

Prevention of violence against women and promoting gender equality

Victorian council projects leading the way



Timeline of key PVAW milestones

Local government

Addressing Family Violence in Moreland Strategy launched

VicHealth fund 29 small PVAW projects, incl. 5 for LG

Maribyrnong is the first council to develop a dedicated PVAW strategy

VicHealth fund five scaled-up projects (two based in councils)

VicHealth fund the LG PVAW Capacity Building Project 2009-2011

Surf Coast Shire is the first organisation globally to include FV clause in EBA

MAV LG PVAW Network established

The State funds the MAV to deliver the LG PVAW Project for an initial 2 years: continued year by year to the present day

State Government funds the LG cluster project involving nine councils 2011-2014

The MAV PVAW Leadership Statement launched

60 councils include PVAW in their 2013-16 MPHWP

Darebin is the first council in Australia to fund a full-time permanent PVAW officer position

23 councils have a stand-alone PVAW strategy

Macedon Ranges is the first council to develop a PVAW in Emergencies Action Plan

Council MPHWP to include actions to address family violence (RCFV Rec. 94)

The State funds 10 LG PVAW projects (2016-17) administered through the MAV

Non-local government

VicHealth PVAW framework developed

Right to Respect – Victoria's Plan for PVAW 2010-2020

National Plan to Reduce Violence against Women and Children 2010-2022

Our Watch established

Death of Luke Batty

Ending Family Violence: Victoria's Plan for Change

Safe and Strong: A Victorian Gender Equality Strategy

Change the Story: A shared framework for the primary prevention of violence

Victoria Against Violence campaign launched

Work commences on developing a Family Violence Index

Royal Commission into Family Violence State commits \$572m in the budget towards delivering on all 227 recommendations

Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women

\$1.9b in the State budget to continue implementation of the RCFV recommendations, including \$50.7m for prevention

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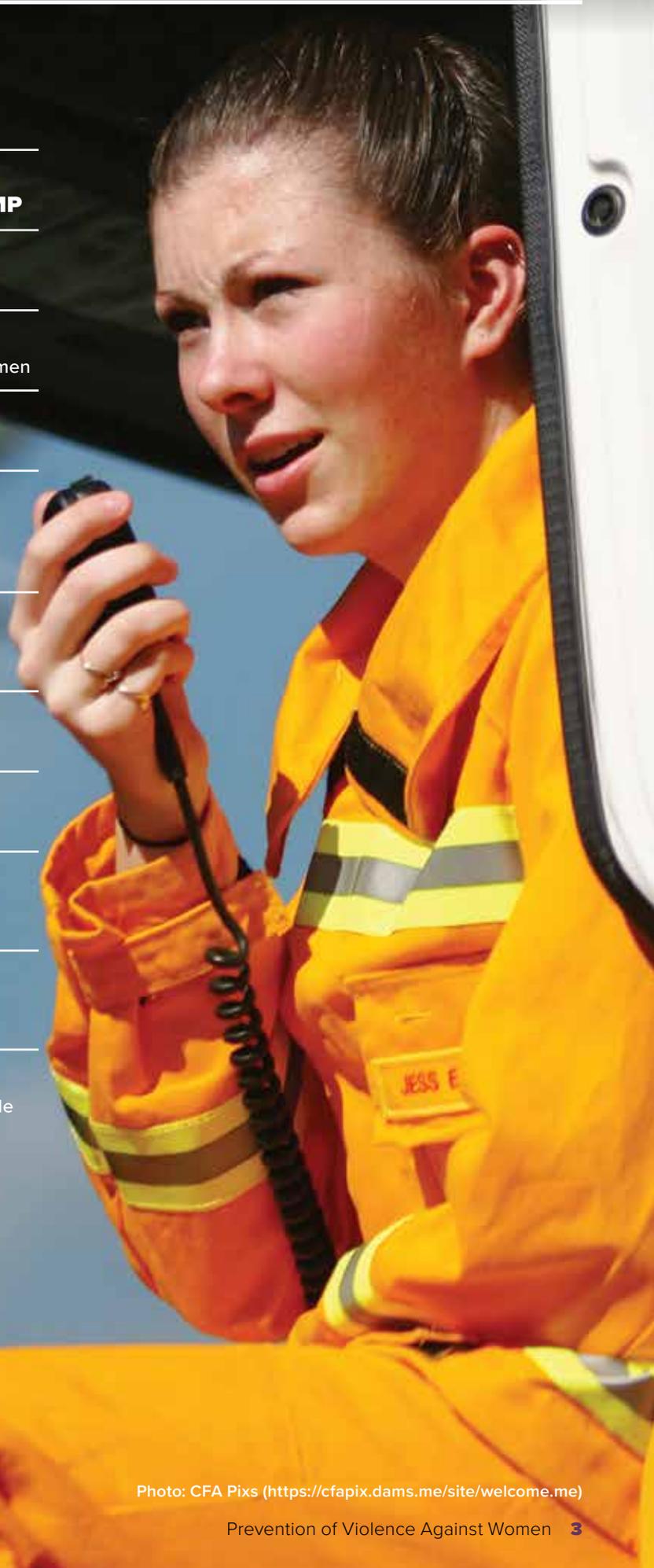
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From the MAV President

