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Item 12.12   Equality and Respect 2030: A Strategy to prevent violence against women by promoting
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Appendix 1   Equality and Respect 2030: A Strategy to prevent violence against women by promoting
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Equality and Respect 2030

A strategy to prevent violence against women by promoting gender equity in the City of Melton

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Gender Inequality in Australia Snapshot

(to be designed as an infographic)

Infographic: Graphics and Facts

- On average, at least one woman a week is killed by a partner or former partner in Australia[1]

- In 2017, Australia ranked 35th on a global index measuring gender equality, slipping from a high point of 15th in 2006 (behind countries such as Philippines, Bolivia and Mozambique)[2]

- In Australia, violence in intimate relationships contributes more to the disease burden for women aged 18 to 44 years than any other risk factor such as smoking, alcohol use or being overweight or obese[3]

- 1 in 6 Australian women since the age of 15 has experienced physical or sexual violence by a current or previous partner[4]

- 95% of all victims of violence (male and female) in Australia report that the perpetrator was male[5]

- Eight out of ten women aged 18 to 24 were harassed on the street in the past year[6]

- Family violence is the leading driver of homelessness for women[7]

- More than 50% of women who experience violence have children in their care[8]

- 90% of Australian women with an intellectual disability have been subjected to sexual abuse[9]

- The national gender pay gap is 17.3 per cent with men earning $26,527 a year more than women on average[10]

- Only 5% of CEOs in ASX200-listed companies are women[11].

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Acknowledgement of Country

Melton City Council recognises and respects the people of the Kulin nations as the original custodians of the land now known as the City of Melton. Council celebrates the rich Indigenous history of our City, the diversity of our Aboriginal communities and their important on-going connections to Country. Council acknowledges the past injustices experienced by our First Peoples and is committed to ensuring that these injustices are not repeated. On behalf of the municipality, Council pays respect to Aboriginal Elders and all Aboriginal community members living and working in Melton: past, present and future.

Acknowledgement

Melton City Council would like to acknowledge the numerous women and women's organisations that pioneered work in the prevention of violence against women. Their collective efforts, which are underpinned by a feminist, social justice and human rights approach, put the primary prevention of violence against women on the national agenda. Their leadership has provided an important basis upon which this work can continue.

Endorsed by Melton City Council on TBC.

Suggested Citation: Melton City Council 2018, *Equality and Respect 2030: A Strategy to prevent violence against women by promoting gender equity in the City of Melton*, Melton, Victoria.

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Messages from the Mayor and CEO

To be inserted during the graphic design process, prior to the Strategy launch.

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Executive summary

Equality and Respect 2030 (the Strategy) demonstrates the long term vision for how Melton City Council will work towards achieving gender equality in the municipality over the next 12 years. The Strategy guides Council's approach to addressing gender inequality as the root cause of violence against women[12].

The Strategy represents an evidence-based approach to preventing violence against women before it occurs, building upon work previously undertaken through Council's Preventing Violence against Women and their Children Strategy 2013-2016. It also represents an alignment with the significant recent changes in the national, state and local policy environment.

The Strategy states Council's vision where:

The City of Melton is a gender equitable community, where everyone:
- *lives free from violence and discrimination*
- *is treated with dignity, respect and fairness*
- *has equal status, rights, opportunities and representation*
- *is empowered and included*
in their relationships, workplaces and in all areas of life.

It also provides a 12-year framework that outlines the goals and objectives. The Strategy is long term from 2018 to 2030 to align with *Preventing Violence Together 2030: Western Region Strategy to Prevent Violence Against Women*. There are 10 key objectives that focus on making both the City of Melton community and Melton City Council more gender equitable. Under each objective are a number of strategies that will form the basis of rolling two year action plans.

Goal: The City of Melton is a gender equitable, safe and inclusive community.
Objectives: • Increase the community's awareness and understanding of gender equality and the primary prevention of violence against women. • Decrease attitudes, norms and practices within the community that condone violence against women and perpetuate gender inequality. • Increase women's representation in leadership and decision-making roles in workplaces, community organisations, civic life and relationships. • Redress structural and societal barriers to women's independence and full economic, social and civic participation. • Strengthen the commitment and capacity of the community to challenge rigid gender roles and gender stereotypes. • Promote transformative notions of masculinity and femininity that support equality between women and men in the community. • Strengthen the environment, culture and capacity of individuals, organisations and communities to promote gender equitable respectful relationships. • Decrease masculine norms, cultures and practices that accept and normalise disrespect, discrimination and violence against women in the community.
Goal: Melton City Council is a gender equitable, safe and inclusive organisation.
Objectives:

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- Increase Melton City Council's commitment and capacity to undertake a whole-of-organisation approach to preventing violence against women and advancing gender equity.
- Build and strengthen partnerships for the prevention of violence against women and promotion of gender equity.

