

Gender Equality Strategy 2020-30

Preventing violence against women and their
children

**ANNUAL ACTION PLAN – YEAR TWO
2021/22 - REPORT**



Mornington Peninsula Shire acknowledges and pays respect to the elders, families and ancestors of the Bunurong/Boon Wurrung people, who have been the custodians of this land for many thousands of years. We acknowledge that the land on which we meet is the place of age-old ceremonies, celebrations, initiation and renewal; and that the Bunurong/Boon Wurrung peoples' living culture continues to have a unique role in the life of this region.

The Gender Equality Strategy was adopted by Council on 26 November 2019.



Background

This Annual Action Plan outlines how the Mornington Peninsula Shire will work in partnership with key stakeholders and community members to operationalise **year two** of the Gender Equality Strategy ('the Strategy') 2020-30, as legislated under the *Victorian Gender Equality Act 2020*. Implementation and evaluation of the Strategy is overseen by the Mornington Peninsula Shire Health and Wellbeing Committee.

The Strategy is presented under six key settings that align with the Victorian Gender Equality Strategy:

- **Key Setting 1** – Education and Training
- **Key Setting 2** – Work and Economic Security
- **Key Setting 3** – Health, Safety and Wellbeing
- **Key Setting 4** – Leadership and Representation
- **Key Setting 5** – Sport and Recreation
- **Key Setting 6** – Media, Arts and Culture

To enact the Shire's commitment to these themes, the Strategy outlines the following elements:

- **Objectives** – long-term outcomes that the Shire aspires to achieve.
- **Strategies** – short- to medium-term approaches aimed at supporting achievement of the goal.

This Action Plan operationalises year one of the Strategy by detailing:

- **Progress Measures** – Specify how to measure that the action has been operationalised.
- **Timelines** – Specify end dates for progressing the action within year one.
- **Stakeholders** – Specify partners to be involved in operationalising the action.
- **Status** -

	Completed
	Commenced and on track
	Not yet commenced

Policy Context

Federal	National	State	Regional
<ul style="list-style-type: none"> <i>National Plan to Reduce Violence against Women and their Children 2010-2022 and Fourth Action Plan: Moving Ahead 2019-2022</i> 	<ul style="list-style-type: none"> <i>OurWatch Five Year Strategic Plan 2014-2019</i> <i>OurWatch Change The Story - A Shared Framework for the Prevention of Violence Against Women</i> 	<ul style="list-style-type: none"> <i>Free From Violence: Victoria's Prevention Strategy 2016</i> <i>10-year plan, Ending family violence: Victoria's plan for change 2016</i> <i>Safe and Strong: A Victorian Gender Equality Strategy</i> <i>Victorian Public Health and Wellbeing Act (2008)</i> <i>Victorian Equal Opportunity Act 2010 and Sex Discrimination Act (1984)</i> <i>Draft Gender Equality Bill (2020)</i> <i>Victorian Charter of Human Rights and Responsibilities Act (2006)</i> 	<ul style="list-style-type: none"> <i>Preventing Violence Together: A Strategy for the Southern Metropolitan Region 2016-2021</i>

Mornington Peninsula Shire Policy	
<ul style="list-style-type: none"> <i>Council Plan 2017-21</i> Our Peninsula 2021 vision: To value, protect and improve the unique characteristics of the Mornington Peninsula community. "Valuing our unique peninsula". 	<ul style="list-style-type: none"> <i>Municipal Public Health and Wellbeing Plan 2017-21</i> Our Health and Wellbeing 2021 vision: To protect and promote the health and wellbeing of the Mornington Peninsula community.

Mornington Peninsula Shire Gender Equality Strategy 2020 – 2030
<ul style="list-style-type: none"> <i>Mornington Peninsula Shire Statement of Commitment for the Prevention of Family Violence</i>

Gender Equality Strategy –Annual Action Plan – Year Two

Key Setting 1: Education and Training

Objective: Promote and support opportunities for women and girls to participate in lifelong learning across all areas of education and training.