As the level of government closest to the community, local government plays a key role in working towards gender equality and preventing violence against women in Victoria.

Councils connect with their communities across all life stages and settings, ranging from maternal and child health and kindergartens, libraries and home care, to sporting and recreational facilities. They are also significant employers in their municipalities, particularly in rural Victoria. This means councils are in a unique position to help drive the social change needed to achieve a society free from violence.

Councils do not take this responsibility lightly. A recent MAV survey found that 82 per cent of the responding councils had increased the recognition of violence against women and the role council can play in prevention in the previous 12 months.

Ninety-eight per cent of respondents indicated that they had dedicated staff time to preventing violence against women and gender equality work, while 80 per cent had dedicated funding separate to staff time.

This shows that Victorian councils are leading the way when it comes to gender equality and preventing violence against women in their communities.

But of course there is a long way to go, and councils are unfortunately limited by an increasingly constrained fiscal environment.

That's why the MAV is proud to have facilitated \$345,000 in Victorian Government grants in 2016/17 to support the outstanding work of councils. These grants have funded innovative prevention projects at 10 councils, which are showcased in this booklet.

The diverse nature of the 10 projects highlights the significant reach of local government in communities – the projects range from promoting gender equality in sporting clubs and designing more equitable community facilities, to supporting new parents, strengthening culturally and linguistically diverse communities and more.

The prevention of violence against women is a shared responsibility and



Cr Mary Lalios
MAV President

Victorian councils are leading the way when it comes to gender equality and preventing violence against women in their communities.

collaboration is key to achieving this goal, so it is particularly inspiring to witness councils working with each other and with other stakeholders to drive change.

I would like to acknowledge the Victorian Government's leadership in preventing violence against women, and

for partnering with the MAV to deliver these grants to councils.

Through a sustained and strategic approach, collaborating within and across sectors, local government can drive the social change necessary to achieve a society free of violence against women. ■

State Government Report

Violence against women and all forms of family violence are unacceptable, which is why the Victorian Labor Government is firmly committed to creating a Victoria that is free from violence. As the Minister for the Prevention of Family Violence, I am proud to be leading the state-wide agenda to help prevent family violence through education, behaviour change and community partnerships.

The Royal Commission into Family Violence recognised the need to strengthen Victoria's prevention architecture, criticising the lack of sustainable investment to stop violence and tasked our government to develop a dedicated strategy. *Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women*, developed in close consultation with the Ministerial Taskforce for the Prevention of Family Violence, was released in May this year and represents a shared plan to change the attitudes and behaviours that lead to violence in the home.

