

# Municipal Association of Victoria

## Gender Equality and Preventing Violence Against Women and all forms of Gender-Based Violence Network Meeting

23 June 2021

# Agenda

- 10:00am **Welcome & housekeeping**  
Chair, Disa Linden-Perlis, Darebin City Council
- 10:10am **MAV update**  
Kellie Nagle, MAV
- 10:25am **Commission for Gender Equality in the Public Sector update**  
Natalie Russell, Senior Program Adviser
- 10:35am **Gender Impact Assessment (GIA) case study previews**  
Bike path redevelopment, *Greater Geelong City Council*  
Loneliness framework, *Monash City Council*  
Community grants policy review, *Greater Bendigo City Council*  
Debt collection and hardship policies, *Melton City Council*  
Place-naming, #puthernameonit, *Bass Coast Shire Council*  
Gender in emergency relief centre settings, *Casey City Council*
- 10:50am **Small group discussions – select a GIA case study, listed above**
- 11:15am **Report back on small groups**
- 11:28am **Meeting wrap up**  
Chair, Disa Linden-Perlis, Darebin City Council
- 11:30am **Meeting close**

# MAV Update

- LG Primary Prevention Model
  - MAV funding 2021-2023 (BAU plus LG model)
  - interviews and focus groups underway
  - insights report
  - co-design workshops
  - development of grant guidelines and selection process (15 councils)
  - implementation and evaluation support
- FFV documentation project
- Leadership development
  - sexual harassment
  - discrimination, bullying and harassment
  - GE Act implementation forum
  - Diversity, Equality and Inclusion pilot
- National Plan submission
  - draft circulated to councils week of 12 July
- 16 Days – submission outcome known by 5 July
- GE Act data projects

# **Commission for Gender Equality in the Public Sector update**

Natalie Russell, Senior Program Adviser

# Council Gender Impact Assessment Previews

## **Bike path redevelopment:**

Jane (Wage) Wager, Coordinator Social Equity and Safety Unit, Greater Geelong City Council

## **Loneliness framework:**

Liz Fitzgerald, Gender Equity Project Officer, Monash City Council

## **Community grants policy review:**

Emma Shannon, Gender Equity Officer and Felicity Beissmann, Community Partnerships Officer – Gender Equity, Greater Bendigo City Council

## **Debt collection and hardship policies:**

Donna Wyatt, Health Planner, Melton City Council

## **Place-naming, #puthenameonit:**

Melody Stone, Property Officer and Alisha Gilliland, Community Wellbeing Officer, Bass Coast Shire Council

## **Gender in emergency relief centre settings:**

Therese Watson, Family Violence Prevention Officer, Casey City Council

# Bike path redevelopment, Greater Geelong City Council

## Jane (Wage) Wager, Coordinator Social Equity and Safety Unit

Name of policy or program/service area	Assessing the gendered nature of the mountain bike track at Armstrong Park Playground
Who took the lead and why?	Social Planning and Infrastructure Department, Sport & Recreation Planning Unit (Open Space Referrals)
What resourcing and time was put towards the GIA.	Coordination via 2 key staff (Rec and Planning Unit coordinator supported by the Gender Equity officer).
What was the overall approach/model for rolling out the GIA?	<p>The project applied a gender lens to the mountain bike track, amphitheatre, natural play area and half basketball court. The focus was initially on the bike track as the initial assumption was girls would be less interested in using it, so the facility would benefit boys more than girls.</p> <p>The approach was to engage internal staff in a process that would start thought and conversation leading to information that would advise the development of the mountain bike track.</p> <p>The workshop was held over two hours including:</p> <ul style="list-style-type: none"> <li>• introduction to the gender equity pilot</li> <li>• gender analysis video (GBA+)</li> <li>• overview of Open Space referrals business and playground submission</li> <li>• GIA Tool assumption questions</li> <li>• Group work – suggestions for playground improvements/considerations for improved gender equity.</li> </ul> <p>The questions outlined in the GIA Tool were followed and used to guide discussion.</p> <p>Participants were encouraged to identify both the positive and concerning elements of the design</p>
What were the learnings and recommendations (including what didn't work so well)?	<p>That Council did not collect data on who uses open spaces, such as parks and mountain bike tracks, rather consulted data from the ABS.</p> <p>Awareness for all staff to be alert for their own unconscious bias.</p>
What changed as a result of the GIA?	<p>Increased awareness ongoing discussion regarding how to ensure future planning work has a gender lens.</p> <p>Project to enhance the organisational capacity to collect and store gender-disaggregated user data across its services and facilities, including open space.</p>
Where to now?	<p>Ongoing discussion regarding embedding the consideration of gender and other intersectional factors when designing future open spaces.</p> <p>Additionally the City is participating in <a href="#">the YourGround</a> project in partnership with Monash University's XYX lab, CrowdSpot and 22 other Local Governments to further progress their work in gender-sensitive open space planning.</p>