The Strategy acknowledges that Council cannot achieve this vision on its own. Council is committed to working collaboratively with partner organisations. A key local partnership is Preventing Violence Together led by Women's Health West and Council's Strategy is strongly aligned with the western region strategy to maximise regional efforts and demonstrate collaboration.

By developing the Strategy, Council is demonstrating leadership in recognising that gender inequality sets the necessary social context for violence against women to occur and in order to prevent it, work needs to address the gendered drivers of violence against women. Council also acknowledges that particular population groups of women are at greater risk of violence including Aboriginal and Torres Strait Islander women, women from migrant and refugee backgrounds, women living with a disability and women of diverse gender and sexual identities. Through the delivery of the Strategy, Council will work towards the municipality becoming a more gender equitable community that is safe and inclusive.

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Introduction

Council is committed to promoting gender equity to prevent violence against women in the City of Melton. The Strategy demonstrates Council's long term vision for working towards achieving gender equality in the municipality. It guides Council's approach to addressing gender inequality as the root cause of violence against women.

The Strategy presents an evidence-based approach to preventing violence against women before it occurs with strong alignment to the national, state and local policy context. The Promoting Gender Equity to Prevent Violence against Women Background Paper outlines the research that underpins the Strategy. It recognises that violence against women is not inevitable, it is preventable, and can be prevented by taking action to address the gendered drivers of violence against women[13].

Council is demonstrating leadership in recognising the link between gender inequality and violence against women and this Strategy provides a framework to address the gendered drivers of violence against women over the next 12 years.

In relation to promoting gender equity and preventing violence against women, the Strategy aims to:

- outline Council's vision
- set goals, objectives and strategies to direct Council's work
- demonstrate what drives and contributes to gender inequality and violence against women
- provide an overview of gender inequality and violence against women in the City of Melton
- identify evidence-based approaches
- describe the role of local government
- act as a reference and guiding document to help inform future policies and programs.

Background

Violence against women and their children is a prevalent, serious and preventable abuse of human rights. Preventing such violence is a matter of national, state and local urgency. In order to prevent it, the root cause of violence against women needs to be addressed. Gender inequality is the root cause as it sets the necessary social context for violence against women to occur.

The United Nations defines 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 in private life"[14]. It is rooted in gendered social structures rather than individual and random acts. It cuts across age, socio-economic, educational and geographic boundaries, and affects all societies[15].

Violence against women is an extreme outcome of gender inequality. It is well understood that violence against women is a gendered problem, with the majority of intimate partner violence, sexual assault and family violence in Australia perpetrated by men against women[16]. If violence is not stopped from occurring in the first place, children will continue to experience and witness family violence, with its impacts continuing for generations.

Council's specific focus is on preventing violence against women, however promoting gender equity benefits the whole community. Achieving gender equality will not only benefit women and girls, it will also benefit men, boys, businesses, the economy and society as a whole. Gendered social norms

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and structures can limit men's and boys' behaviour or roles that are perceived by society as 'feminine' or 'a woman's job' such as parenting, occupations, accessing healthcare or social supports[17]. At the societal level, research has found that societies with high levels of gender inequality also have higher rates of anti-social behaviour and violence[18]. Conversely, where societies are more equal, there is greater social cohesion and improved health and wellbeing[19].

Council's role

As the level of government closest to the community, local government can play a pivotal role in promoting gender equity and preventing violence against women[20]. Council can lead this societal change through the services it delivers, organisational structure and operations, and most importantly through leadership in the community. There are opportunities to promote gender equity across the wide range of council responsibilities, including maternal and child health, early year's education, cultural and arts activities, capital works, emergency management, the management of libraries and sporting grounds, and through organisational policies and procedures.

Council has been active in family violence prevention, response and support for many years and was one of the first local governments to include family violence in its Municipal Public Health and Wellbeing Plan in 2008. The national, state and local policy environment has changed dramatically since Council's Preventing Violence Against Women and their Children Strategy 2013-2016 and this Strategy is reflective of the current policy context. The Strategy focuses on the primary prevention of violence against women however Council also provides early intervention and crisis response services through its community services such as housing, early years, maternal and child health, and family services. Table 2 (page 18) outlines how an effective primary prevention approach complements early intervention and response efforts.