Strategies

- Promote STEM (science, technology, engineering and mathematics) for girls and women
- Promote the value of lifelong learning with a focus on challenging gender norms
- Support and promote gender equity initiatives in Libraries, Community Centres and Early Years Settings
- Support delivery of gender equity awareness training

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
1.1 Deliver Library displays and events that promote and celebrate female authors and books promoting gender equality by challenging gender stereotypes.	<ul style="list-style-type: none"> • Due to Covid restrictions we were closed for browsing through much of the year but as we were open in March and November we created great displays for IWD and 16 Days of Activism and had a special guest presenter for IWD and 16 days via webinars 	Ongoing	<ul style="list-style-type: none"> • Library Services team 	
1.2 Continue to deliver STEM programs in Libraries over the school holidays to encourage young women to participate in non-traditional fields such as engineering and science.	<ul style="list-style-type: none"> • Due to Covid restrictions we were not able to run STEM in branch but ran 10 sessions online encouraging participation for a broad range of ages. 	Ongoing	<ul style="list-style-type: none"> • Library Services team 	

<p>1.3 Deliver programs that provide support and offer pathways for women returning to education and/or the workforce.</p>	<ul style="list-style-type: none"> • Programs were greatly impacted by Covid <ul style="list-style-type: none"> ○ Delivered building digital literacy iPad and tablet class ○ Delivered program aimed at older women giving women confidence to actively participate in community ○ Psychologist based at Mt Martha House weekly with a focus on women and mental health ○ Promoting public speaking, communication skills and leadership skills. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Mt Martha & Mornington Community Houses 	
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Key Setting 2: Work and Economic Security

Objective: Promote the benefits of women’s participation in paid and unpaid work, valuing the contribution this adds to the economy, and the protective factor of women’s economic security.

Strategies

- Support local business to employ a diverse workforce
- Apply a Gender Lens to Shire policies, programs and services
- Ensure gender equality in the Shire workplace (recruitment, training, promotion, leave)

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
<p>2.1 Conduct a Workplace Gender Equality Audit</p>	<ul style="list-style-type: none"> • The workplace audit has been completed using the People Matters Survey and is ready for 	<p>December 2021</p>	<ul style="list-style-type: none"> • People and Culture team • Community Partnerships team 	

	submission to the Gender Equality Commission by 1/12/21		<ul style="list-style-type: none"> Gender Equality Commission 	
2.2 Conduct a Workplace Gender Equality Action Plan (GEAP)	<ul style="list-style-type: none"> The GEAP draft has been completed and endorsed by the Gender Equality Commission. The GEAP will be launched in September 2022. 	June 2022	<ul style="list-style-type: none"> People and Culture team Community Partnerships team GEAP Squad (cross-organisational staff) Gender Equality Commission 	
2.3 Conduct Gender Impact Assessments (GIA)	<ul style="list-style-type: none"> A codesign GIA model for the Shire was developed with key Managers Capacity building for Staff on how to conduct a GIA was completed in February 2022 GIA trial will begin in August 2022. 	June 2022	<ul style="list-style-type: none"> Community Partnerships team People and Culture team Shire staff/ GE Advocates Gender Equality Commission 	
2.4 Contribute to Shire's Workforce Plan development to ensure considerations of gender equality and diversity principles	<ul style="list-style-type: none"> People and Culture Team consulted with the Community Partnerships Team to ensure considerations of equity and diversity were considered 	Ongoing	<ul style="list-style-type: none"> People and Culture team Community Partnerships team 	
2.5 Support local businesses to apply a gendered lens in the development and review of policies and practices.	<ul style="list-style-type: none"> The focus for the last twelve to eighteen months has been dominated by supporting businesses affected by the pandemic. The assistance and support provided to businesses has been through a gendered lens 	Ongoing	<ul style="list-style-type: none"> Economic Development team Community Partnerships team 	

Key Setting 3: Health, Safety and Wellbeing

Objective: Promote and support safe and inclusive environments where all people are equally respected and free from violence regardless of their gender.

Strategies

- Harness the advocacy of men and boys in promoting gender equality
- Support community to lead action and raise awareness of gender equality and the link to prevention of violence against women
- Embed universal design and gender equity design guidelines into infrastructure planning for community facilities

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
3.1 Continue to implement Healthier Masculinities 'Mornington Peninsula Communities Creating Change' project and achieve the actions in project work plan.	<ul style="list-style-type: none"> • The project has successfully built momentum throughout the two-year project. Four Unpacking the Man Box education sessions and a six month Modelling Respect and Equality Training Program as well as Upstander Training has been delivered to community, with over five hundred people have been engaged. • A progress report & final report has been submitted to VicHealth. • A final evaluation report is being developed by Monash University 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • Family Life • VicHealth • Jesuits Social Service 	
3.2 Continue delivery of primary prevention education programs with young people.	<ul style="list-style-type: none"> • Completed delivery of three 'MPower Girls' programs on the Southern Pen- in two Primary Schools and one Secondary College. Also completed on in Mornington Primary school (10 students in each program) • Three Youth Services Staff members completed Modelling Respect and Equality Program (MoRE). As part of the program the Staff completed a project creating a logo 'Be Kind, Be Safe, Be Fair'. This logo and QR code linked to Respectful Relationships website and has been put on condoms to hand out during Schoolies 	Ongoing	<ul style="list-style-type: none"> • Youth Services team • Butterfly Foundation • Mornington Peninsula Communities Creating Change Project (Shire, JSS, Family Life) 	