# Loneliness framework, Monash City Council

## Liz Fitzgerald, Gender Equity Project Officer

Name of policy or program/service area	Monash Loneliness Framework 2020-2025
Who took the lead and why?	<p>Lead: Coordinator, Social Policy and Health Planning; Support: Gender Equity Coordinator</p> <ul style="list-style-type: none"> <li>• GE experts and content experts leading this work together</li> <li>• Important that the work not solely the responsibility of the GE team.</li> </ul>
What resourcing and time was put towards the GIA	<p>Coordinator, Social Policy and Health Planning          Gender Equity Coordinator          Gender Equity Project Officer          Internal staff reference group</p>
What was the overall approach/model for rolling out the GIA?	<ul style="list-style-type: none"> <li>• Part of the pilot program in 2019.</li> <li>• Internal staff led the work; used the Commission’s templates to guide us.</li> <li>• Embedded GIA steps within the project milestones.</li> <li>• Sought out studies relating to loneliness and gender in our desktop research</li> <li>• Consultation with internal staff, Gender Equity Advisory Committee, health and support service providers, and community.</li> </ul>
What were the learnings and recommendations (including what didn’t work so well)?	<ul style="list-style-type: none"> <li>• Challenges for people from culturally diverse backgrounds, including high numbers of international students experiencing loneliness.</li> <li>• LGBTIQ+ people, older people and people with a disability were also identified as cohorts particularly impacted by loneliness.</li> </ul> <p>Community survey:</p> <ul style="list-style-type: none"> <li>• Over half (58%) of women experienced loneliness ‘sometimes’ or ‘often’ compared to 45% of men.</li> <li>• More people (67%) who speak a language other than English at home felt lonely often or some of the time compared to English speaking participants (51%).</li> <li>• Members of the LGBTIQ+ community felt significantly more lonely (82%) compared to people who don’t identify (51%).</li> <li>• The consultation feedback was overwhelmingly in support of existing community activities in Monash and reinforced the importance of their continuation.</li> </ul>
What changed as a result of the GIA?	<ul style="list-style-type: none"> <li>• Intersectionality was adopted as a guiding principle within the final Monash Loneliness Framework.</li> <li>• Establishing an agreed language for the way Council talks about loneliness to break down stigma and stereotypes</li> <li>• Collect additional gender-disaggregated and intersectional data.</li> <li>• Increased language translation of promotional materials</li> <li>• Further consultation with community and stakeholders for greater insights as to how gender shapes people’s experiences of loneliness.</li> </ul>
Where to now?	<p>Embedding GIA into existing Council processes:</p> <ul style="list-style-type: none"> <li>• Changed the way we collect data in our community engagement surveys</li> <li>• Updated our Council reports to include reporting on whether or not a GIA was undertaken</li> <li>• Created Monash-specific resources to help guide staff through the GIA steps.</li> <li>• Created an internal Gender Equality Act Governance Group.</li> <li>• Training all managers in GIA, delivered by one of the Panel of Providers in June and July.</li> </ul>

# Community grants policy review, Greater Bendigo City Council

Felicity Beissmann, Community Partnerships Officer – Gender Equity & Emma Shannon, Gender Equity Officer

