b>Number</b>	1481	1619	1567	1741	2052
<b>Rate per 100,000 population</b>	930.6	950.6	875.4	947.5	1122.9

The majority of affected family members are women (77 per cent) aged between 25-44 years (58 per cent).

#### Assault and sexual offences

There has been a general increase in assaults and sexual offences against women across Victoria in the last four years to March 2020. Sexual offences against women have increased from 6413 reports in 2017, to 7403 reports in 2020 – an increase of almost 15 per cent. Similarly, assaults against women have risen by 6 per cent over the same period (21,010 reports in April 2017 compared with 22,271 in March 2020).

The City of Melbourne is experiencing similar trends to Victoria in sexual assault offences. In 2020, rates of sexual assault offences reached 521.6 per 100,000 residents, close to the 10-year high of 524.3 offences per 100,000 residents reported in 2018. The majority of sexual assault victims in Victoria are female (approximately 84 per cent in 2020). We also know that the LGBTIQ+ communities experience similar levels of sexual and other violence.

#### Perceptions of crime and safety

City of Melbourne's Social Indicator Survey (CoMSiS)\* consistently reports lower perceptions of safety at night for women than men. Just over sixty three per cent of men who participated in the 2021 CoMSiS reported feeling safe at night compared with thirty six per cent of women and twenty five per cent of people who identified as other. The table below provides trends over four years indicating these statistically significant findings based on gender:

Perceptions of Safety*		2018	2019	2020	2021
Women	Feel safe during the day	86.1%	81.7%	81.1%	76.8%
Men	Feel safe during the day	90.4%	86.3%	84.4%	81.6%
Other**	Feel safe during the day	81.8%	76.9%	87.0%	63.1%
Women	Feel safe at night	48.3%	32%	43.8%	36%
Men	Feel safe at night	70.6%	63.1%	68.3%	63.5%
Other**	Feel safe at night	40.9%	11.5%	43.5%	25.4%

\* CoMSiS, surveys City of Melbourne residents and is conducted every year at the same time during the months of April and May.

\*\*Please note small sample sizes for "Other" across all years (i.e.  $n < 30$ ). Results for this group should be treated with caution

Between 2018 and 2019 there was a marked decline in perceptions of safety at night likely due to a number of high-profile sexual and violent crimes against women. The majority of these crimes occurred at night.

In addition, CoMSiS consistently reports lower perceptions of safety on public transport at night for women than men. Fifty eight per cent of men who participated in the 2021 CoMSiS reported feeling safe on public transport at night compared with thirty one per cent of women and twenty seven per cent of people who identified as other. The table below provides trends over four years indicating these statistically significant findings based on gender:

Perceptions of safety on public transport		2018	2019	2020	2021
Women	Feel safe on public transport during the day	84.5%	78.4%	77%	75.4%
Men	Feel safe on public transport during the day	86.6%	85.7%	80%	84.2%
Other*	Feel safe on public transport during the day	90.5%	37.5%	78.3%	71.3%
Women	Feel safe on public transport at night	44.1%	32.7%	36.2%	31%
Men	Feel safe on public transport at night	65.2%	62.6%	60.1%	58.2%
Other*	Feel safe on public transport at night	47.6%	29.2%	45.5%	27.4%

\*Please note small sample sizes for "Other" across all years (i.e.  $n < 30$ ). Results for this group should be treated with caution.

The recent Perceptions of Crime and Safety (PoCS) Research (2020) also indicated women's feelings of safety at night are lower than men's. The research posed questions regarding our community's sense of safety at night prior to COVID-19. On the issue of women's safety at night, women reported awareness of crimes committed against women due to media coverage. Both the crimes committed against women (between 2018 and 2019) and the increased media coverage contributed to their concern about being alone in the city at night. The research indicated that our community feel least safe on Saturday (fifty four per cent) and Friday (fifty per cent) after midnight (12am-3am).

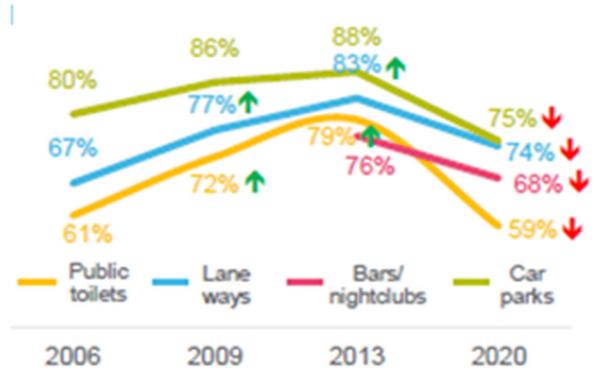
According to the latest Perceptions of Crime and Safety Research conducted in 2020, perceptions of personal safety decreased from 87 per cent in 2013 to 81 per cent in 2020 and family safety decreased from 85 per cent in 2013 to 78 per cent in 2020.