Preventing family violence is complex work and is not something that can be done overnight. It took several decades to reduce the road toll and it may take just as long to reduce the impact of family violence in our community. That's why Victoria needs a dedicated prevention agency focused on building expertise and excellence in this vital work.

The agency will ensure that we achieve the generational reforms that are required to stop family violence. It will bring together the knowledge, expertise and efforts currently being made across the state to change the negative attitudes and behaviours that drive violence.

While there is no doubt that this is difficult work, I am optimistic that Victoria will become a world leader in preventing family violence through ongoing collaboration between all levels of government, business and the community. I would like to acknowledge the excellent work of the Municipal Association of Victoria in championing the importance of prevention activity to all of Victoria's 79 local councils. We have come a long way since the publication in 2013 of the first 'Prevention of Violence Against Women' booklet.

Local government plays a fundamental role in engaging Victorians at every stage of their life. I hope that all Victorian



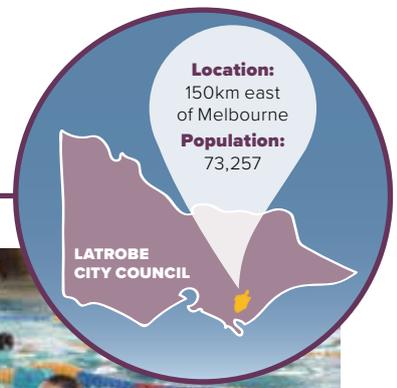
Fiona Richardson MP
Minister for the Prevention of Family Violence
Minister for Women

Every one of us needs to question how we are promoting equality and respect, how the organisations or institutions of which we are a part can be champions of prevention, and what we can all do to make a much needed difference.

councils will continue to use their unique position in local communities to drive prevention and gender equality. Every one of us needs to question how we are promoting equality

and respect, how the organisations or institutions of which we are a part can be champions of prevention, and what we can all do to make a much needed difference. ■

Delivering tools for equity



Latrobe City Council partnered with Gippsland Women's Health to deliver a toolkit for eliminating gender inequity in delivering local government programs and services.

The Local Government Gender Analysis Toolkit incorporates gender analysis into the day-to-day work of councils by using tools for service areas such as community engagement and infrastructure planning, and a general tool for project planning.

In developing the toolkit, council identified that few gender analysis toolkits exist and those that do often require the user to have a high level of understanding of gender analysis or are not specifically designed for the local government setting.

"We identified a lack of existing gender analysis tools which are relevant to workplaces and organisations, including local government," Latrobe City Council Community Development Officer Liam Bantock said.

The new toolkit is designed for ease of use by council officers who have little to no training in gender analysis.



A draft version of the toolkit was circulated to other councils in the area before being finalised, with positive feedback received.

"We hope the toolkit will assist councils to deliver more gender equitable projects and services to the community," Mr Bantock said.

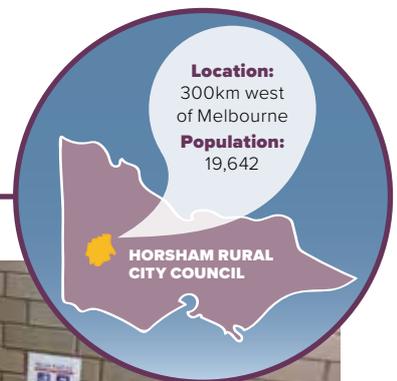
"The toolkit will enable decision makers to better assess the suitability of

projects at the design, implementation and evaluation phases."

Latrobe City Council is continuing to work on embedding the toolkit in its operations through identifying processes where it can be utilised.

Council has an ongoing commitment to preventing violence against women through its Preventing Family Violence Plan. ■

Changing workplace culture



Councils in the Wimmera region are taking practical steps to change culture, beliefs and attitudes about gender in the workplace.

The *Act@Work to Prevent Violence Against Women* program is designed to enable councils in the Wimmera region to provide support to women experiencing violence, while also addressing the underlying causes of violence against women in the workplace and the broader community.