	Week as well on lapel badges for staff and volunteers to wear during Schoolies along with sharing information with Young people. This project will engaged over 1500 young people.			
3.3 Offer a range of training options to community members to build capacity and mobilise change champions, including: – Healthier Masculinities – Active Bystander – Gender Equity	<ul style="list-style-type: none"> • Healthier masculinities training was offered to community through the four Unpacking the Man Box webinars as part of the MP Communities Creating Change project (over 550 participants) • Upstander (Active Bystander) training was offered online in November as part of 16 Days of Activism (15 participants) 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • Mornington Peninsula Family Violence Collaborative (Shire, Family Life, WHISE, DHHS, Peninsula Health, Victoria Police, FMP PCP) • Community members 	
3.4 Offer Gender Equality and Active Bystander training to staff through the organisational Learning and Development calendar.	<ul style="list-style-type: none"> • Active Bystander training was delivered by No To Violence to twenty-five Staff in March 2022. 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • People and Culture team • Shire staff 	
3.5 Embed gender equity design principles into infrastructure planning for community facilities.	<ul style="list-style-type: none"> • Multi-benefit Guidelines have been incorporated into new Capital Works Budget Proposal project to embed Gender Equity & other Council strategies lenses. • Continue to promote, inform and educate the values and principles into infrastructure project planning. 	Ongoing	<ul style="list-style-type: none"> • Infrastructure Planning team • Infrastructure Delivery team • Community Capital Team • Sport and Recreation team • Community Partnerships team 	
3.6 Continue to participate in relevant stakeholder and community-led family violence and gender equality networks and forums.	<ul style="list-style-type: none"> • Actively attended all Gender Equality and Prevention of Violence Against Women network meetings and community of practices – MAV, WHISE, Mornington Peninsula Primary Prevention Family Violence Collaborative • Supported community groups with 16 Days of Activism events including the One Million Stars Project against violence 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships team • MAV • WHISE • Mornington Peninsula Family Violence Collaborative (Shire, Family Life, WHISE, DHHS, 	

			Peninsula Health, Victoria Police, FMP PCP) <ul style="list-style-type: none"> • Frankston City Council • Westernport Respectful Relationships Group • Community Houses • Community members • Child & Family Health Service 	
3.7 Implement evidence-based family violence prevention and early intervention initiatives.	<ul style="list-style-type: none"> • Explored the outcomes of the pilot Gender Equality training program with Early Childhood Educators ran by City of Melbourne. The project has limitations and requires funding. 	June 2022	<ul style="list-style-type: none"> • Child & Family Health Service • Community Partnerships team • Early Years team 	
3.8 Provide support to schools in delivery of respectful relationships curriculum.	<ul style="list-style-type: none"> • Three Shire Youth Services Coordinators and a Climate Change Officer are trained as Respectful Relationship Critical Friends in schools across the Mornington Peninsula. 	Ongoing	<ul style="list-style-type: none"> • Youth Services team • Community Partnerships team • Climate Change Team • Primary and Secondary Schools • Department of Education and Training • WHISE 	
3.9 Support initiatives aimed at preventing elder abuse (as outlined in Positive Ageing Strategy).	<ul style="list-style-type: none"> • PACE (Peninsula Advisory Committee for Elders) continued to be supported to both conduct and take part in local awareness raising initiatives e.g. <ul style="list-style-type: none"> ○ World Elder Abuse Awareness Day (WEAAD) -June 15 ○ articles for newsletters ○ Respecting Seniors Network (RSN) working groups and campaigns: Inheritance not Entitlement, 16Ks in 16 Days 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships team • Respecting Seniors Network • PACE Committee • Aged and Disability Services team 	

