

Gender Equality Strategy 2020-30

Preventing violence against women and their
children

ANNUAL ACTION PLAN – YEAR TWO 2021



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 - 2021

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	Progress Measures	Timelines	Stakeholders	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"> • Number of displays delivered. • Number of female authors promoted. • Number of books borrowed from display • IWD event for community 	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"> • Number of STEM programs delivered. • Number of participants. • Increase in STEM participation across municipality. 	Ongoing	<ul style="list-style-type: none"> • Library Services team 	
1.3 Deliver programs that provide support and offer pathways for women returning to education and/or the workforce.	<ul style="list-style-type: none"> • Number of programs delivered. • Number of participants. 	Ongoing	<ul style="list-style-type: none"> • Mt Martha & Mornington Community Houses 	

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	Progress Measures	Timelines	Stakeholders	Status
2.1 Conduct a Workplace Gender Equality Audit	<ul style="list-style-type: none"> • Audit conducted using data as at 30th June 2021 • Meet Gender Equality Act legislation 	July 2021	<ul style="list-style-type: none"> • People and Culture team • Social Planning and Community Development team • Relevant Shire Staff • Gender Equality Commission • WHISE • MAV 	
2.2 Develop a Workplace Gender Equality Action Plan (GEAP)	<ul style="list-style-type: none"> • GEAP Plan developed • Meet Gender Equality Act legislation 	October 2021	<ul style="list-style-type: none"> • People and Culture Team • Social Planning and Community Development • Relevant Shire Staff • Gender Equality Commission • WHISE • MAV 	

<p>2.3 Conduct Gender Impact Assessments (GIA)</p>	<ul style="list-style-type: none"> • Gender Impact Assessments commenced • Meet Gender Equality Act legislation • Shire Staff offered training on how to conduct GIA's 	<p>Commence March 2021 - ongoing</p>	<ul style="list-style-type: none"> • People and Culture Team • Governance • Social Planning and Community Development Team • Relevant Shire Staff • Gender Equality Commission • MAV • WHISE 	
<p>2.4 Contribute to Shire's Workforce Plan development to ensure considerations gender equality and diversity principles.</p>	<ul style="list-style-type: none"> • Gender equality and diversity principles embedded in Shire's Workforce Plan. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Social Planning and Community Development team • People and Culture Team 	
<p>2.5 Support local businesses to apply a gendered lens in the development and review of policies and practices.</p>	<ul style="list-style-type: none"> • Information and auditing tools provided to local businesses. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Economic Development team • Social Planning and Community Development 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				
<ul style="list-style-type: none"> • 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	Progress Measures	Timelines	Stakeholders	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"> • Project work plan achieved • Reporting requirements to VicHealth achieved 	December 2021 (project funding finishes June 2022)	<ul style="list-style-type: none"> • Social Planning and Community Development • VicHealth • Family Life • Jesuit Social Services • MP Family Violence Collaborative (Shire, Family Life, WHISE, DHHS, Peninsula Health, Victoria Police, FMP PCP) • 	
3.2 Continue delivery of primary prevention education programs with young people.	<ul style="list-style-type: none"> • Delivery of 'Revved Up' - helping young people identify trigger for anxiety or anger and management strategies. • Delivery of 'Mpower Girls' – encouraging young girls to talk about what it means to be a girl, when issues arise discuss how this affects them. and Free to be me'. • Number of new programs delivered. 	Ongoing	<ul style="list-style-type: none"> • Youth Services team • Butterfly Foundation 	

	<ul style="list-style-type: none"> • Number of participants. 			
3.3 Offer a range of training options to community members to build capacity and mobilise change champions, including: <ul style="list-style-type: none"> – Healthier Masculinities – Active Bystander – Gender Equity 	<ul style="list-style-type: none"> • Number of training courses delivered. • Number of participants. • Number of change champions/allies mobilised. 	December 2021	<ul style="list-style-type: none"> • Social Planning and Community Development 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"> • Number of training courses delivered. • Number of participants. 	December 2021	<ul style="list-style-type: none"> • Social Planning and Community Development 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"> • Number and type of upgrades made in existing infrastructure. • Number and type of principles embedded in design of new infrastructure. • Gender Equity in Design Guidelines considered in design and delivery. 	Ongoing	<ul style="list-style-type: none"> • Infrastructure Planning team • Infrastructure Delivery team • Community Capital Team • Sport and Recreation team • Social Planning and Community Development 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"> • Support provided to Westernport Respectful Relationships Group (annual 'Westernport Takes A Stand' march event) • Attendance at Frankston Mornington Peninsula Family Violence Network. • Attendance at WHISE Preventing Violence Together Communities of Practice and Working Group. • Partner in Mornington Peninsula Collective Impact Collaborative meetings. 	Ongoing	<ul style="list-style-type: none"> • Social Planning and Community Development team • MAV • WHISE • Mornington Peninsula Family Violence Collaborative (Shire, Family Life, WHISE, DHHS, Peninsula Health, Victoria Police, FMP PCP) • Frankston City Council 	