Based on comparisons with the 2013 survey there has been significant decline in perceptions of safety in Melbourne's car parks, laneways, public toilets and public spaces in and around Melbourne's bars and nightclubs prior to the pandemic.

Perception of safety in the city – Over time  
Community members & businesses

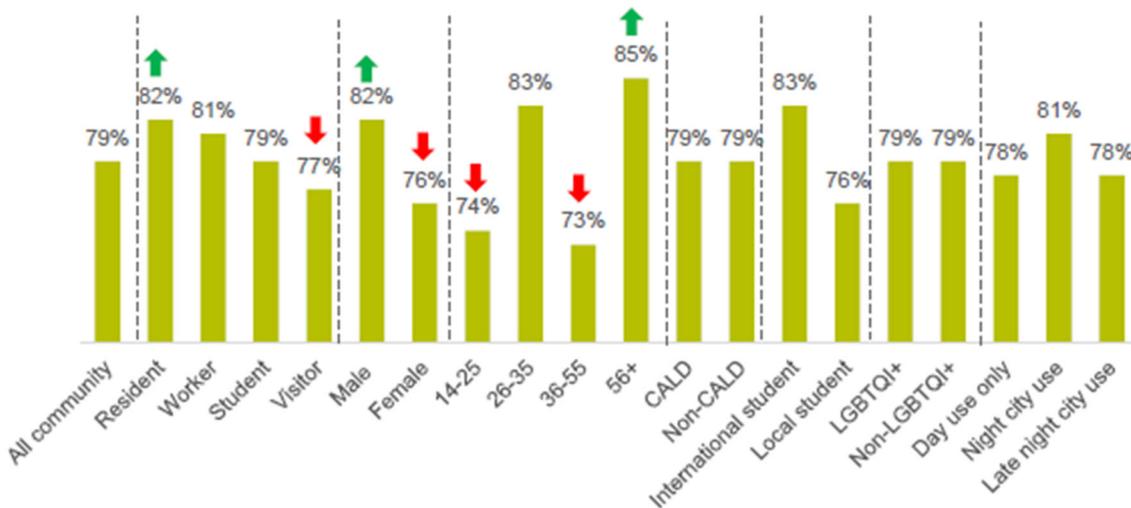


Perception of safety – Over time  
Community members & businesses



Women (76 per cent), young people (14-25 years) (74 per cent) and middle aged people (36 – 55 years) (73 per cent) feel the least safe in the city due to public drunkenness, threatening/aggressive behaviour, people sleeping rough and evidence of drug use and drug dealing.

% always feel safe + more safe than unsafe in the city



Women report concerns regarding verbal harassment (36 per cent) and inadequate street lighting (45 per cent) as contributing to feeling unsafe in public spaces. King Street near the night clubs (40 per cent) and King Street generally (26 per cent), Flinders Street Station (37 per cent) and corner Elizabeth & Flinders Streets (36 per cent) are reported as the most unsafe areas.

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Creating Communities of Equality and Respect: PVAW Action Plan 2021-24  
Participate Melbourne Community feedback from public consultation