Council's commitment to promoting gender equity and preventing violence against women is embedded in the Council and Wellbeing Plan 2017-2021.

Theme 1	A proud, inclusive and safe community
Objective 1.2	A safe and equitable community
Strategy 1.2.4	Contribute to a gender equitable community to prevent violence against women

The Strategy acknowledges that Council cannot achieve its vision on its own. No one organisation can prevent violence against women alone, all stakeholders must contribute as part of a shared national approach. Council is committed to working collaboratively with individuals, stakeholders and the community to create a community that is safe and equitable. A key local partnership is Preventing Violence Together led by Women's Health West and the Strategy is strongly aligned with *Preventing Violence Together 2030: Western Region Strategy to Prevent Violence Against Women*.

People, their experiences and their aspirations are at the core of the Strategy. The community was asked why gender equality and preventing violence against women is important to them. Input from the community, partner organisations and advisory committees shaped the Strategy. Council also used primary and secondary public data sources.

The Strategy provides a platform for Council to continue its collaborative approach to working in partnership with individuals, stakeholders and the community to create a community that is gender equitable, safe and inclusive.

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Our community

The City of Melton is a diverse and vibrant place with a rapidly growing population. The City's residential population has grown from 52,029 in 2001 to an estimated 144,457 in 2017. Population projections indicate that the City's population will be more than 381,987 by 2041, making it almost the size of Canberra today. When the City reaches its ultimate population it will have more than 400,000 people.

This sustained growth across all age groups has significant implications for service planning and delivery, infrastructure provision, programming, social connectedness and personal fulfilment. The City of Melton has a high proportion of families, with 43 per cent of households made up of couples with children. This includes 11,020 couples with young children, accounting for 25 per cent of households.

The cultural diversity of the municipality continues to increase with 30 per cent of the population born overseas and 32 per cent speaking a language other than English at home.

(Include map of municipality to be designed be graphic designer)

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Violence against women in our community

The City of Melton has the fourth highest rate of family violence in metropolitan Melbourne, behind only Frankston, Casey and Hume municipalities. The rate of family violence per 100,000 people is 1468.1[21]. The City of Melton has the 10th highest number of family violence incidents in Victoria[22]. The graph below illustrates the rates of family violence in the City of Melton and surrounding municipalities. It is important to note that this data does not include all incidences of family violence that may be experienced in the community, the data only includes those that are reported or recorded.
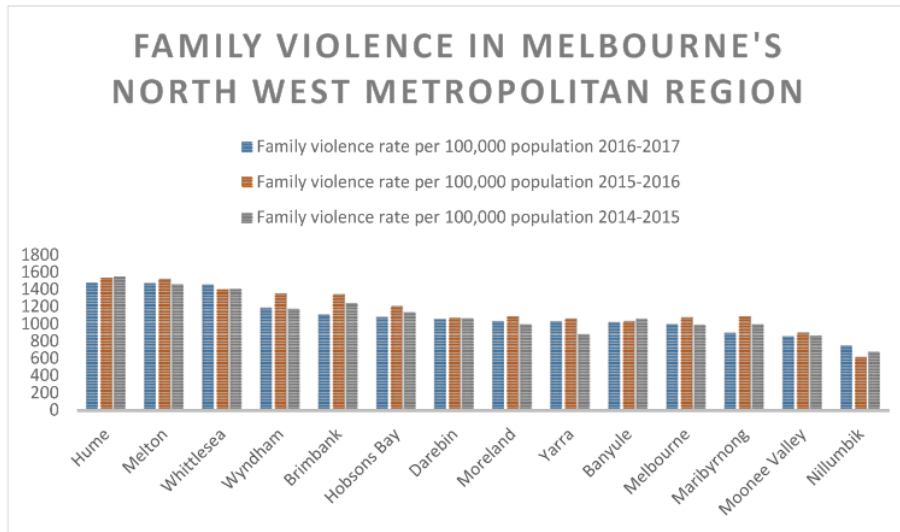

Figure 2. The rate of family violence in Melbourne's north west metropolitan region[23].

Gendered data analysis

Sex-disaggregated data allows for the measurement of differences between females and males on various social and economic grounds. It recognises diversity and disadvantage between the sexes and highlights where resources need to be directed to create equitable outcomes. The following sex-disaggregated data reflects the lives of females and males in the City of Melton.