	<ul style="list-style-type: none"> Attendance at MAV Preventing Violence Against Women Network meetings. 		<ul style="list-style-type: none"> Westernport Respectful Relationships Group Community members Child & Family Health Service 	
3.7 Implement evidence-based family violence prevention and early intervention initiatives.	<ul style="list-style-type: none"> Explore potential delivery of Gender Equality training program with Early Childhood educators (based on City of Melbourne model). 	December 2021	<ul style="list-style-type: none"> Child & Family Health Service Social Planning and Community Development team Early Years team 	
3.8 Provide support to schools in delivery of respectful relationships curriculum.	<ul style="list-style-type: none"> Number of gender equality presentations delivered in schools. Number of Youth Services staff members trained in delivering Gender Equality presentations. Number of Youth Service staff trained and a member of a Critical Friend Network 	Ongoing	<ul style="list-style-type: none"> Youth Services team Social Planning and Community Development 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"> A range of community initiatives promoted and supported. Shire Aged & Disability workforce continue to be trained in recognizing signs of elder abuse and how to respond appropriately Active participation in regional and state networks working collaboratively to combat ageism and prevention of Elder Abuse 	Ongoing	<ul style="list-style-type: none"> Aged and Disability Services team Social Planning and Community Development team Respecting Seniors Network PACE Committee 	
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"> C&FH team trained in MARAM and Child & Family Violence Information Sharing Legislation C&FH team ask family violence questions at every visit, where possible 	Ongoing	<ul style="list-style-type: none"> Child & Family Health Service 	

	<ul style="list-style-type: none"> • Enhanced MCH program expanded to support families with children aged 0-3 years embedding a social worker and adult mental health worker positions in the team • Partnership between C&FH service and PCLC to improve access for clients to legal support • Number of families attending C&FH services where FV was disclosed • Number of families referred for FV support 			
<p>3.11 Consider intersectionality and the impact of gender equality and family violence on vulnerable groups.</p>	<ul style="list-style-type: none"> • An understanding of intersectionality approaches are built and applied. 	<p>Ongoing</p>	<ul style="list-style-type: none"> • Social Planning and Community Development Team. • Aboriginal Culture and Community Development Team • Aged and Disability Team 	

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				
<ul style="list-style-type: none"> • 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	Progress Measures	Timelines	Stakeholders	Status
4.1 Meaningfully celebrate the achievements and contributions of women and girls across the municipality.	<ul style="list-style-type: none"> • International Women’s Day (IWD) event delivered & number of community events supported. • Promote and celebrate Australia Day Awards recipients. • Number of women engaged as keynote speakers at local events and forums. 	December 2021	<ul style="list-style-type: none"> • Social Planning and Community Development Team • Governance • Regional Gallery • Community organisations • Community members 	
4.2 Explore opportunities to mobilise and build capacity of community change champions	<ul style="list-style-type: none"> • Number of training and capacity building opportunities delivered. 	December 2021	<ul style="list-style-type: none"> • Social Planning and Community Development team • Jesuit Social Services • MP Family Violence Collaborative (Shire, Family Life, WHISE, DHHS, Peninsula Health, Victoria Police, FMP PCP) • Community members 	
4.3 Council to reaffirm its commitment to the Victorian Local Government Women’s Charter	<ul style="list-style-type: none"> • Women’s Charter reaffirmed at Council • Council nominates Charter Champions 		<ul style="list-style-type: none"> • Social Planning & Community Development • Councillors 	

	<ul style="list-style-type: none"> • Actions supporting women in leadership are reported through this strategy 		<ul style="list-style-type: none"> • VLGA 	
4.4 Investigate mentoring opportunities to support women in leadership	<ul style="list-style-type: none"> • Conduct a mapping exercise to understand if mentoring opportunities already exist and /or identify gaps 		<ul style="list-style-type: none"> • Social Planning & Community Development • Economic Development Team • Community Houses 	

Key Setting 5: Sport and Recreation

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

Strategies				
<ul style="list-style-type: none"> • 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	Progress Measures	Timelines	Stakeholders	Status
5.1 Embed gender equity design guidelines into development of sport and recreation facilities.	<ul style="list-style-type: none"> • Number of female friendly change facilities built in facility upgrades. 	December 2021	<ul style="list-style-type: none"> • Sport and Recreation team • Infrastructure Planning team • Infrastructure Delivery team • Community Capital Team 	

			<ul style="list-style-type: none"> • Social Planning and Community Development 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"> • Social media campaign delivered. 	June 2021	<ul style="list-style-type: none"> • Social Planning and Community Development 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"> • Number of Mornington Peninsula residents signed up to Active April. • Number of Active April activities delivered. 	May 2021	<ul style="list-style-type: none"> • Belgravia Leisure • Sport and Recreation team • Social Planning and Community Development 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"> • Engagement with Shire's Sport and Recreation team and other relevant organisations. 	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	Progress Measures	Timelines	Stakeholders	Status
6.1 Use media and social media platforms to celebrate the achievements and contribution of women and their families.	<ul style="list-style-type: none"> • Number of social media posts. • Level of social media engagement (likes, views etc) 	Ongoing	<ul style="list-style-type: none"> • Communications team 	

6.2 Build capacity of Shire staff to make use of gender inclusive language and images on all media platforms.	<ul style="list-style-type: none"> • Number of staff that completed training / education. • Examples of gender inclusive language and images utilised. 	Ongoing	<ul style="list-style-type: none"> • Communications team 	
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.	<ul style="list-style-type: none"> • Photo library audit undertaken. • Number of gender-neutral photos identified and used. 	December 2021	<ul style="list-style-type: none"> • Communications team • Social Planning and Community Development team 	
6.4 Promote gender equity through arts and cultural programs, services, funding and support as outlined in the Arts and Culture Plan.	<ul style="list-style-type: none"> • Number of female artists • Promotion of women's stories 	Ongoing	<ul style="list-style-type: none"> • Arts and Culture Team • Social Planning and Community Development Team 	