Horsham Rural City Council commissioned Women's Health Grampians to deliver the project to the four participating councils – Horsham Rural City Council, West Wimmera Shire Council, Yarriambiack Shire Council and Hindmarsh Shire Council.

The program involves a baseline attitude survey, active bystander training, an organisational needs assessment and development of an action plan to guide each council's work in relation to gender equity and the prevention of violence against women.

Horsham Rural City Council Director Community Services Kevin O'Brien said the program identifies the workplace as a key setting for creating cultural change.



"The program focused on changing workforce culture, which then leads to change in the community," he said.

"This is not only through individual staff, but also through Horsham Rural City Council as an organisation showing leadership.

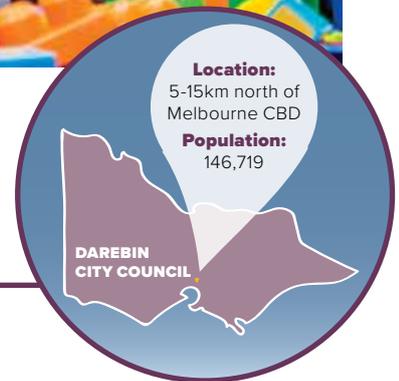
"The best thing about the project was seeing staff reflect on how they interact with women both within the workforce and

at home and changing their behaviour, and staff challenging each other about what is expected in regards to the way we treat each other."

Horsham Rural City Council is a member of the Community of Respect and Equality (CORE) Alliance and is committed to the actions outlined in the CORE strategy. Council will continue to deliver on its Act@Work action plan. ■



Bringing equity into play and learning



Darebin City Council has developed resources to support gender equitable practices and environments across its early years settings.

The *Creating Gender Equity in the Early Years* project supports early years educators and professionals to create equitable learning environments. The project was delivered in partnership with Women's Health in the North (WHIN).

Early years educators and professionals and gender equity experts were engaged through training sessions delivered by WHIN and the development of resources to guide the provision of gender equitable programs and services.

Darebin City Council Preventing Violence Against Women Officer Teneille

Summers said council supported the planning and delivery of an intentional play space focused on creating gender equitable play environments.

"The play space was set up for educators to learn about the various ways gender norms play a role in children's development and what can be done to ensure ideas about gender roles are not limiting for children," she said.

"The day included a showcase of activities, books and learning materials that support gender equity in the early years."

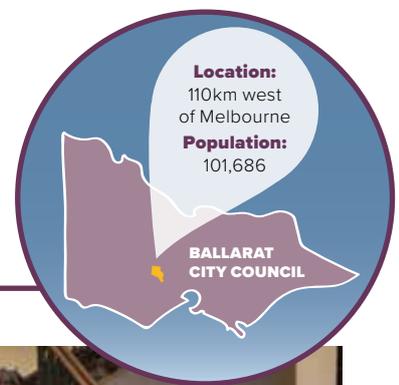
An expert panel presentation and discussion about the relationship between gender inequality and violence was attended by representatives from more than 25 early years centres.

A print resource, *Creating Gender Equity in the Early Years: A Resource for Local Government*, was also developed and features a number of audit and assessment tools based on current evidence of safe, inclusive and gender equitable early years spaces.

Videos were produced to support the print resource, featuring professionals from the gender equity, preventing violence against women and early years sectors.

These resources will continue to be rolled out through Council's Preventing Violence Against Women Action Plan. Council intends to pilot these resources with three trial sites, including a child care centre, kindergarten and children's hub. ■

Speaking the same language of respect



A prevention of violence against women project focused on supporting women and men from Culturally and Linguistically Diverse (CALD) communities helped Ballarat City Council reach some of the municipality's most marginalised groups.

The project, officially titled *Strengthening CALD communities by preventing violence against women and children* was re-badged *Happy healthy homes for people from around the world* to be better understood by people from other language backgrounds.

The project involved a series of six workshops aimed at skill development and expression, where the women developed DIY skills and artistic expression. Male participants took part in a separate workshop involving artistic expression and explored other topics like masculinity and respectful relationships.