No.	What other themes or actions would you like us to consider for the PVAW Action Plan for 2022-2023?	City of Melbourne's response
1	<p>I am a member of Melbourne University Soccer Club (MUSC). I would like to ask City of Melbourne to please amend policies to allow community sporting clubs access to field lighting during summer.</p> <p>Working with clubs to provide access to lights after sunset, will help City of Melbourne achieve a key outcome of increased opportunity and participation of women in sports and recreation. This will also support the aim to make women feel safer at night and using council facilities.</p> <p>During summer, when pre-season pitch allocation ends after sunset, players must return to a bike, car, tram or lit footpath in the dark. This is a significant safety concern for sport club members who are women or gender diverse.</p> <p>Sport fields being lit for ~10 - 60 minutes after the session finishes would allow members to travel home with confidence. If women and girls don't feel safe in pre-season, they're not going continue participating until winter, when lights are available. <i>(More than 50 respondents provided the same comment)</i></p>	<p>City of Melbourne's Recreation Services has agreed to undertake a review of the policy framework and current and historic Council position around the operation of sports lighting for our sporting facilities. The City of Melbourne has sporting facilities in various open space areas; including Council owned land, i.e. Holland Park but more commonly Crown Land, with Council as Committee of Management; some areas have particular heritage considerations as well, e.g. Royal Park and Fawkner Park, whilst many parks and gardens have Council endorsed Master Plans that guide the ongoing management and direction of these particular areas. To highlight the complexity, when the sports lighting was installed in Princes Park the following direction was confirmed by Council management to concerned/opposing community members and groups: "Council will only operate the lights in winter and the current arrangements are that the fields are open until 9pm with the lights automatically switching off at 9.15pm – as noted above the lighting has been designed to comply with the obtrusive lighting code (AS 4282) for pre-curfew times."</p> <p>Recreation Services will touch base with the soccer club to explain the review process.</p>
2	<p>Creating environments where women can feel safe to do everyday activities: walking home, playing sport, meeting friends outdoors. We have some beautiful parklands in City of Melbourne; however, they are also stained with the horrific violence that has claimed the lives of young women in recent years. Response to these incidents were targeted but seemed to have fallen by the wayside. Improved lighting, increased park ranger/security patrol, wider access to premier sports facilities. We have seen some of these start and then cease, possibly due to COVID-19, but some strategies had already stopped before the lockdowns.</p> <p>Princes Park and Royal Park have sport's lighting, this could easily be activated during summer months for organised club activities and for individuals/small groups to utilise the surrounding running tracks. Park Rangers and Security patrols can ensure that these areas are used appropriately.</p> <p>Engagement and allocation of sports space to female-led cohorts.</p>	<p>Refer to response to comment 1.</p>
3	<p>I am the president of Melbourne Uni Soccer Club, a leading club for women's football in City of Melbourne. We provide playing opportunities to a lot of young women. Many are new residents of the municipality, arriving to study at the University. Council policy does not allow community sporting clubs access to lights during the summer months. Pre-season ground allocations provided by Council in Feb/Mar often finish after sunset.</p> <p>Players begin their journey home in the dark. This has long been a significant safety concern for our members, even more so since the tragic rape and murder of Eurydice Dixon occurred on one of our pitches. I'm sure other COM clubs hear similar concerns from their members. The PVAW Action Plan could suggest simple policy changes to Council that could have an immediate and meaningful impact to make women participating in community sport feel safe at night when using council facilities, and remove a barrier to entry to participate in women's sport.</p>	<p>Refer to response to comment 1.</p>
4	<p>Ensuring lights are turned on for night time training sessions would increase participation particularly for women as they would feel more comfortable attending/leaving the facilities.</p>	<p>Refer to response to comment 1.</p>
5	<p>Would love to see full lights on Princess Park, it is so dark and horrible things have happened there. If lights were on, the feeling of safety would increase, I have been going for runs for years and every time I struggle to understand why it is so dark, it needs to be lit full time.</p>	<p>Refer to response to comment 1.</p>

