Agenda

11:30am  Welcome & activity
Chair Joel Board, Greater Shepparton City Council

12:00pm  MAV Update
Kellie Nagle, Rachel Close & Kristi High, MAV
Clare Keating, Effective Change

12:50pm  Lunch

1:15pm  Sport and recreation council showcase
Presentation: Creating Change Through Policy
Tamara Mason, Moreland City Council
Panel: Hara Carragher, Glenelg Shire Council
Ruairi Cleary, Moonee Valley City Council
Nichole Knight, Moorabool City Council
Tamara Mason, Moreland City Council

2:15pm  Short Break

2:20pm  Small group discussion

3:20pm  Report back on small group discussion and closing comments

3:30pm  Close

Please join us after the Network Meeting for drinks to celebrate the year!
Bravery Bingo

Instructions:
• Walk around the room and ask people to identify something on the card they have recently completed
• Write the person's name in the box and ask them to share their story with you
• Once you have a row of four in any direction (yes diagonal counts) call BINGO!
• The winner identifies the four people who helped them to make bingo who are invited to share their stories with the wider group

**Please only tell stories that you are willing to share to the whole group

Make a row of 4 to shout out BINGO to win the game
MAV Update

- Network Executive
  - vacant
  - Liz Carroll, Whittlesea
  - Suzi Hayes, Yarra
  - Liam Bantock, Latrobe
  - Sammy Bender, Mitchell
  - Joel Board, Shepparton
  - Kathy Oliver, Yarra Ranges
MAV Update

• Reminder: workforce census CLOSES 20 December
  – primary prevention
  – non-specialist intersection
  – response

MAV Update

• Gender Equality Bill
  – introduced 26 Nov 2019
  – applies to all councils, VPS and defined entities 50+ staff
  – debate first sitting Feb 2020

• Key components
  – establishment of Public Sector Gender Equality Commissioner
  – requirement for Gender Equality Action Plans (GEAPs)
MAV Update

- GEAP to be developed every four years
  - submit to Public Sector Gender Equality Commissioner
  - publish on council website
  - report on progress of implementation to GE Commissioner every two years
  - first GEAP likely to be required by 31 October 2021

- Development of GEAP requires Gender Impact Assessments (GIA) to be undertaken
  - new policies, programs and services, and those up for review, that directly and significantly impact the public
  - provide an analysis of the differential effects on people
MAV Update

• Development of GEAP requires Workplace Gender Audit (WGA) to be undertaken across the following indicators:
  – gender pay equity;
  – gender composition at all levels of the workforce;
  – gender composition of governing bodies;
  – workplace sexual harassment;
  – recruitment and promotion;
  – gendered workforce segregation;
  – availability and uptake of conditions and practices in the workplace relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities; and
  – any other prescribed matters.
Gender Equality Bill implementation pilot

**Participating councils**
- Glenelg Shire Council
- Greater Geelong City Council
- Greater Shepparton City Council
- Horsham Rural City Council
- Manningham City Council
- Maribyrnong City Council
- Mount Alexander Shire Council
- Yarra City Council
- Yarra Ranges Shire Council

**Gender Impact Analysis: focus areas**
- loneliness strategy
- gambling policy
- procurement policy
- community development grants
- recreation & open space strategy
- leisure master plan
- women who walk project
- youth development strategy
- civic participation project
- budget bids
• Local Government Bill
  – councils required to prepare a workforce plan that includes measures relating to gender equality, diversity and inclusiveness: GEAP will satisfy this requirement
  – paid parental leave for councillors
  – policy and support for councillors who are carers
  – expanded definition of serious misconduct
  – independent panel to hear misconduct cases
  – sexual harassment of egregious nature defined as gross misconduct

  – Single member wards still being proposed
MAV Update

• 37 Mayors are women
  – 48% (highest ever)

• 23 CEOs are women
  – 30% of all CEOs
  – 10% increase in past year

• 2020 is 100 years since Victoria's first woman councillor
GE/PVAW Survey 2018/19

Total of 65 councils participated in the voluntary survey including the MPHWP questions

An additional 5 councils completed just the MPHWP questions so have not been included in the data

