



Equality and Respect 2030 Action Plan
This plan covers the period of August 2020 to June 2022

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.

Status	Symbol	Number of Actions	% of Actions
Achieved	P	0	
On Track	●	0	
Not On Track	●	0	
Postponed	●	0	
Total		0	

Unless otherwise stated, the timeline for all actions is 30 June 2022

Goal 1: The City of Melton is a gender equitable, safe and inclusive community

Objective 1.1: Increase the community's awareness and understanding of gender equality and the primary prevention of violence against women

Strategies:

- 1.1.1 Participate in evidence-based campaigns that increase awareness and understanding of violence against women and gender equality
- 1.1.2 Develop initiatives that increase the community's understanding of the links between gender inequality and men's violence against women

Action No.	Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
M R	M R					

1	1.1.1	Deliver annual initiatives for community in recognition of the 16 Days of Activism Against Gender-Based Violence campaign.			Libraries & Arts, Community Planning, Engagement & Advocacy	30-Jun-22
2	1.1.2	Contribute to the development of one initiative that aims to increase community understanding of the links between gender inequality and men's violence against women.			Engagement & Advocacy, Community Planning	30-Jun-22

Objective 1.2: Decrease attitudes, norms and practices within the community that condone violence against women and perpetuate gender inequality

Strategies:

- 1.2.1 Identify and support community leaders to drive community actions that advance gender equality and challenge violence-supportive attitudes, norms and practices
- 1.2.2 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

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
3	1.2.1	Work with Aboriginal community to collaboratively identify relevant gender equity outcomes.			Community Planning	30-Jun-22
4	1.2.1	Recognise community leadership on gender equity through the community achievement awards with the Gender Equity Leader of the Year award category.			Community Planning	30-Jun-22
5	1.2.1	Facilitate the delivery of gender equity programs in community centres for the community.			Community Planning	30-Jun-22
6	1.2.2	Identify and deliver one Access All Areas training to create more inclusive and safe music venues and events and build bystander capabilities.			Engagement & Advocacy, Community Planning	30-Jun-22

Objective 1.3: Increase women's representation in leadership and decision-making roles in workplaces, community organisations, civic life and relationships

Strategies:

- 1.3.1 Undertake strategies to increase women's opportunities, skills and resources to participate in decision-making and leadership positions in organisations and community leadership roles

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
------------------	----------------	--------	---------------	-------------------	--------------	----------

7	1.3.1	Deliver one initiative to build women's skills in decision making and community leadership.			Community Planning	30-Jun-22
---	-------	---	--	--	--------------------	-----------

Objective 1.4: Redress structural and societal barriers to women's independence and full economic, social and civic participation

Strategies:

- 1.4.1 Develop gender equity strategies to redress the gender pay gap and barriers to women's economic participation
- 1.4.2 Undertake initiatives that recognise and celebrate women's and girl's leadership, achievements and diversity

F & R Action No.	F & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
8	1.4.1	Enable women's participation in the Daughters of the West women's health program in partnership with Western Bulldogs Community Foundation through provision of childcare.			Community Planning	30-Jun-22
9	1.4.1	Investigate opportunities to deliver programs in the City of Melton for Women with Disabilities to strengthen independence, and/or economic, social and civic participation.			Community Care	30-Jun-22
10	1.4.2	Deliver annual initiatives for community to recognise International Women's Day.			Libraries & Arts, Community Planning	30-Jun-22
11	1.4.2	Deliver school holiday programs that encourage young women and girls to engage with STEM.			Libraries & Arts, Recreation & Youth, Community Planning	30-Jun-22
12	1.4.2	Develop opportunities that celebrate young women's leadership, achievements and diversity.			Recreation & Youth	30-Jun-22
13	1.4.2	Deliver initiatives that recognise This Girl Can campaign.			Recreation & Youth, Community Planning	30-Jun-22
14	1.4.2	Facilitate the establishment of programs that focus on women's economic and civic participation in diverse communities.			Community Planning	30-Jun-22

Objective 1.5: Strengthen the commitment and capacity of the community to challenge rigid gender roles and gender stereotypes

Strategies:

- 1.5.1 Engage with community groups and community leaders to develop prevention activities that increase understanding of, and capacity to challenge, rigid gender roles and stereotypes

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
15	1.5.1	Support informed diverse communities to deliver community initiatives that challenge rigid gender roles and stereotypes.			Community Planning	30-Jun-22
16	1.5.1	Deliver capacity building of relevant local committees and networks [the Intercultural Advisory Committee, African Communities Working Group and Melton Interfaith Network] for understanding family violence, and taking action for the prevention of violence against women through challenging rigid gender roles and stereotypes.			Community Planning	30-Jun-22

Objective 1.6: Promote transformative notions of masculinity and femininity that support equality between women and men in the community

Strategies:

- 1.6.1 Implement strategies and programs to promote gender equitable parenting and caring practices among families
- 1.6.2 Build the community's capacity to promote transformative, healthy and diverse masculinities and femininities
- 1.6.3 Undertake prevention activities that support and promote the gender equitable division of unpaid care and domestic labour among families and households

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
17	1.6.1	Tailor a number of library programs and services to increase the number of fathers and male caregivers who attend programs with their children.			Libraries & Arts	30-Jun-22
18	1.6.2	Deliver at least two gender specific programs per term through Community Activation & Learning programming.			Community Planning	30-Jun-22
19	1.6.2	Implement the Working Together with Men program in the City of Melton.			Community Planning	30-Jun-22
20	1.6.3	Investigate opportunities for the continued delivery of the Baby Makes 3 program.			Community Planning	30-Jun-22

Objective 1.7: Strengthen the environment, culture and capacity of individuals, organisations and communities to promote gender equitable respectful relationships

Strategies:

- 1.7.1 Collaborate with regional partners to support the Victorian Government's implementation of respectful relationships education in schools
- 1.7.2 Engage with workplaces, sports clubs, arts and community organisations to develop structures, policies, programs and practices that promote gender equality and gender equitable

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
21	1.7.1 1.7.2	Promote to the community and engage with sporting clubs to bring awareness about youth specific gender equitable respectful relationships.			Recreation & Youth	30-Jun-22
22	1.7.2	Support the development and adoption of 'Women's participation in sport and active recreation in Melbourne's West: An action plan for change' in partnership with other western region Councils.			Recreation & Youth	30-Jun-22
23	1.7.2	Implement relevant actions in the 'Women's participation in sport and active recreation in Melbourne's West: An action plan for change' in partnership with other western region Councils.			Recreation & Youth	30-Jun-22
24	1.7.2	Provide support to organisations for externally provided community projects that prevent violence against women and promote gender equity.			Community Planning	30-Jun-22

Objective 1.8: Decrease masculine norms, cultures and practices that accept and normalise disrespect, discrimination and violence against women in the community

Strategies:

1.8.1 Develop initiatives to increase men's capacity and commitment as allies in preventing men's violence against women and advancing gender equity

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
25	1.8.1	Deliver 'Understanding gender equity' sessions as part of the Sons of the West men's health program in partnership with the Western Bulldogs Community Foundation.			Community Planning	30-Jun-22
26	1.8.1	Provide male staff representation and support for community initiatives.			Allies for Gender Equity	30-Jun-22
27	1.8.1	Deliver four sessions to community that engage residents in conversations about healthy masculinities.			Recreation & Youth, Community Planning	30-Jun-22

Goal 2: Melton City Council is a gender equitable, safe and inclusive organisation
Objective 2.1: Increase Melton City Council's commitment and capacity to undertake a whole-of-organisation approach to preventing violence against women and advancing gender equity

Strategies:

- 2.1.1 Develop organisation-wide policies, strategies and initiatives for gender equity and/or the prevention of violence against women to drive whole-of-organisation change
- 2.1.2 Implement training on gender equity and the prevention of violence against women to increase workforce commitment and capacity to take primary prevention action
- 2.1.3 Build organisational leaders' capacity for and commitment to advance gender equity and prevent violence against women to drive workplace change
- 2.1.4 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