Name of policy or program/service area	City of Greater Bendigo Community Grants Policy review
Who took the lead and why?	<ul style="list-style-type: none"> <li>• GE Officers, Community Partnerships Unit, Health &amp; Wellbeing Directorate.</li> </ul>
What resourcing and time was put towards the GIA	<ul style="list-style-type: none"> <li>• 90min preliminary workshop, 45min final workshop + 2-3 days work to undertake step 2 and 3 and regular check-ins.</li> </ul>
What was the overall approach/model for rolling out the GIA?	<ul style="list-style-type: none"> <li>• Started the GIA roll-out with a pilot.</li> <li>• Pilot involves a 90min <b>preliminary brainstorming workshop</b> with 5 staff members directly related to policy/program/service.</li> <li>• <b>GIA Lead</b> is identified in this workshop and undertakes step 2 and 3 offline.</li> <li>• GIA Lead presents findings from research and proposed options at <b>final workshop</b> and participants agree on recommendation.</li> <li>• GIA Lead completes <b>GIA checklist and process is peer-reviewed</b> by GIA Champion/GE Officer prior to submission.</li> <li>• GIAs and recommendations will be <b>stored on intranet</b> for inclusion in biennial report. System will be further refined.</li> </ul>
What were the learnings and recommendations (including what didn't work so well)?	<p><b>STEP ONE LEARNINGS AND RECOMMENDATIONS:</b></p> <ul style="list-style-type: none"> <li>• <b>Start with a pilot</b></li> <li>• Step 1 works brilliantly in a <b>brainstorming group environment</b> and the progression through the seven key questions really requires those <b>90 minutes</b> in order to arrive at an agreed focus for the GIA.</li> <li>• Having a <b>lead facilitator who is not directly related to the policy/program/service</b> is good because it gives a level of objective distance and having <b>co-facilitators has been helpful</b> in the pilot stage as we are all learning the GIA process.</li> <li>• Having the group <b>nominate a GIA lead</b> from the outset of the workshop has been critical as it assigns accountability.</li> <li>• We've <b>conducted the workshop over MS teams</b> and found there are some real benefits to this environment.</li> <li>• We've seen <b>some participants feel sensitive and at times defensive when the policy/program/service is being openly assessed</b>. Integrating a 'What to expect' at the beginning of the workshop.</li> </ul> <p><b>STEP TWO LEARNINGS AND RECOMMENDATIONS:</b></p> <ul style="list-style-type: none"> <li>• Found the <b>questions in Step 2</b> of GIA toolkit/template <b>too prescriptive</b>. Saw <b>momentum slow considerably</b> at this step.</li> <li>• We are very <b>mindful of capacity of the GIA lead</b> and from evidence so far, <b>time committed to the GIA process has exceeded what we initially expected</b>. We are looking to considerably <b>simplify the process of Step 2 + 3</b>.</li> <li>• Set a <b>deadline for the GIA process</b> from the outset and <b>schedule weekly check-ins</b> with GIA Lead</li> </ul>
What changed as a result of the GIA?	<ul style="list-style-type: none"> <li>• Proposal to make CG <b>application process more accessible</b> for applicants with LOTE background.</li> <li>• Proposal to <b>collect data on gender in application form</b> on beneficiaries of grants with gender breakdown and how grant will benefit those genders identified.</li> <li>• Proposal to provide <b>unconscious bias training to grants assessment panel</b>.</li> </ul>
Where to now?	<ul style="list-style-type: none"> <li>• Integrate learnings and recommendations outlined above and use GIA pilot 2.0 for future GIAs.</li> <li>• CG Policy review proposal will be presented at GIA final workshop where a proposal will be accepted as recommendation, be stored for submission to GEC and proceed to implementation.</li> </ul>



