

## Gender and Family Violence Pandemic Response

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Krissy Nicholson, Family Violence Prevention Officer Teresa Thomson, Gender Equality Officer



## 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



## City of Casey

## 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



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

## Principle 2

 Enable our Health workers to work safely.

## City of Casey

# 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..

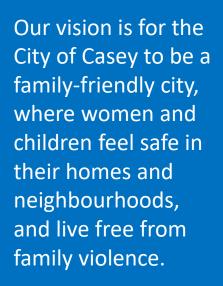
FV training was well adopted across departments wit 4/5 star ratings.

Internal 'Champions' across departments

Partnerships and external resources

Accelerated relationships with everyone

## FAMILY VIOLENCE PREVENTION STRATEGY 5 Strategic directions...



Community Participation Programs	<ul> <li>Bystander Intervention Training</li> <li>Advocate for Baby Makes 3</li> <li>Healthy Masculinity Programs</li> </ul>
Partnerships to Foster Collaboration	<ul> <li>WHISE &amp; XYX Lab Partnership</li> <li>Southern Melbourne Regional Prevention Network</li> </ul>
Community Engagement and Action	<ul> <li>16 Days of Activism – Hands Across Bunjil</li> <li>Programs to build women's leadership (YAC, WLP)</li> </ul>
Council Leadership	<ul> <li>Champions of Change &amp; Coaches</li> <li>Safe in Her City Gender Audit Tool</li> <li>Gender Equality Action Plan</li> </ul>
Research and Advocacy	<ul> <li>Orange door</li> <li>Safe in her city social geolocative research</li> <li>Data collection to inform advocacy</li> </ul>



#### 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

## City of Casey

#### Questions



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