E & R Action No.	Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
28	2.1.1	Identify and action 10 communications opportunities to promote non-stereotypical gender roles through promotional material.			Engagement & Advocacy	30-Jun-22
29	2.1.1	Ensure that Council's major events showcase a gender mix of entertainers and speakers.			Engagement & Advocacy	30-Jun-22
30	2.1.1	Complete an assessment of requirements of the Local Government Act 2020 and Gender Equality Act 2020 and identify any gaps in Melton City Council practices to promote gender equality			People & Culture	30-Jun-22
31	2.1.1	Capture and monitor trends in the uptake of flexible work arrangements across Council by gender.			People & Culture	30-Jun-22
32	2.1.1	Investigate the requirements for Council to report to the Workplace Gender Equality Agency and develop capacity to report on gender equality.			People & Culture	30-Jun-22
33	2.1.1	Promote non-stereotypical gender roles in promotional material, media and communications opportunities for Community Care including social support programs, Men's Sheds and Ageing Well activities.			Community Care	30-Jun-22
34	2.1.1	Review gender and emergency management (GEM) guidelines and identify relevant opportunities for the City of Melton.			Community Planning, Risk & Performance	30-Jun-22
35	2.1.1	Develop, implement and review two gender sensitive strategies to increase male engagement with Council's EAP program.			Risk & Performance	30-Jun-22

36	2.1.1	Audit resources at Council-delivered early childhood education programs i.e. occasional care, vacation care, playgroup.			Families & Children	30-Jun-22
37	2.1.1	Include questions in Council's annual household survey to measure community attitudes to family violence and gender equity.			Community Planning	30-Jun-22
38	2.1.1	Conduct a gender audit of Council-managed facilities and use findings to support inclusive design.			Community Planning	30-Jun-22
39	2.1.1	Include questions relating to attitudes to gender equity in the biennial culture survey.			People & Culture	30-Jun-22
40	2.1.2	Deliver unconscious bias training for all staff.			People & Culture	30-Jun-22
41	2.1.2	Include professional development for women as a theme in the corporate training program and offerings.			People & Culture, Community Planning	30-Jun-22
42	2.1.2	Deliver training for staff to promote gender equity, understand the prevention of violence against women and build active bystander capabilities.			People & Culture, Community Planning	30-Jun-22
43	2.1.2	Develop and implement an induction module which includes gender equity.			People & Culture, Community Planning	30-Jun-22
44	2.1.2	Deliver organisational training for reviewing policy and procedures with an equity lens (including gender).			Community Planning, Legal & Governance	30-Jun-22
45	2.1.2	Provide a training session to Early Childhood Educators that explores gender roles and gender stereotypes in early years programs.			Families & Children, Community Planning	30-Jun-22
46	2.1.2	Provide a training session to build capacity of early years workforce in the City of Melton to promote transformative, healthy and diverse masculinities and femininities.			Families & Children, Community Planning	30-Jun-22

47	2.1.2	Build the capacity of MCH staff to support gender equitable parenting and caring practices to respond to a diverse and changing community.				Families & Children, Community Planning	30-Jun-22
48	2.1.2	Gather representative samples (including sex/gender) when consulting with community and where possible analyse with an intersectional lens.				Community Planning	30-Jun-22
49	2.1.2	Provide training to staff who work directly with the community to build their capacity to effectively deal with community disclosures of family violence.				Community Planning	30-Jun-22
50	2.1.2	Deliver capacity building for Community Activation & Learning staff to inform gender responsive programming.				Community Planning	30-Jun-22
51	2.1.3	Refresh awareness of how to access Council's Family Violence Policy and support leaders to support staff.				People & Culture, Community Planning	30-Jun-22
52	2.1.3	Deliver training to Community Care staff on applying a gender lens to their work.				Community Care	30-Jun-22
53	2.1.4	Deliver two internal events for Allies for Gender Equity capacity building regarding active support and bystander action as an aspect of organisational leadership.				Allies for Gender Equity	30-Jun-22
54	2.1.4	Deliver six 'Lunch n Learn' sessions to build male staff understanding of gender equity and prevention of violence against women issues.				Allies for Gender Equity	30-Jun-22
55	2.1.4	Deliver one internal event to recognise the 16 Days of Activism against Gender-Based Violence.				Allies for Gender Equity	30-Jun-22

Objective 2.2: Build and strengthen partnerships for the prevention of violence against women and promotion of gender equity