Females comprise approximately half the population in the City of Melton and have different health and wellbeing needs from males. It may appear that females and males have all the same formal opportunities, however the unequal status of females in our community causes many to experience significant disadvantage which impacts on their physical, mental and social health, safety and wellbeing.

Available evidence indicates that outcomes for females are relatively positive for education and health, and less favourable in respect to employment, income and personal safety.

Health	Women have a lower mortality rate and higher life expectancy than men[24].
Education	Achievement of education is key to advancing the status of females. It contributes to more women in professions, better health outcomes and health literacy, better financial situations and increased political representation.

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	Females experience more favourable educational outcomes than men as demonstrated by lower rates of early school leaving (53.5 per cent and 48.1 per cent), higher levels of university education participation (4.2 per cent and 2.9 per cent) and higher rates of achieving Bachelors or Higher Degrees (18.3 per cent and 13.6 per cent). Males tend to leave school earlier, are less likely to attend university, or acquire a degree than females[25]. Despite more women attaining a higher education, women's weekly median income is considerably lower than that of men.
Employment	Women are less likely to have paid work than men, and those women who are employed are less likely to be employed full-time. Men aged 15 or more are more than twice as likely as women to be engaged in full-time employment (72.5 per cent 44.2 per cent respectively) [26]. Women and men are also distributed unevenly across occupations and industries. Females form the majority of people employed in professional, clerical and administrative, sales and community occupations. Males are more often employed as machinery operators, tradespersons and technicians, labourers and managers[27].
Income	Women receive lower incomes than men, partly due to fewer women employed full-time and more women undertaking unpaid domestic work. In the City of Melton, 30.5 per cent of women compared to 6.4 per cent of men reported undertaking 15 hours or more of unpaid domestic work[28]. Of those women in full-time work, average incomes remain lower than that of men. In 2016, only 3.6 per cent of the females earned an income of $1,750 or more per week compared to 12.0 per cent of males[29].
Attitudes towards Gender Equity	The level of support for gender equity in the City of Melton is significantly lower, at 42 per cent, compared to 36 per cent across metropolitan Melbourne[30].
Safety	Less females (50.4 per cent) than males (74.2 per cent) feel safe in their neighbourhoods[31].
Households	Women headed 84.5 per cent of single parent households in 2011. The majority (75 per cent) of residents who were aged over 75 years and living alone were women[32].

Table 1. Sex disaggregated data for the City of Melton

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Why is the Strategy important to the community?

The Strategy has been informed by the diverse voices and experiences of more than 100 local community members. People were invited to share why gender equality and the prevention of violence against women were important to them. Consultations were held throughout 2017-2018 and below are some of the consultation excerpts.

Gender equality is important to me because…

- "Without it history just keeps repeating itself." – Female, age 53, Melton South
- "I believe I can be more than looks." – Female, age 12, Melton
- "Over half the population are currently denied the rights and opportunity to reach their full potential…it's not good enough." – Female, age 40, City of Melton
- "We must respect and love our mothers, wives, sisters and granddaughters so we all have equality, and create a happier world." – Male, age 68, Caroline Springs
- "We all deserve to be equal." – Gender Fluid, age 18, Melton
- "We are all born equal, it's society that changes the equality." – Female, Melton West
- "Young boys and girls need to learn to respect each other and grow into respectful adults." – Female, age 60, Melton
- "Equality of opportunity and treatment is a basic human right. " – Male, age 65, Caroline Springs
- "The fact that you're a female should not work against you." – Female, age 67, Melton
- "With 'equality' you will see many of the social issues disappear." – Female, age 76, Melton
- "Men are no better than women." – Male, age 72, Melton South
- "I want my kids to become adults in a community where gender equality is the norm…so that they thrive with no limits to positive possibilities." – Female, age 37, Burnside Heights
- "We need more fairness in the world and we are just as good as men." – Female, age 17, Melton

Preventing violence against women is important to me because…

- "Women's voices need to be heard equally – that their work, thoughts, ideas and feelings carry the same value as men's. I wish for a future world in which this is the norm and women can't remember this as an issue." – Female, age 30, Melton
- "Everyone should live without fear of violence." – Female, age 50, City of Melton
- "We as men should stand up and support women in our families and everywhere." – Male, age 68, Caroline Springs
- "Women deserve to feel safe. To live in an environment where we can speak up without fear/threat. I want my daughter to grow up in a society where she too feels safe." – Female, age 44, Hillside
- "There should be no place for violence in our society as it used to humiliate and degrade people." – Male, age 65, Caroline Springs
- "We need to educate children and stop the cycle of violence." – Female, age 58, City of Melton
- "It is a blight on our society that women feel so disproportionately unsafe in public." – Male, 55, City of Melton
- "I don't want my future daughter to experience what I did." – Female, age 22, City of Melton