# Debt collection and hardship policies, Melton City Council

## Donna Wyatt, Health Planner

Name of policy or program/service area	Financial Assistance (Rates and Charges) and Debt Collection policy
Who took the lead and why?	<ul style="list-style-type: none"> <li>• Finance department took the lead after results of an Ombudsman report.</li> </ul>
What resourcing and time was put towards the GIA	<ul style="list-style-type: none"> <li>• Approx. 3-4 hours of discussions, including meetings, emails and writing up of recommendations.</li> <li>• Three staff from Finance, including Manager were involved.</li> <li>• Three staff from Community Planning (the department with carriage over the GIAs) were also involved.</li> <li>• Recommendations will require ongoing time and resourcing commitments due to need for training and updates to existing resources and databases.</li> </ul>
What was the overall approach/model for rolling out the GIA?	<ul style="list-style-type: none"> <li>• Triggered by Gender Equality Steering Committee taking ownership of GIAs and which policies should undergo one.</li> <li>• Also triggered by change to policy approval process which now requires all policies to go to Community Planning prior to GM signoff.</li> <li>• Approach to rolling out GIA was for Finance to approach Community Planning to determine if a GIA was required on policy. CP applied a set of criteria and determined a GIA was required. CP provided feedback on policy. This triggered meetings between policyholders and CP.</li> <li>• Reporting is the responsibility of CP. Following up recommendations is the responsibility of Finance.</li> </ul>
What were the learnings and recommendations (including what didn't work so well)?	<p>Recommendations are:</p> <ul style="list-style-type: none"> <li>• Ongoing monitoring and evaluation of debt collection data disaggregated by gender</li> <li>• FV training for all frontline council staff and collection agencies</li> <li>• Establishment of a referral centre list</li> <li>• Comms outlining Council's hardship provision for display at a range of venues</li> <li>• Procurement advocacy</li> <li>• These recommendations have yet to be put in place. Each maps back to evidence and research around best practice.</li> </ul>
What changed as a result of the GIA?	<p>Yet to be implemented. We anticipate:</p> <ul style="list-style-type: none"> <li>• All frontline staff will have relevant customised FV and mental health training within 3 months</li> <li>• Greater interaction with financial counsellors.</li> <li>• Council frontline staff will also be more confident in their interactions with people in financial hardship, in particular women fleeing FV.</li> </ul>
Where to now?	Implementation of recommendations. Reporting against recommendations. Impact assessment via uptake of hardship provisions. Evaluation and monitoring.

# Debt collection and hardship policies, Melton City Council

Donna Wyatt, Health Planner



## Place-naming, #puthernameonit, Bass Coast Shire Council

Melody Stone, Property Officer and Alisha Gilliland, Community Wellbeing Officer

Name of policy or program/service area	Bass Coast Shire Council (BCSC) Gender Audit for Place Names
Who took the lead and why?	Melody Stone, Property Officer. Part of role is convener and delegated member of BCSC place names advisory.
What resourcing and time was put towards the GIA	Underway since approximately March 2020. Research, collecting/analysing data, and liaising with historical groups to determine Place names that honour men, women or are non-gender specific. Estimated cost of \$5000 in staff time so far. Could be as much as \$10,000 upon completion. Dependant on the extent and accuracy of information collected.
What was the overall approach/model for rolling out the GIA?	<p>Women in Gippsland (WiG), a group of community focussed women, launched the #puthernameonit campaign in 2020. After attending the WiG IWD forum and receiving a query about discrepancies between the number of place names honouring men and women, Ali Wastie (CEO) requested that a Gender Audit be undertaken.</p> <p>Undertook a desktop analysis of internal documents and registers, web search of place names, and consulted with 4 local historical societies. Overall, 60 localities, 1521 road names and 111 features (i.e. buildings/reserves) were assessed.</p> <p>The audit raised awareness of imbalance between genders. Items that could be attended to immediately were addressed and conversations started. It is now a part of day to day process to query and apply a consistent gender lens to place naming matters.</p>
What were the learnings and recommendations (including what didn't work so well)?	<p>The findings from the data collection and consultation supported the initial observations that there were many more place names commemorating men: 60 localities - 44 non gender specific, 16 male, 0 female. 1521 Roads – 1246 non gender specific, 182 male, 93 female. 111 Features (to date) – 62 non gender specific, 41 male, 8 female</p> <p>Recommendations and actions taken include:</p> <ul style="list-style-type: none"> <li>• Formalising registration and signage for women's names already in use but not officially registered or signed.</li> <li>• Discussions/encouragement with consultants/developers of new subdivisions to propose female names for roads/reserves.</li> <li>• Media coverage and encouragement to general community to suggest notable women to commemorate.</li> <li>• Contact with Historical Societies to help search for women's names for specific locations, or to add to future reserve list.</li> <li>• Commemorative Naming Nomination form created to assist community with naming proposals.</li> <li>• Proposals received and assessed. Names added to reserve list for potential future use.</li> <li>• Conversations with GNV and participation in the Naming Rules for Places in Victoria Review to help advocate for changes that will assist with gender equality in naming e.g. Gender Equality Principle, use of first names etc.</li> </ul>
What changed as a result of the GIA?	Focus and appreciation on women's contribution to the community and how this can further translate to place naming. Advocacy for gender principle through the Naming Rules for Victoria Review. Community interest generating more naming proposals for women. Gender lens applied to naming within subdivisions and through BCSC place naming advisory.
Where to now?	<p>Keep up the great work we have started! Continue to:</p> <p>*Build awareness and encourage community input; *apply female names to roads and locations as appropriate; *advocate for a gender principle within the Naming Rules; *request naming proposals for both male and female via subdivision; *lodge historical information with GNV once complete; *signage for place names; *keep conversations going and assist others considering undertaking a GIA or advising how to improve the gender balance; *apply and implement changes into day to day work practices.</p>