	<ul style="list-style-type: none"> ○ Every Age Counts (EAC) Inaugural Ageism Awareness Day forum and virtual morning tea ● Foundation and Steering Group member of Respecting Seniors Network (RSN). The RSN continued to adapt during COVID restrictions conducting 3 local campaigns to raise awareness of Elder Abuse and Ageism using a combination of social media, print media and a walking event. ● Training to recognise signs of elder abuse and how to respond appropriately included; improved recognition and reporting of elder abuse and neglect, strengthened capacity to respond with confidence to address elder abuse and support self-determination and build capacity for informed choice and decision making ● Maintained actively ongoing contribution to the Municipal Association of Victoria (MAV) state working group to develop state-wide and regional approach to combatting ageism/elder abuse. Working group's research and deliberations resulted in collaborating closely with Every Age Counts (EAC) who launched inaugural National Ageism Awareness Day. MPS Mayor and PACE each now members of EAC campaign providing access to evidence based wide range of promotion tools and speakers. ● PACE Chair supported to provide 'community consumer' representation at the Victorian community advisory committee on prevention of 			
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	Elder Abuse, chaired by Gerard Mansour, Commissioner for Senior Victorians.			
3.10 Shire's Child & Family Health (C&FH) Team support families at risk of or experiencing family violence	<ul style="list-style-type: none"> • All C&FH staff have now completed MARAM and Child & Family Violence Information Sharing Legislation training. The Enhanced Maternal Child Health team in particular are using the this legislation effectively to improve safety for children and Family Violence victim-survivors. • Maternal Child Health staff are using the MARAM tool with clients to assess risk at the four-week KAS consult and at every other opportunity where possible/appropriate. • The Enhanced Maternal Child Health Program now fully expanded to include eligibility for families with children aged 0-3 years. Our Social Worker and Adult Mental Health Worker positions are fully embedded in the team and are actively working to support families in particular, women who are victim-survivors of Family Violence. • The partnership with Peninsula Community Legal Service to improve access for clients to legal support has reached completion and will not be renewed. Whilst some value was seen with providing secondary consultation for MCH staff queries regarding referral pathways for victim-survivors of Family Violence seeking legal assistance and increasing staff awareness and knowledge of legal rights for victim-survivors, the limitations in availability for client bookings with the lawyer based in a MCH Centre, meant that clients sought legal 	Ongoing	<ul style="list-style-type: none"> • Community Service team 	

	<p>appointments at other PCLC sites. EMCH staff assisted clients to access these legal services and will continue to do so into the future.</p> <ul style="list-style-type: none"> • We currently have 344 red flags on client files where Family Violence has been disclosed to MCH services. • 189 new referrals were made for specific Family Violence support in the previous 12 months. Many clients have previously been referred for support with Family Violence services (therefore a new referral is not recorded) however ongoing support by MCH services is still required. 			
<p>3.11 Consider intersectionality and the impact of gender equality and family violence on vulnerable groups.</p>	<ul style="list-style-type: none"> • Attend Women’s Health in the South East (WHISE) Intersectionality Community of Practice Sessions and invited key staff from across the organisation • Attended the launch of Our Watch 2nd version which highlights intersectionality • Intersectionality will be embedded as part of the Gender Impact Assessments 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Community Partnerships team • Aboriginal Culture and Community Development team • Community Services team • WHISE (COP) 	

Key Setting 4: Leadership and Representation

Objective: Demonstrate leadership in promoting gender equity and inclusion; challenging stereotypes and creating opportunities for women in leadership roles.

Strategies

- Develop initiatives to increase the participation of women at political and community levels
- Support initiatives that promote the participation of women in leadership roles and non-traditional roles

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
4.1 Meaningfully celebrate the achievements and contributions of women and girls across the municipality.	<ul style="list-style-type: none"> • Successfully delivered Shire IWD event held on 8th March 2022 at the Briars. The event highlighted the stories of local women through music featuring Tulliah, Suzi and Jalgany. Over one hundred people attended. 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • Shire IWD internal planning group. • People and Culture team • Community organisations • Community members 	
4.2 Explore opportunities to mobilise and build capacity of community change champions.	<ul style="list-style-type: none"> • Twenty- five Change Allies have been activated through the Healthier Masculinities project after completing the 6-month Modelling Respect and Equality Training program (MoRE). 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • Jesuit Social Services • Women’s Health East • Women’s Health in the South East • Community members 	
4.3 Council to reaffirm its commitment to the Victorian Local Government Women’s Charter	<ul style="list-style-type: none"> • Council reaffirmed commitment to the Victorian Local Government Women’s Charter and appointed Champions 	June 2022	<ul style="list-style-type: none"> • Councillors/Governance • VLGA • Community Partnerships team 	

Key Setting 5: Sport and Recreation

Objective: Increase opportunities for women to participate in sport and recreation and promote and celebrate their achievements

Strategies

- Continue to embed universal design and gender equity design guidelines into the development of sport and recreation facilities
- Promote and celebrate girl's and women's achievements in sport and recreation
- Support initiatives that promote women's representation in Sporting Clubs at all levels