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Our approach

Gender equality is an important determinant of health and wellbeing[33]. Research concludes that in order to prevent violence against women, action must be taken to address gender inequality[34]. The Strategy recognises that violence against women is a gendered public health issue and takes a primary prevention approach to address it. This means that Council aims to create an equal and respectful community to prevent violence against women from occurring in the first place.

A primary prevention approach addresses the underlying causes or 'gendered drivers' of violence against women. This approach identifies the social norms, structures and practices that influence individual attitudes and behaviours that lead to violence. It will only be effective when the whole community is involved in changing attitudes and challenging the cultures that can lead to violence.

The evidence

Numerous frameworks and reports provide a strong evidence base for Council's approach. The current guiding frameworks and evidence base for the Strategy include:

- *Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia*[35]
- *Violence against Women in Australia: An overview of research and approaches to primary prevention*[36]
- *Australia's Attitudes to Violence against Women: Findings from the 2013 National Community Attitudes towards Violence against Women Survey*[37].

Why is Council promoting gender equity?

Gender inequality is the root cause of violence against women and sets the necessary context for it to occur[38]. Gender inequality is a social condition characterised by unequal value afforded to women and men and an unequal distribution of power, resources and opportunity between them.

Promoting gender equity is the process to achieve the outcome of gender equality. Figure 3 below demonstrates how doing the 'same' for everyone does not always lead to fair and equal outcomes. By promoting gender equity, Council understands the importance of recognising diversity and disadvantage to ensure equal outcomes for all. This often requires women-specific programs and policies to end existing inequities[39]. Within this context, it is important to note that the terms gender equity and gender equality are not interchangeable.

Figure 3 illustrates the difference between equality and equity, where providing the same (equal number of crates) to people does not mean that they will have the same experience. For people to have an equal experience, an equitable or fair distribution of crates is required. A useful analogy is to imagine being at a zoo. Equality is providing everyone with one crate to stand on which means that some people can see the animals and some cannot. Equity is recognising that some people have different crate requirements to be able to see the animals properly and to be on the same level as everyone else.
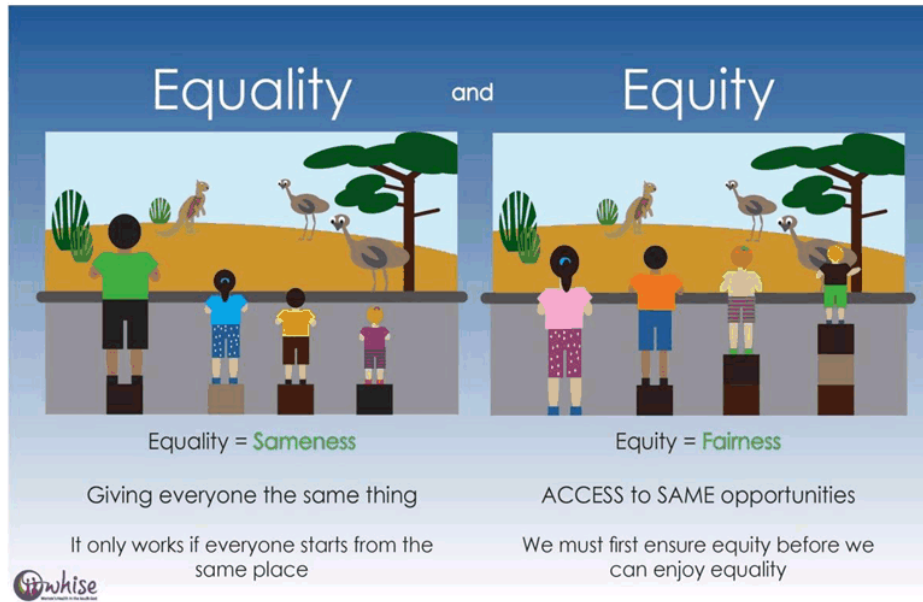
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Figure 3. The difference between equality and equity explained (Women's Health in the South East, cited in Monash City Council 2015) (to be redesigned by graphic designer featuring someone in a wheelchair with a crate ramp and people should remain the same across both images)

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Understanding violence within the social context of gender inequality

The socio-ecological model is a useful way to understand how violence against women occurs. The model illustrates the dynamic interrelations between individual, organisational, community, systemic and social factors, recognising that a person's behaviour does not occur in a vacuum.