<table>
<thead>
<tr>
<th>Council type</th>
<th>Number of returns</th>
<th>% of council type</th>
<th>% of survey returns</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metro</td>
<td>21</td>
<td>95% (total 22)</td>
<td>32%</td>
</tr>
<tr>
<td>Interface</td>
<td>9</td>
<td>100% (total 9)</td>
<td>14%</td>
</tr>
<tr>
<td>Rural</td>
<td>29</td>
<td>72% (total 40)</td>
<td>45%</td>
</tr>
<tr>
<td>Regional City</td>
<td>6</td>
<td>75% (total 8)</td>
<td>9%</td>
</tr>
</tbody>
</table>
GE/PVAW Survey 2018/19
Recognition of council’s role

2017 Survey - 85% said that recognition had increased
- 15% said that recognition stayed about the same

Recognition of council's role in GE/PFV/PVAW

- High: 38%
- Medium: 48%
- Low: 14%

Has recognition of council's role changed?

- Increased: 68%
- Stayed about the same: 29%
- Decreased: 3%
GE/PVAW Survey 2018/19
Trends & observations

• Councils are increasingly engaged in and committed to Gender Equity and Prevention work
• This work occurs across the whole of council
• Leadership commitment and policy frameworks are important
• Resourcing matters
• There are important differences between rural and metro councils
93% of councils with a Leadership Statement also had a plan or strategy.

72% of all responding councils had a plan or strategy.

53% of those who had endorsed the Victorian LG Women’s Charter but did not have Leadership Statement did not have a plan or strategy.
GE/PVAW Survey 2018/19

Staffing

EFT equivalent of dedicated officer position for carriage of GE/PFV/PVAW portfolio 2018/2019 financial year (n=55)

- Comparison to 2017:
  - 10% increase in councils 1 or more FTE (19% - 29%)
  - Average FTE has increased by 0.2FTE (now 0.7FTE)

- 32 of these positions (58%) 100% funded by council

Contributors:
- 91% of councils
- Total of 623 staff
- Equivalent to 44.8FTE
- Average 11 staff per council
61% of rural councils that dedicated funds, less than $5,000
1/3 of rural councils no funds
10% of metro councils dedicated less than $5,000
GE/PVAW Survey 2018/19
Policy, plan and service implementation areas