6	<p>1. Educational Ads in AAA rating programs and schedules on TV and AM/FM radio stations.</p> <p>2. TV special programs to address this issue inviting male and female speakers with experience on the topic and those who have experienced violence at home / school / work place, etc.</p> <p>3. Include Violence Prevention in syllabus and schedule special talks and workshops with teachers and students in all educational levels.</p> <p>4. Advertising campaigns to raise awareness on public bill boards. Posters on bus stops, trams, trains and buses.</p> <p>5. Advertising campaigns to raise awareness on internet pop-up windows.</p>	<p>Organisations such as Our Watch and Respect Victoria have been established and funded to deliver national and state communications and social marketing campaigns that aim to shift attitudes and behaviours that drive violence against women.</p> <p>As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in all Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.</p> <p>Project Night Justice which is an action item in Theme 2 includes the development of sexual assault awareness and behaviour change campaign focussed on addressing women and gender diverse people's safety in and around late night venues, events and transport hubs</p>
7	<p>There needs to be many more specific actions and outcomes. The plan is very vague and nonspecific. It's largely fluff and no substance.</p>	<p>Actions and outcomes are high level to allow for flexibility in the scope and delivery of activities. Relevant stakeholders will be invited to participate and contribute to the design and delivery of each action. An evaluation report detailing specifics projects and outcomes achieved in the last 12 months will be presented to FMC at the end of the financial year.</p>
8	<p>I would love to see more effort on prevention of violence against women through education programs from a young age, a more universal based approach to school based programs on consent and healthy relationships important. From my own experience I also found that there is a lack of support for survivors of sexual assault whose cases fall through the legal system, or do not have enough evidence to pursue the legal system. This is such a traumatic time for survivors and more often than not retraumatizing. By providing an anti oppressive, feminist approach as well as more accessible and individualised framework to support services which survivors can rely upon would be beneficial. Finally more research needs to be done on how to reduce the low conviction rates of sexual assault cases and how to reflect this in law making.</p>	<p>As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in all Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.</p> <p>Police investigations and sentencing of sexual offences are the responsibility of Victoria Police, State Government and the Courts.</p>
9	<p>Get people safer access to leave relationships, they need access to housing, healthcare and childcare, WITHOUT means testing. People need to be able to break a lease without it reflecting badly on their records. Police, doctors, social services need training to believe people when they talk about not only DV, but their health, mental health. They need to offer support and not judgement shame and criticism. Make healthcare like pap smears and all birth control FREE FOR ALL, without Doctors being able to charge clinical fees, make sure people are healthy. Make psychiatric services available for those without private health— neurodivergent, ADHD and autistic people fell through the cracks as children, and don't have easy and cheap access to diagnosis and treatment as adults, this puts them at huge risk for DV, they can't afford and access psychiatry. They can't access support services built on social models because generally their social worldview is different and not accepted.</p>	<p>Women's health services, family violence specialist agencies and Victoria police are specially trained to provide support to those experiencing family violence and sexual violence.</p> <p>In response to the Royal Commission into Family Violence, Orange Doors have been set up across the state as a free service for adults, children and young people who are experiencing or have experienced family and sexual violence and families who need extra support with the care of children. The Orange Door network is now operating in 10 of the 17 Department of Health and Human Services areas in Victoria with statewide coverage to be complete by 2022.</p>
10	<p>More CCTV's in parks, walking tracks, gardens, public spaces, etc.</p>	<p>City of Melbourne is constantly reviewing locations for Safe City Cameras. Likewise we have a mobile Safe City CCTV vehicle that can patrol through the municipality on busy days, or high risk situations. We receive requests from Victoria Police, community groups and corporate sector for new camera locations. For new cameras and infrastructure they are assessed on a whole range of criteria for overall community value, cost of installation and how they can integrate with existing network. If a new location passes assessment a bidding process is under taken to obtain funding.</p>
11	<p>We need to tackle mental health issues, alcoholism, drug abuse and other matters amongst boys/men, to ensure all the above mentioned themes can be underscored by tackling basic human/mental issues.</p>	<p>The City of Melbourne facilitate a range of network meetings with AOD services, homelessness services and health services to identify and address issues relating to homelessness, mental health and substance abuse and its impacts</p>
12	<p>Greater protection services. Employment security Greater penalties for offenders</p>	<p>Legislation and sentencing is the responsibility of State Government and the Courts. City of Melbourne's Economic Development Strategy Theme 6 Diverse City promotes meaningful job and career opportunities and services for disadvantaged and under-represented groups</p>