Gender inequality is the root cause of violence against women and sets the necessary context for it to occur[40]. Gender inequities often result from formal laws and policies that constrain the rights and opportunities of women which are reinforced and maintained through more informal mechanisms. These informal mechanisms include social norms such as the belief that women are better suited to care for children, practices that raise boys and girls differently, and structures such as pay inequity between women and men.

Gendered norms, practices and structures such as these encourage women and men, boys and girls to adopt distinct gender identities and stereotyped gender roles that historically position men as superior to women and masculinity as superior to femininity. Research has found that factors associated with gender inequality are the most consistent predictors of violence against women, and explain why 95 per cent of all victims of violence, whether women or men, is perpetrated by men[41].

Intersectionality

It is important to note that people's lives are shaped not just by gender but by a range of other social categories of difference, including Aboriginality, culture, race, ethnicity, faith or spirituality, socio-economic status, ability, sexuality, gender identity, education, age and immigration status [42]. Violence against women occurs in all communities however research shows that when other forms of discrimination and inequality (such as racism or ableism) intersect with gender inequality, this can exacerbate the risk and impact of violence against women[43].

Particular population groups of women are at greater risk of violence including Aboriginal and Torres Strait Islander women, women from migrant and refugee backgrounds, women living with a disability, women of diverse gender and sexual identities, and women living in rural, regional and remote locations[44]. Research has shown that taking an intersectional approach, and targeting approaches and strategies for particular groups, is an important factor in effectively preventing violence against women[45].

The forms of discrimination and violence perpetrated against people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex or queer (LGBTIQ) reflect the broader society's acceptance of discrimination and violence against the LGBTIQ community. Where heterosexuality and rigid gender roles are the social norm, these factors can exacerbate and compound the likelihood of violence against people who identify as LGBTIQ. Initial efforts in the prevention of violence against women have made significant headway to understanding the impact of rigid social constructions of gender, gender roles, sex and sexuality in driving violence against women. In this way, the prevention of violence against all members of the LGBTIQ community is likely to be partly aided by strategies addressing the gendered drivers of violence against women[46].

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What drives violence against women?

The social conditions that lead to violence are referred to as 'drivers' or 'causes' of violence. The gendered drivers of violence against women are:

- Condoning of violence against women
  e.g. men who support violence against women are more likely to perpetrate violence against women, and both women and men that justify/excuse/trivialise/downplay violence against women are less likely to take action to support victims and hold perpetrators to account.

- Men's control of decision-making and limits to women's independence in public and private life
  e.g. violence is more common in families and relationships where men control decision-making and where men adhere to notions of masculinity that involve male control and dominance; violence is more likely in relationships where men limit and control women's financial or social independence.

- Stereotyped constructions of masculinity and femininity
  e.g. levels of violence are higher where there are rigid gender stereotypes and distinctions between what an 'ideal' man and woman are, such as where men are assumed to be the primary breadwinner and women are primarily responsible for childrearing.

- Male peer relations that emphasise aggression and disrespect towards women
  e.g. where male friendships are characterised by cultures that reinforce stereotypical and aggressive forms of masculinity, disrespect/objectification/hostility towards women is more likely[47].

What can we do to prevent violence against women?

There are five essential actions that address the gendered drivers of violence against women[48]. The Strategy's framework seeks to address these key actions across different settings and populations.

1. Challenge condoning of violence against women
2. Promote women's independence and decision-making in public life and relationships
3. Foster positive personal identities and challenge gender stereotypes and roles
4. Strengthen positive, equal and respectful relations between and among women and men, girls and boys
5. Promote and normalise gender equality in public and private life.

Addressing these essential actions lowers the probability of violence against women occurring[49]. The action plans that sit under the Strategy will detail Council's activities to promote gender equity and prevent violence against women.

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The prevention continuum

Prevention is one of the many important elements within a broader violence against women reform agenda. An effective primary prevention approach will support and complement early intervention and crisis response efforts by reducing pressure on these other parts of the system. The table below illustrates the relationship between primary prevention and other work to address violence against women.