Strategies:

- 2.2.1 Contribute to state and national action to prevent violence against women and promote gender equity.
- 2.2.2 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
- 2.2.3 Work together with family violence intervention and response services to promote a safe, just and equitable community

E & R Action No.	E & R Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
56	2.2.1	Participate in the state-wide Prevention of Violence Against Women Network which is led by the Municipal Association of Victoria.			Community Planning	30-Jun-22
57	2.2.1	Scope and report on current gaps in the primary and secondary prevention, and response of violence against women in the City of Melton, to inform future advocacy priorities.			Engagement & Advocacy, Community Planning	30-Jun-22
58	2.2.1	Review Federal and State policy and programs regarding provision of family violence services to inform future advocacy.			Preventing Family Violence Advisory Committee, Community Planning, Engagement & Advocacy	30-Jun-22
59	2.2.1	Advocate to state and federal government to improve the family violence response system, prevent violence against women and promote gender equity (through the Preventing Family Violence Advisory Committee).			Preventing Family Violence Advisory Committee, Community Planning, Engagement & Advocacy	30-Jun-22
60	2.2.1	Advocate to the state government for an Orange Door (Support and Safety Hub) to be located in the City of Melton.			Preventing Family Violence Advisory Committee, Community Planning, Engagement & Advocacy	30-Jun-22
61	2.2.2	Participate in the western region Preventing Violence Together partnership and contribute to regional, state and federal action to prevent violence against women and promote gender equity.			Community Planning	30-Jun-22
62	2.2.2	Develop partnerships and alliances with specialist services for disability, LGBTQI and refugee and migrant health for the prevention of family violence.			Community Planning	30-Jun-22
63	2.2.2 2.2.3	Build and strengthen partnerships to promote a safe and equitable community.			Recreation & Youth	30-Jun-22
64	2.2.3	Convene the City of Melton Preventing Family Violence Advisory Committee.			Community Planning	30-Jun-22
65	2.2.3	Convene the City of Melton Family Violence Network.			Community Care	30-Jun-22

66	2.2.3	Participate in the western region Action for Equity partnership to promote sexual and reproductive health in the City of Melton.			Community Planning	30-Jun-22
67	2.2.3	Participate in the Western Integrated Family Violence Committee.			Community Care	30-Jun-22
68	2.2.3	Co-lead the DHHS family violence THM housing project.			Community Care	30-Jun-22
69	2.2.3	Participate in the evaluation of the DHHS family violence THM housing project.			Community Care	30-Jun-22

Symbol Count
 0 enter P into the cell
 0 enter 3 into the cell
 0 enter 2 into the cell
 0 enter 1 into the cell

Achieved
 On Track
 Not On Track
 Postponed

Symbol Legend Drop Down List
P
3
2
1

Department List

- Capital Projects
- City Design & Strategy
- Community Care
- Community Planning
- Compliance
- Engagement & Advocacy
- Engineering Services

Families & Children
Finance
Information Technology
Legal & Governance
Libraries & Arts
Operations
People & Culture
Planning Services
Recreation & Youth
Risk & Performance
Preventing Family Violence Advisory Committee
Engagement & Advocacy, Community Planning
Families & Children, Community Planning
Allies for Gender Equity
Capital Projects, City Design Strategy & Environment, Community Planning
Recreation & Youth, Community Planning
Libraries & Arts, Recreation & Youth, Community Planning
Libraries, Community Planning, Families & Children
Libraries & Arts, Community Planning
Libraries & Arts, Community Planning, Engagement & Advocacy
Capital Projects, Community Planning
Finance, Compliance
People & Culture, Community Planning
Preventing Family Violence Advisory Committee, Community Planning
Preventing Family Violence Advisory Committee, Community Planning, Engagement & Advocacy
Capital Projects, Recreation & Youth, Engineering, Community Planning
City Design, Strategy & Environment, Community Planning
City Design, Strategy & Environment, Recreation & Youth
Community Planning, Community Care
Community Planning, Risk & Performance
Capital Projects, City Design Strategy & Environment, Community Planning, Engineering
Engagement & Advocacy, Community Planning
Community Care, Recreation & Youth, Families & Children
Community Planning, Legal & Governance