13	I think Melbourne should aim to become Australia's 'city of light', whereby at night time it is bathed in decorative lighting such as catenary, festoon, fairy and light installations (and where necessary, safety lighting for risky areas). As well as greatly improving safety for all people active in the city at night, this would become an attraction in its own right and better support Melbourne's aim to become a truly 24-hour city	The City of Melbourne prepared a Public Lighting Strategy in 2002, which was updated in 2013 and 2021. It provides direction for public and private external lighting throughout the municipality. The strategy's primary focus is on improving the illumination of public spaces to support their use, rather than on decorative effects. It aims to enhance people's experience of the city after dark while ensuring responsible energy use. Safety and perceived safety are addressed as key concerns. Some specific examples of factors addressed in the strategy that enhance safety, including reducing risks of violence towards women, include: <ul style="list-style-type: none"> <li>• Control of lighting direction, intensity and quality to minimise glare and extreme contrasts in lighting levels, so as to provide even illumination and to avoid shadowed and apparently dark areas at the edges of spaces.</li> <li>• Provision of lighting that enables perception of other people's faces and that allows their features to be recognised at a distance of 10 to 15 metres (this is distinct from the need, in roadway lighting, for drivers to simply see a human shape).</li> </ul> This also supports the operation of CCTV cameras. <ul style="list-style-type: none"> <li>• Consideration of the use of lighting to encourage greater public activity in appropriate areas, and thereby enhance passive surveillance (hence 'decorative' lighting, used strategically, can have important functional benefits).</li> <li>• Consideration of limiting lighting in areas that are inherently unsafe, where encouraging night-time activity may place people at risk.</li> </ul>
14	Women need to be believed and provided with assistance to get protection from the perpetrator.	Noted. Women's health services, family violence specialist agencies and Victoria police members are specially trained to provide this support and protection.
15	An increased focus on preventing root causes of violence, and more practical support for those in danger.	The evidence base tells us that gender inequality creates the social conditions for violence against women to occur. The plan's themes and actions are focussed on addressing the four gendered drivers of violence against women which include. 1. Condoning of violence against women, 2. Men's control of decision making and limits to women's independence in public life and relationships, 3. Rigid gender roles and stereotyped constructions of masculinity and femininity and 4. Male peer relations that emphasise aggression and disrespect towards women.
16	Consider more of the intersectionality for example Age is not mentioned as part of the intersectionality work. Violence against women does not stop when women reach a certain age. It is also a driver for homelessness older women - the group experiencing the fastest rates of homelessness.	A paragraph on violence against older women has been included in the action plan. (see page 7) Themes one and three have been amended to include gender diverse people.
17	It's a hard issue to tackle, but I think primarily address the cause of the issue (men) is a great place to start. Other things such as drinking in public places, better safety patrols etc are also important. Also, working with the legal system to ensure that reports are taken seriously (domestic violent, general threats and stalking behaviour etc) as well as serious consequences and sentences for those found guilty of those behaviours	Policing, legislation and sentencing are the responsibility of Victoria Police, State Government and the Courts.
18	To me the glaring omission is any mention of the link between alcohol use and violence against women, I am staggered this has been overlooked. it needs to be added in	According to Our Watch's Change the Story: a shared framework for the primary prevention of violence against women and their children in Australia, it is the interaction between social norms relating to alcohol, and social norms relating to gender, that can increase the likelihood, frequency or severity of violence against women, not just the consumption of alcohol itself. C22 The City of Melbourne facilitate a range of network meetings with AOD services, homelessness services and health services to identify and address issues relating to homelessness, mental health and substance abuse and its impacts.
19	Housing More refuges School programs	Refuges are the responsibility of State Government. Affordable / social housing is being addressed as part of City of Melbourne's Affordable Housing Strategy and the Make Room project. Respectful relationship education is being delivered in schools from foundation to year 12.
20	Early intervention in domestic abuse complaints - mandating participation in successful DV programs. Promote a positive non-sexist non-violent culture, led by public officials of all genders. Walk the talk.	The City of Melbourne is committed to gender equality and promoting a positive, equal and respectful workplace culture. We are required under the new Gender Equality Act 2020 to develop and implement a Gender Equality Action Plan for our workplace every four years and to carry out gender impacts assessments on new or redeveloped policies, services and programs that have a significant and direct impact on the community.

21	Build trust that women will be believed and supported ... by police, the legal system.	Noted.
22	Creating more spaces in education for men to hear women's voices. Stronger education around consent, sex and the ramifications of subtle to strong sexism/toxic masculinity in all it's behaviours	Respectful relationship education is mandated in all Victorian schools and early learning services and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.
23	Proper general and emergency response to women in need.	The Victorian Government adopted all 227 recommendations put forward by the Royal Commission in Family Violence in 2016. Recommendations included: <ul style="list-style-type: none"> <li>• Support and Safety Hubs (The Orange Doors) in local communities throughout Victoria, to make it easier for victims to find help and gain access to a greater range of services</li> <li>• new laws to ensure that privacy considerations do not trump victims' safety—with a Central Information Point to funnel information about perpetrators to the Hubs</li> <li>• an immediate funding boost to services that support victims and families, additional resources for Aboriginal community initiatives and a dedicated funding stream for preventing family violence</li> <li>• a 'blitz' to rehouse women and children forced to leave their homes, supported by expanded individual funding packages</li> <li>• an expanded investigative capacity for police and mobile technology for front-line police, including a trial of body-worn cameras</li> <li>• more specialist family violence courts that can deal with criminal, civil and family law matters at the same time</li> <li>• stronger perpetrator programs and increased monitoring and oversight by agencies</li> <li>• family violence training for all key workforces—including in hospitals and schools.</li> </ul>
24	The role played by libraries - perhaps events or competitions to elevate the voices of stakeholders in these important issues. The engagement of early learning centres with learning support around consent - books, specialist trainers to do incursions with children hubs to provide counselling to school students struggling to overcome assault	In 2017, the City of Melbourne trialled a program in a council run children's centre, designed to promote respect and gender equity in preschool children. The pilot project involved the co-design and delivery of an educational and awareness program for parents, educators and children. The pilot also included a policy review, an environmental scan and a formal evaluation. A number of resources for parents and those in the early childhood profession were created and are available on the City of Melbourne website. <a href="https://www.melbourne.vic.gov.au/community/child-care/Pages/respect-equity.aspx">https://www.melbourne.vic.gov.au/community/child-care/Pages/respect-equity.aspx</a> <p>As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in all Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.</p>
25	Strategies for women in fear of violence practically i.e. more police pop-ups in strategic spots or increased physical police presence given the high residential quota. Particularly in south and northbank.	Police intelligence including reported crime statistics determine where and when police carry out patrols.
26	Toxic feminists	Noted
27	I am pleased to see the theme around addressing the unhealthy masculinity in men and boys as I believe there needs to be a big focus on this, however I let the actions were a little weak and there can be more focus here as the actions seem to require men to actually take advantage of the opportunities. I would like to see more proactive engagement in educating boys and men around gender equality and respect towards women.	Additional actions focussing on healthier masculinities, respectful relationships, allyship and perpetrator accountability will be considered in the 2022-2023 action plan.