	Primary prevention	Secondary prevention (early intervention)	Tertiary prevention (crisis response)
What it is	Preventing violence before it occurs	Intervening early to prevent recurring violence	Preventing long-term harm from violence
What we need to focus on	The population as a whole, and the range of settings in which inequalities and violent behaviour are shaped, to address factors that lead to, or condone violence	Individuals and groups with a high risk of perpetrating or being a victim of violence, and the factors contributing to that risk	Those affected by violence, and on building systemic, organisational and community capacity to respond to them and hold perpetrators to account
What we need to do	Build social structures, norms and practices that prevent violence from happening or reduce the risk of it occurring	Challenge the impact that exposure to the drivers and reinforcing factors of violence has had on individuals	Contribute to social norms against violence by demonstrating accountability for violence and women's right to support and recovery

Table 2. The continuum of prevention [50]

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Our framework

The Strategy provides a 12-year framework supported by rolling two year action plans. The framework's objectives and strategies are strongly aligned with *Preventing Violence Together 2030: Western Region Strategy to Prevent Violence Against Women* to maximise regional efforts and demonstrate collaboration.

Vision The City of Melton is a gender equitable community, where everyone: *- lives free from violence and discrimination* *- is treated with dignity, respect and fairness* *- has equal status, rights, opportunities and representation* *- is empowered and included* in their relationships, workplaces and in all areas of life.	

Goal The City of Melton is a gender equitable, safe and inclusive community.	

Objectives	Strategies
1. Increase the community's awareness and understanding of gender equality and the primary prevention of violence against women.	1.1 Participate in evidence-based campaigns that increase awareness and understanding of violence against women and gender equality. 1.2 Develop initiatives that increase the community's understanding of the links between gender inequality and men's violence against women.
2. Decrease attitudes, norms and practices within the community that condone violence against women and perpetuate gender inequality.	2.1 Identify and support community leaders to drive community actions that advance gender equality and challenge violence-supportive attitudes, norms and practices. 2.2 Develop initiatives to build the community's knowledge, skills and capacity to take bystander action to challenge sexism and the condoning of violence against women.
3. Increase women's representation in leadership and decision-making roles in workplaces, community organisations, civic life and relationships.	3.1 Undertake strategies to increase women's opportunities, skills and resources to participate in decision-making and leadership positions in organisations and community leadership roles.
4. Redress structural and societal barriers to women's independence and full economic, social and civic participation.	4.1 Develop gender equity strategies to redress the gender pay gap and barriers to women's economic participation.

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	4.2 Undertake initiatives that recognise and celebrate women's and girl's leadership, achievements and diversity.
5. Strengthen the commitment and capacity of the community to challenge rigid gender roles and gender stereotypes.	5.1 Engage with community groups and community leaders to develop prevention activities that increase understanding of, and capacity to challenge, rigid gender roles and stereotypes.
6. Promote transformative notions of masculinity and femininity that support equality between women and men in the community.	6.1 Implement strategies and programs to promote gender equitable parenting and caring practices among families. 6.2 Build the community's capacity to promote transformative, healthy and diverse masculinities and femininities. 6.3 Undertake prevention activities that support and promote the gender equitable division of unpaid care and domestic labour among families and households.
7. Strengthen the environment, culture and capacity of individuals, organisations and communities to promote gender equitable respectful relationships.	7.1 Collaborate with regional partners to support the Victorian Government's implementation of respectful relationships education in schools. 7.2 Engage with workplaces, sports clubs, arts and community organisations to develop structures, policies, programs and practices that promote gender equality and gender equitable respectful relationships.
8. Decrease masculine norms, cultures and practices that accept and normalise disrespect, discrimination and violence against women in the community.	8.1 Develop initiatives to increase men's capacity and commitment as allies in preventing men's violence against women and advancing gender equity.
Goal Melton City Council is a gender equitable, safe and inclusive organisation.	
9. Increase Melton City Council's commitment and capacity to undertake a whole-of-organisation approach to preventing violence against women and advancing gender equity.	9.1 Develop organisation-wide policies, strategies and initiatives for gender equity and/or the prevention of violence against women to drive whole-of-organisation change. 9.2 Implement training on gender equity and the prevention of violence against women to increase workforce

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	commitment and capacity to take primary prevention action. 9.3 Build organisational leaders' capacity for and commitment to advance gender equity and prevent violence against women to drive workplace change. 9.4 Develop initiatives to increase the capacity and commitment of male staff to be allies in preventing men's violence against women and advancing gender equity.
10. Build and strengthen partnerships for the prevention of violence against women and promotion of gender equity.	10.1 Contribute to state and national action to prevent violence against women and promote gender equity. 10.2 Develop partnerships and alliances with specialist services – such as women's health, Aboriginal and Torres Strait Islander, refugee and migrant, disability and LGBTIQ organisations to advance intersectional prevention practice. 10.3 Work together with family violence intervention and response services to promote a safe, just and equitable community.