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
5.1 Embed gender equity design guidelines into development of sport and recreation facilities.	<ul style="list-style-type: none"> • Female friendly change facilities are included in all new Shire pavilion developments and existing pavilion redevelopments. Recent examples include Tyabb Pavilion Redevelopment, RM Hooper Pavilion and Crib Point Pavilion Redevelopment. 	June 2022	<ul style="list-style-type: none"> • Sport and Recreation team • Infrastructure Planning team • Infrastructure Delivery team • Community Capital Team • Community Partnerships team 	
5.2 Promote 'This Girl Can' campaign on the Mornington Peninsula to encourage girls and women to overcome barriers to participation in sport and recreation.	<ul style="list-style-type: none"> • This Girl Can campaign was ran at Crib Point Pool. 50 participants attended the event with two guest speakers talking about the importance of keeping fit and healthy and how to include when juggling the act of being a working mum and the importance of positive self-talk. Three group fitness classes were offered boxing, yoga and aqua. 	June 2022	<ul style="list-style-type: none"> • Community Partnerships team • Sport and Recreation team • Belgravia Leisure • Communications team 	

5.3 Offer initiatives to encourage girls and women to participate in sport and recreation activities during 'Active April'.	<ul style="list-style-type: none"> Active April was celebrated at the Leisure facilities across the Shire by offering 'health and fitness passports giving free access for a month to the gym, group fitness, swim or Pilates. 	June 2022	<ul style="list-style-type: none"> Belgravia Leisure Sport and Recreation team Community Partnerships team 	
5.4 Explore opportunities for Sporting Clubs to apply a gender equity lens to increase representation of women in participation, governance, officiation, coaching and volunteering.	<ul style="list-style-type: none"> Community Sport Development is currently working on a draft Sports Club Management Policy, including a fees & charges review which will incorporate incentives and discounts for women and girls participation. The new policy and Sports Club User guide will be released in mid-2022 and will assist Sports clubs to focus on opportunities for females across sports clubs. 	Ongoing	<ul style="list-style-type: none"> Sport and Recreation team Social Planning and Community Development team Sporting Clubs 	

Key Setting 6: Media Arts and Culture

Objective: Promote and create opportunities for increasing women's participation and achievements in media arts and culture across the Peninsula

Strategies

- Ensure gender balance, and challenge gender norms and stereotypes in promotional and media campaigns (could also include signage and other public infrastructure)
- Apply a gender lens to arts and culture funding
Review support for gender equity in Media Arts and Culture across our communities and plan for more equal representation where there are gaps

Actions	Year Two Achievements	Timelines	Stakeholders Bold = Lead	Status
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<p>6.1 Use media and social media platforms to celebrate the achievements and contribution of women and their families.</p>	<ul style="list-style-type: none"> • Sexual health awareness week <ul style="list-style-type: none"> ○ 16 posts ○ Total reach: 75,746 ○ Total engagement: 18,209 ○ Encouraged discussion on topics that are typically hushed or taboo • 16 Days of Activism <ul style="list-style-type: none"> ○ Currently in progress for 2021. • Gender Equality Advisory Committee <ul style="list-style-type: none"> ○ Social media posts celebrating Cr Sarah Race's appointment to the Gender Equality Advisory Committee • International Women's Day 2021 • Celebrate 2021 Victorian Young Achiever Awards, Bree Pagonis 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Communications team 	
<p>6.2 Build capacity of Shire staff to make use of gender inclusive language and images on all media platforms.</p>	<ul style="list-style-type: none"> • This is undertaken as part of our ongoing Shire-wide education regarding appropriate language. This includes communicating the importance of using plain English and gender inclusive language 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Communications team 	
<p>6.3 Undertake a gender equity audit of the Shire's photo library to identify and make better use of images that challenge gender stereotypes and/or are gender-neutral.</p>	<ul style="list-style-type: none"> • No standalone audit has been undertaken. However, all Shire publications – e.g. the Council and Wellbeing Plan, have a consciously even spread of images to portray inclusivity and diversity. 	<p>June 2022</p>	<ul style="list-style-type: none"> • Communications team • Community Partnerships team 	
<p>6.4 Promote gender equity through Arts and Cultural programs, services, funding and support as outlined in the Shire's Arts and Culture Plan.</p>	<ul style="list-style-type: none"> • Eight female artists were engaged and commissioned on murals, photography and Artist in Residence program • Seventy-five promotions of women's stories across social media, newsletter and website 	<p>June 2022</p>	<ul style="list-style-type: none"> • Arts and Culture team 	