28	<p>Working with the rough sleeping community once they return properly as both educators and eyes and ears on the street, particularly during the hours you are all asleep for. A number of mother's have contacted me over the years to pass on their thanks to members of this community who saw something happening to their daughters and stepped in, putting the girls in taxis and sending the guy on their way, generally with a back eye - seems mum's like this.</p> <p>Many rough sleepers when being honest will admit to being both survivors and perpetrators - the older ones teach the younger ones whether you acknowledge it or not. The older guys pre-covid were teaching the younger one's they can't behave that way anymore - engage with them and encourage it on a larger scale.</p>	<p>A new action will be considered in the 2022-23 action plan to work with homelessness agencies to deliver information and education to the rough sleeper community on respectful relationships and how to be an active bystander and intervene in a safe and appropriate way.</p>
29	<p>Specifically education of boys in schools on toxic masculinity and unlawful behaviour towards women. Also stricter laws in bars/restaurants/clubs regarding harassment of women, easier access to removal of men providing unwanted attention or disrespect language/actions.</p>	<p>As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in all Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.</p> <p>Project Night Justice which is an action item in theme two of the action plan aims to improve responses by venue owners / operators in identifying, responding to and preventing sexual violence in and around their venue.</p>
30	<p>Reporting crimes and legal support more easier, simpler and accessible to all</p>	<p>Victoria Police has Sexual Offences and Child Abuse Investigation Teams and Family Violence Liaison Officers and Family Violence Investigation Units who are specially trained to support adults and children who have experienced sexual and family violence.</p> <p>The Victorian Government has also established The Orange Door which is a free service for adults, children and young people who are experiencing or have experienced family and sexual violence and families who need extra support with the care of children. The Orange Door network is now operating in 10 of the 17 Department of Health and Human Services areas in Victoria with statewide coverage to be complete by 2022.</p>
31	<p>Men to be women's voice. Majority of men do not listen to women, what we say falls on deaf ears. But, they will listen to men.</p>	<p>Engaging men as role models and allies is a key component of The Men's Project's Modelling Respect and Equality program.</p>
32	<p>Education in schools targeted at young men and women</p>	<p>As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in all Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.</p>
33	<p>Network with appropriate organisations. E.g. Transport taxi services etc. Provide bus services for women at night. Prevent women having to walk home in the dark eg carparks from train stations. Parks.</p>	<p>Organisations such as Shebah and She Safe provide female only ride share services.</p> <p>Project Night Justice is an action item under theme two of the Action Plan that aims to raise community awareness about sexual assault and deliver a targeted prevention program. This work will include holding a Night Safety Summit, developing a Night Safety Charter, implementing a sexual assault awareness and behaviour change campaign and delivering the Good Night Out Accreditation Program. All these initiatives will focus on enhancing women and gender diverse people's safety within and around late night venues, major events and transport hubs. This project has been funded by the Victorian Government's Building Safer Communities program.</p>
34	<p>Create real laws to punish violence and let all men know about it.</p>	<p>Legislation and sentencing is the responsibility of State government and the courts..</p>
35	<p>Demonstrable change in management of sexual harassment in workplace. Equal funding of male and female sports from school to professional level, including coaching, access to facilities, equipment, advertising and wages. Publication of gender representation of interviewers and decision makers in all senior hiring roles. "Rooney rule" to require female applicants in all senior roles.</p>	<p>The Gender Equality Act 2020 which came into effect on 31 March 2021, requires the Victorian public sector, local councils and universities to take positive action towards achieving workplace gender equality by developing Gender Equality Action Plans every four years and conducting a gender impact assessments on new policies, programs and services that have a direct and significant impact on the community.</p>

