

Gender and Family Violence Pandemic Response

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Gender Inequality and Family Violence in The City of Casey



Highest number of family violence incidents across Victoria with more than 13 police call outs per day. 4631 reports in 2019.



54% of men and 36% of women believe that men should control the household and women prefer a man in charge.



Domestic violence is the main reason women seek homelessness assistance (40%)

Gender Analysis Tool – Pandemic Response

- Principle 1 • Identification
- Principle 2 • Participation and Voice
- Principle 3 • Choice and Independence
- Principle 4 • Safety and Accessibility
- Principle 5 • Challenge Social Norms and Gender Roles
- Principle 6 • Equitable Resourcing and Technical Capability

Gender analysis tool applied to....

Response & Recovery Plan

- » Over 20 recommendations e.g.
 - » Key messages to community inclusive of FV, mental health, parenting, homelessness
 - » Small grants to diverse groups inc. womens, CALD, LGBTQI, indigenous groups
 - » Accessible, easy read, translated referral guide for essential services during COVID
 - » Comms plan inclusive and not perpetuating stereotypes

- » **Pandemic Impact Assessment**
 - » Sex disaggregated data
 - » Family violence questions
 - » Paid/unpaid work

P & C Gender Check list: COVID 19 Response

Principle 1

- Safety for all staff working from home, particularly those at risk.

Principle 2

- Enable our Health workers to work safely.

Family Violence response during COVID 19 and Beyond

Orange Door
Advocacy

Created Family
Violence resources for
staff, managers and
frontline workers

Family Violence
training – 12 sessions,
200 people, 3 weeks

Vicarious trauma
training – particularly
for MCH

Family Violence
contact people

Stronger partnerships
with CSO's and
neighbouring Councils

Gender & Family Violence Communications campaign

- » Family Violence During Pandemic
- » Gender Impacts of COVID
- » Share the care: challenging stereo-types
- » Sexual and Reproductive Health
- » Web page



Monitoring, Evaluation and Learning Framework

Some Reflections so far:



ELT supportive and a consistent presence in internal communications

We were very proactive

Value having 2 of us across departments

Importance of working with P & C and other groups so they have ownership

Perception that application of gender lens is an 'extra – nice to have' rather than essential..

FV training was well adopted across departments wit 4/5 star ratings.

Internal 'Champions' across departments

Partnerships and external resources

Accelerated relationships with everyone

FAMILY VIOLENCE PREVENTION STRATEGY

5 Strategic directions...

Our vision is for the City of Casey to be a family-friendly city, where women and children feel safe in their homes and neighbourhoods, and live free from family violence.

Community Participation Programs

- Bystander Intervention Training
- Advocate for Baby Makes 3
- Healthy Masculinity Programs

Partnerships to Foster Collaboration

- WHISE & XYX Lab Partnership
- Southern Melbourne Regional Prevention Network

Community Engagement and Action

- 16 Days of Activism – Hands Across Bunjil
- Programs to build women’s leadership (YAC, WLP)

Council Leadership

- Champions of Change & Coaches
- Safe in Her City Gender Audit Tool
- Gender Equality Action Plan

Research and Advocacy

- Orange door
- Safe in her city social geolocative research
- Data collection to inform advocacy

Gender Equality Action Plan 2018-2021



Priority 1: Diverse women are actively engaged in Council leadership and decision-making

- Recruitment and promotion
- Leadership pathways (internal)
- Council leadership and decision-making (external)



Priority 2: Council has a workplace culture and structures that promote gender equality and challenges discrimination

- Leadership and commitment
- Workplace arrangements
- Sexual harassment and discrimination



Priority 3: Gender equality is integrated in existing Council policies, plans, programs, services and infrastructure

- Systems (data, indicators, budgets)
- Community engagement
- Community programs
- Public events and advocacy

Questions



200 staff and community members joined hands around Bunjil Plaza for 16 Days Activism event to Eliminate violence against women, Nov 2019