Gender equity and PVAW across key policy areas comparison 2017-2018/19

<table>
<thead>
<tr>
<th>Policy, plan &amp; service implementation area</th>
<th>Yes</th>
<th>No</th>
<th>Planning to</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. HR (e.g. recruitment, staff induction, professional development)</td>
<td>52</td>
<td>6</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>2. Maternal child health</td>
<td>48</td>
<td>5</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>3. Sport and recreation</td>
<td>44</td>
<td>5</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>4. Young people</td>
<td>42</td>
<td>8</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>5. Early years (early childhood education/kinder)</td>
<td>39</td>
<td>11</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>6. Community grants (e.g. in arts, youth, sport)</td>
<td>39</td>
<td>14</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>7. Supported playgroups</td>
<td>35</td>
<td>15</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>8. Community safety</td>
<td>32</td>
<td>12</td>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>9. Older people (e.g. positive aging. Also see 28.11 re: community home support)</td>
<td>31</td>
<td>18</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>10. Disability/accessibility</td>
<td>30</td>
<td>15</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>11. Advocacy</td>
<td>30</td>
<td>17</td>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td>12. Arts and culture (including festivals and events)</td>
<td>30</td>
<td>21</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>13. Community Home Support Program (also see 28.27 re: older people)</td>
<td>27</td>
<td>16</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>14. Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) people</td>
<td>26</td>
<td>10</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>15. Libraries</td>
<td>26</td>
<td>19</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>16. Emergency management</td>
<td>23</td>
<td>19</td>
<td>15</td>
<td>3</td>
</tr>
<tr>
<td>17. Planning (infrastructure design and community provision)</td>
<td>22</td>
<td>23</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>18. Local laws (e.g. animal management, graffiti management)</td>
<td>22</td>
<td>25</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>19. Financial hardship (e.g. rates and fines)</td>
<td>21</td>
<td>26</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>20. Communications</td>
<td>19</td>
<td>25</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>21. Housing/homelessness</td>
<td>18</td>
<td>18</td>
<td>6</td>
<td>18</td>
</tr>
<tr>
<td>22. Alcohol and other drugs</td>
<td>18</td>
<td>24</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>23. Multicultural</td>
<td>18</td>
<td>22</td>
<td>4</td>
<td>19</td>
</tr>
<tr>
<td>24. Carers</td>
<td>17</td>
<td>22</td>
<td>3</td>
<td>19</td>
</tr>
<tr>
<td>25. Aboriginal and Torres Strait Islander peoples</td>
<td>16</td>
<td>19</td>
<td>14</td>
<td>13</td>
</tr>
<tr>
<td>26. Mental health/suicide prevention</td>
<td>14</td>
<td>14</td>
<td>12</td>
<td>19</td>
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<tr>
<td>27. Venue and facility hire</td>
<td>12</td>
<td>38</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>28. Planning (strategic)</td>
<td>11</td>
<td>38</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>29. Procurement</td>
<td>10</td>
<td>36</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td>30. Gambling</td>
<td>10</td>
<td>26</td>
<td>4</td>
<td>19</td>
</tr>
<tr>
<td>31. Asylum seekers and refugees</td>
<td>8</td>
<td>20</td>
<td>6</td>
<td>27</td>
</tr>
<tr>
<td>32. Care leavers (i.e. people leaving institutional care)</td>
<td>7</td>
<td>19</td>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>33. Waste management/depot</td>
<td>6</td>
<td>45</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>34. Planning (statutory)</td>
<td>5</td>
<td>42</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>35. Climate change adaptation/mitigation</td>
<td>3</td>
<td>40</td>
<td>7</td>
<td>11</td>
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<tr>
<td>36. Information technology</td>
<td>3</td>
<td>50</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>37. Veterans</td>
<td>3</td>
<td>30</td>
<td>1</td>
<td>25</td>
</tr>
</tbody>
</table>
GE/PVAW Survey 2018/19
Training

- 94% of councils provided at least one of the below types of training
- Mostly funded by council
- Asked about trainers, trainees and gaps

Training fund source by training session 2018/2019

- Sexual harassment: Mostly funded by council
- Unconscious bias: Mostly funded by council
- Bystander: Mostly funded by council
- Family violence recognise, respond and refer: Mostly funded by council
- Gender equality/prevention of violence against women: Mostly funded by council

Number of councils
GE/PVAW Survey 2018/19
Support for staff experiencing FV

- Increase to the number of councils with a FV staff policy (50% in 2017 to 68%)

- Overall increase in the number of days leave staff are entitled to. E.g. 11-20 days increased by 20% (37% - 57%)
GE/PVAW Survey 2018/19

Questions?
16 Days of Activism Against Gender-based Violence

Kristi High, Project Coordinator, MAV
Clare Keating, Evaluation, Effective Change
Lunch
(25 minutes)
Sport & Recreation Council Showcase Presentation

Moreland City Council

Creating Change Through Policy

Tamara Mason
Female Sport & Recreation Participation Officer
Sport & Recreation Council Showcase Panel

Hara Carragher, Glenelg Shire Council
Ruairi Cleary, Moonee Valley City Council
Nichole Knight, Moorabool City Council
Tamara Mason, Moreland City Council
Glenelg Shire Council

Project Respect Heywood

Hara Carragher
Project Respect Project Officer
Moonee Valley City Council

Ready, Set, Equity!
Addressing gender equity in the local sport setting

Ruairi Cleary
Gender Equity Project Officer
Moorabool City Council

Girls in sport project

Nichole Knight
Health Promotion Officer
Short Break
(10 minutes)
Small group discussions

Sport and recreation
Gender Equality Bill Implementation Pilot
Internal organisational development
Gender equity audits and /or action plans
Other?

You could discuss: enablers, barriers, good news stories, challenges, helpful resources.

Return to room 11.01 at 3:20pm.
Nominate one person to feedback to larger group
End of year celebration

Please join us for networking drinks
(The Imperial rooftop bar
Corner Bourke and Spring Streets)

Next meeting:
Wednesday 18 March 2020
Have a safe and happy new year!