36	Men held accountable	More actions on healthier masculinities, respectful relationships, allyship and perpetrator accountability will be considered in the 2022-2023 action plan.
37	Get rid of the words "against women", there is violence against men by men AND women and if you are gay, carry a mirror to watch the back	Violence towards any person is unacceptable and more action is needed to ensure all people are safe from violence. Women and men are at greater risk of different types of violence, so we need different strategies for each. This doesn't mean one is more important than another. Challenging men's violence is working to keep both women and men safe because: <ul style="list-style-type: none"> <li>- The majority of street and family violence that boys and men experience is also at the hands of men</li> <li>- Men perpetrate the majority of all violence in Australia against women, children and other men.</li> <li>- Women and men both experience intimate-partner violence. However, the prevalence, severity and impacts are greater for women than for men, so it requires more attention.</li> <li>- Women are also far more likely than men to experience ongoing violence, require medical attention, fear for their lives, and to be murdered.</li> </ul> Emerging evidence tells us that LGBTIQ+ communities experience similar or greater levels of family and sexual violence than women. More work needs to be done to identify appropriate and effective strategies for dealing with violence within and against LGBTIQ+ communities. This will be explored in the 2022-23 action plan.
38	Promoting sustainable employment in the municipality.	This is being considered as part of City of Melbourne's Economic Development Strategy 2031 under Theme 6 Diversity City
39	(1) Dedicated helpline for women where they can report the abuse/crime against them (2) billboards condoning violence against women (3) equal pay to women	Women can report crime and violence as well as seek support from a range of organisations including Victoria Police, 1800RESPECT National sexual assault domestic family violence counselling service, Crime Stoppers Victoria (confidential reporting), CASA House, Sexual Assault Crisis Line and SafeSteps. Project Night Justice is an action item under theme two of the Action Plan that aims to raise community awareness about sexual assault and deliver a targeted prevention program. This work will include holding a Night Safety Summit, developing a Night Safety Charter, implementing a sexual assault awareness and behaviour change campaign and delivering the Good Night Out Accreditation Program. All these initiatives will focus on improving safety for women and gender diverse people within and around late night venues, major events and transport hubs. This project has been funded by the Victorian Government's Building Safer Communities program.
40	Free or low fee self defence classes.	There are a number of private providers that offer self defence classes within the Melbourne municipality. We are not able to offer a free or subsidised program within a council facility due to competitive neutrality laws. Community organisations however could apply for a community grant to run a self defence program for their constituents if there is an identified need.
41	Seriously rethink of planning around housing density and street safety - more illumination of dark alleyways that intersect with main city streets - PLUS intentional rezoning of businesses involved in gambling alcohol drugs and late night activities so that we know where uncomfortable public spaces will more likely be and where NO to go	The City of Melbourne believes that all parts of the city should be safe, accessible and welcoming to women. Project Night Justice is an action item in theme 2 of the PVAW action plan and aims to improve personal safety for women and gender diverse people late at night by raising community awareness and responsibility for the prevention of sexual violence and introducing training, policy and improved reporting systems within and around late night venues, major events and transport hubs.
42	Most visible acts of violence against women in our municipality are a result of mental illness and substance abuse. These issues need to be addressed.	According to Our Watch's Change the Story: a shared framework for the primary prevention of violence against women and their children in Australia, it is the interaction between social norms relating to alcohol, and social norms relating to gender, that can increase the likelihood, frequency or severity of violence against women, not just the consumption of alcohol itself. Research is limited on the impact of other drugs on violence against women, but similarities can be expected where a drug has similar effects to alcohol, and is also used in the context of gendered socialisation and power differentials. The City of Melbourne facilitate a range of network meetings with AOD services, homelessness services and health services to identify and address issues relating to homelessness, mental health and substance abuse and its impacts.