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Implementation and monitoring

A City that is gender equitable, safe and inclusive is an achievable goal but reaching it will require sustained effort over the long term. It requires intergenerational change to deeply entrenched beliefs and behaviours in culture, society, communities and daily lives. In working towards this goal it is important to focus on both the long term outcomes and on monitoring incremental change and progress along the way.

The implementation of the Strategy will be detailed in rolling action plans. Each action plan will build on previous work as well as refine, improve and develop new and innovative activities in response to new research, evaluations and evidence. The Strategy will be monitored against its framework to ensure the objectives are being achieved. The Strategy's framework includes:

- the vision which describes the future aspiration
- the goals which set long term outcomes
- the objectives which set medium term impacts
- the strategies which set short term impacts
- action plans which will outline specific activities to implement the Strategy.

Council aims to achieve real change over time by measuring success against quantifiable and qualitative evaluation indicators. The monitoring, reporting and evaluation of the Strategy will help build knowledge about gender equality and the prevention of violence against women in the City of Melton. It will also keep Council accountable to its commitments and assess progress towards meeting the goals.

The next steps are to:

- establish an evaluation framework
- develop rolling action plans in consultation with key partners every two years to detail how the Strategy will be implemented
- conduct ongoing evaluation and monitoring
- review the framework every two years and update (if required)
- share evaluation outcomes
- conduct a full review of the Strategy in 2030 and develop a new strategy (if required).

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Glossary

Family violence

Any violent, threatening, coercive or controlling behaviour that occurs in current or past family, domestic or intimate relationships. It encompasses violence that might occur between any family members, including across generations. The term 'family violence' is also the preferred term of Aboriginal communities, as it more accurately reflects extended kinship ties and how the impacts of violence affect all members of a family[51].

Gender

The socially learnt roles, behaviours, activities and attributes that any given society considers appropriate for men and women; gender defines masculinity and femininity[52]. Gender expectations vary between cultures and can change over time[53].

Gender-based violence

An umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between men and women. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty[54].

Gendered drivers

The underlying causes that are required to create the necessary conditions in which violence against women occurs. They relate to the particular structures, norms and practices arising from gender inequality in public and private life, but which must always be considered in the context of other forms of social discrimination and disadvantage[55].

Gender equity

The provision of fairness and justice in the distribution of benefits and responsibilities between women and men[56]. It is not about the equal delivery of services or distribution or resources; rather, equity recognises diversity and disadvantage and seeks to direct resources and services towards those most in need to ensure equal outcomes for all[57].

Gender equality

The equal rights, responsibilities and opportunities of women, men, and trans and gender-diverse people. Equality does not mean that women, men, and trans and gender diverse people will become the same but that their rights, responsibilities and opportunities will not depend on their gender[58].

Gender identity

Refers to a person's deeply felt sense of being a man or a woman, both, neither, or in between[59].

Gender inequality

The unequal distribution of power, resources, opportunity, and value afforded to men and women in a society due to prevailing gendered norms and structures[60].

Gendered norms

Consist of a set of dominant beliefs and rules of conduct which are determined by a society or social group in relation to the types of roles, interests, behaviours and contributions expected from boys and girls, men and women[61].

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Gendered practices

The everyday practices, processes and behaviours undertaken at an individual/relationship level, organisational/institutional and societal level that reinforce and perpetuate gendered norms and structures[62].

Gender roles

The functions and responsibilities expected to be fulfilled by women and men, girls and boys in a given society[63].

Gendered structures

The laws and systemic mechanisms that organise and reinforce an unequal distribution of economic, social and political power and resources between men and women[64].

Gender transformative

Policy and practice that examines, challenges and ultimately transforms structures, norms and behaviours that reinforce gender inequality and strengthens those that support gender equality[65].

Sex

A person's physical characteristics such as hormones, chromosomes and anatomy. People are generally described as male, female or intersex based on these characteristics[66].

Further detail about the definitions and evidence used in the Strategy can be found in the *Promoting Gender Equity to Prevent Violence against Women Strategy 2030: Background Paper*, available at
http://www.melton.vic.gov.au/Council/Publications/Documents-Reports-Strategies

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