## Gender in emergency relief centre settings, Casey City Council

*Therese Watson, Family Violence Prevention Officer*

<b>The Name of policy or program/service area</b>	<b>Emergency management and Emergency Relief Centre (ERC)</b>
<b>Who took the lead and why?</b>	<ul style="list-style-type: none"> <li>• Family Violence Prevention Officer (Community Safety Team)</li> <li>• Action within Family Violence Prevention Strategy 2018-2021</li> <li>• Partnership with Gender and Disaster Australia (GAD Pod)</li> <li>• Alignment with GEM Guidelines</li> <li>• Emergency Management Team/consulting</li> </ul>
<b>What resourcing and time was put towards the GIA</b>	<ul style="list-style-type: none"> <li>• Online Gender and Disaster Pod Training for teams responsible for setting up an Emergency Relief Centre (ERC)</li> <li>• Full day workshop in partnership with GAD Pod which incorporated Emergency Relief Centre Simulation applying a gender lens</li> <li>• Desktop research</li> <li>• Writing and communications</li> <li>• Prep work</li> </ul>
<b>What was the overall approach/model for rolling out the GIA?</b>	<p>Staged Approach</p> <ul style="list-style-type: none"> <li>• Review the existing Emergency Relief Centre Management Handbook (the tool used when setting up an ERC)</li> <li>• Provide capacity building to the teams that set up the ERC (online)</li> <li>• Based on the training create an ERC simulation exercise to embed learnings and identify gaps               <ul style="list-style-type: none"> <li>- Create a set of action to inform the GIA recommendation</li> </ul> </li> <li>• Observer at the simulation with GIA training</li> <li>• Follow -up with Emergency Management Team who are responsible for implementing recommendations, and embedding into teams</li> </ul>
<b>What were the learnings and recommendations (including what didn't work so well)?</b>	<ul style="list-style-type: none"> <li>• Recommendation that the Emergency Management Handbook be updated to:           <ul style="list-style-type: none"> <li>- Include gender inclusive language</li> <li>- Include guidelines to address the needs of gender diverse people</li> <li>- Strengthen the application of an intersectional lens.</li> <li>- Emergency Management Team engage with local social services that understand Family Violence. To support survivors or perpetrators that may attend an ERC.</li> </ul> </li> <li>• There are limitations within an ERC setting dependent on type of emergency and resources available</li> <li>• Follow-up with the teams after the training to finalise document has been difficult due to capacity of the team</li> </ul>
<b>What changed as a result of the GIA?</b>	<ul style="list-style-type: none"> <li>• Capacity of the team understanding gender and the practical application within the ERC</li> <li>• Survey results of the teams after training all had increased their level of knowledge</li> <li>• Concrete set of actions to move forward</li> </ul>
<b>Where to now?</b>	<ul style="list-style-type: none"> <li>• Follow-up on the implementation of the recommendations</li> <li>• Attend Emergency Management Simulation to further inform the practice</li> </ul>

# Small group discussion- pick a GIA

## **Bike path redevelopment:**

Jane (Wage) Wager, Coordinator Social Equity and Safety Unit, Greater Geelong City Council

## **Loneliness framework:**

Liz Fitzgerald, Gender Equity Project Officer, Monash City Council

## **Community grants policy review:**

Emma Shannon, Gender Equity Officer and Felicity Beissmann, Community Partnerships Officer – Gender Equity, Greater Bendigo City Council

## **Debt collection and hardship policies:**

Donna Wyatt, Health Planner, Melton City Council

## **Place-naming, #puthenameonit:**

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# Next meeting

Wednesday 8 September 2021