43	Teaching migrants about partnership visa, and help with information about rights and help that don't affect her visas, most of them don't say anything because of the visa .	InTouch Multicultural Centre Against Family Violence, Inner Melbourne Community Legal Service and Refugee Legal provide free information, education, advice and support to migrants on temporary visas including information on their rights and access to family violence support services. City of Melbourne is working with local CALD group to host a series of community conversations as part of this year's 16 Days of Activism Against Gender Based Violence (25 Nov - 10 Dec). We have included "Migrant women on temporary visas – understanding your rights and access to support services" as a possible conversation topic for local community groups to select from.
44	Safe / appropriate behaviour education when in public. Adhere to laws around alcohol consumption and intoxication.	Project Night Justice is an action item in theme 2 of the PVAW action plan and aims to improve personal safety for women and gender diverse people late at night by raising community awareness and responsibility for the prevention of sexual violence and introducing training, policy and improved reporting systems within and around late night venues, major events and transport hubs.
45	The Plan will be strengthened if you consider delivering - leadership development program for and with girls and women -align with others to deliver consent training and conversations - need to include older women who have and continue to experience violence as a key target	Leadership training for girls and women will be considered in the next action plan. The Victoria Government's Respectful Relationship education in schools from Foundation to Year 12 includes information on consent. City of Melbourne's Community Services branch has an Elder Abuse Policy Statement and Response Flowchart. They also host elder abuse training for staff and community on a regular basis as part of World Elder Abuse Awareness Day.
46	Would like to see stronger language around safety for trans and non-binary people - particularly around reinforcing and acknowledging that Trans women are women and have a right to be safe in the city.	Noted. The action plan primarily focusses on violence against women and includes anyone that identifies as a women. Further work will be carried to identify and respond to the needs of LGBTIQ communities in the following two annual action plans. Themes one and three have been amended to include gender diverse people.
47	Funding work with your staff, community groups and schools to engage people with discussions about how stereotypical masculine norms (The Man Box) lead to harmful outcomes for everyone	In Dec 2020, the City of Melbourne and The Men's Project hosted a Pursuing Healthier Masculinities webinar. We also engaged The Men's Project to deliver their Modelling Respect and Equality Program in the municipality which concluded in September. We had 20 participants from the community take part in the program and many are continuing to share information, advice and resources on healthier masculinities via online WhatsApp group. Additional actions focussing on healthier masculinities, respectful relationships, allyship and perpetrator accountability will be considered in the 2022-2023 action plan.
48	Ensure men are offered practicable (mostly non-professional) support when going through relationship breakdown	Organisations such as The ManKind Project, The Men's Shed, Cota Victoria, Melbourne Men's Group Inc and Mentoring Men offer non therapeutic support to men experiencing relationship breakdown, loneliness, depression etc
49	Educate girls on self-defence and voice to be heard from school levels	Refer to responses to comment 8 and comment 40.
50	I would like to see further actions integrated into the advancing leadership & participation theme - e.g., set quotas around leadership roles to mandate an equitable approach, introduce programs for funding women and gender-diverse led businesses. Also, need to reframe the whole strategy around gender-based violence, rather than violence against women. You cannot say you are taking an intersectional and inclusive approach when the language being used is heteronormative and excludes gender-diverse people!	Opportunities for women and gender diverse people's leadership and participation in the economy will be considered as part of City of Melbourne's Economic Development Strategy 2031 Theme 6 Diversity City. The PVAW action plan is primarily focussed on anyone who identifies as a women, intersectionality is being applied to other identities and disadvantages a women may experience such as racism, ageism, ableism etc
51	School programs from kinder level teaching boys and girls about respect, DFV, reporting, education about what is a safe home life, don't keep dangerous secrets In high school, mandatory education in perhaps PE lessons or a school assembly monthly In the workplace, reports of misogynistic and derogatory treatment of women needs to be taken seriously by HR departments	As a result of the Royal Commission into Family Violence in 2016, Respectful Relationships education is mandated in Victorian schools and early childhood services. The Resilience, Rights and Respectful Relationships teaching and learning materials are tailored to each year level from Foundation to year 12 and covers topics such as emotional literacy, personal strengths, positive coping, problem solving, stress management, help seeking, gender and identity, gender relations, goal setting and safer socialising.
52	Empowering	Noted.
53	Emotional violence has no gender and is the predecessor for physical violence. I disagree with the use of any gendered terminology, it's destructive in itself	Noted
54	Involvement of citizens to provide lived experience wisdom. I am available.	The voices of those with lived experience is an important element of our primary prevention work. We will continue to seek the advice and input of those with lived experience on the development and delivery of action