Interwoven throughout the workshops were informal discussions about gender stereotypes, violence against women and respectful relationships.

Ballarat City Council Community Projects Officer Paula Roozenburg said the project had wide-ranging positive outcomes for participants.

"The project increased the empowerment, agency and safety of female participants," she said.

"The provision of information and support options also increased the confidence levels of participants.

"There were several unintended positive consequences including improved literacy skills, reduced social



anxiety, a driver's license application and high levels of friendship and support within the group."

Ms Roozenburg said the project created a welcoming and inclusive environment for women to explore the gendered drivers of violence against women and children.

"As a result of this, many of the

participants have become empowered to act in ways that have enhanced their safety, wellbeing and connectivity with the Ballarat community," she said.

The project was delivered in partnership with Women's Health Grampians, which employed a project worker, provided support and guidance for the delivery of the





project and offered expertise in family violence prevention.

A project steering group was established in the early stages of the project consisting of members of the CALD community and representatives from Victoria Police, state and local government and the health and family violence sectors.

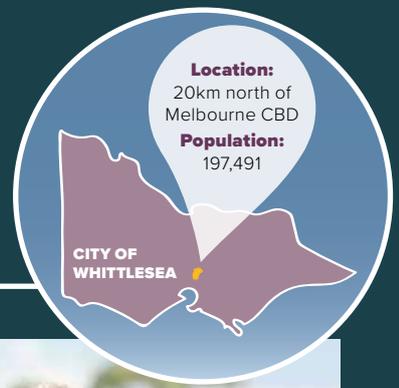
“We made sure that our project steering group reflected a wide range of local knowledge and experience,” Ms Roozenburg said.

The project resulted in two women reporting domestic violence to the police and one seeking specialist family violence support.

Council plans to continue the project and is seeking to run the project for two years dependent on funding. ■



Gender equity by design



Community facilities in the City of Whittlesea are becoming more gender equitable with new design guidelines in place for current and future infrastructure projects.

The Gender Equity in Design Guidelines were developed to ensure community facilities in the City of Whittlesea are designed as safe, welcoming and inclusive places and enable equitable access by people of all genders.

As a council situated in a growth area, the City of Whittlesea is building and developing a number of community facilities and therefore identified this as a priority setting in which it could address gender inequity.

City of Whittlesea Social Policy and Projects Officer Amy Clarke said the guidelines were initially tested on three community facility projects.

“Application of the guidelines resulted in the addition of baby change facilities to two sporting pavilions and the inclusion of a unisex toilet in a major aquatic centre redevelopment,” she said.

“These provided some early wins as a direct result of the guidelines and gave a tangible demonstration to our major projects team of how the guidelines will be applied.

“We hope to replicate this success over many more facilities.”

An external review of the guidelines was undertaken by JMA Architects, a firm with extensive experience in gender equitable design.

“Having the content reviewed externally ensured our design elements were clearly articulated and meaningful for application by design professionals,” Ms Clarke said.

“Only minor refinements being required gave us confidence in what we had developed.”

The guidelines were also checked for consistency with Sport and Recreation Victoria’s Female Friendly Infrastructure Guide.

The guidelines will now be embedded into council’s community facility planning and design processes and provided to architects and construction companies working on community infrastructure projects. It is intended that the guidelines be shared, adapted and built upon by all local governments.

“Application of the guidelines to current and future infrastructure projects will result in community facilities that enable gender equitable access and participation,” Ms Clarke said.

The City of Whittlesea continues to work across other PVAW initiatives, such as supporting increased female participation in sports and recreation and reviewing its current Family Violence Strategy. ■

Employing equity analysis



Location:
25km northeast of
Melbourne CBD
Population:
61,273

**NILLUMBIK
SHIRE
COUNCIL**

Nillumbik Shire Council is aiming to apply a gender equity lens to its internal employment practices, policies and procedures with its Gender Equity Employment Analysis Tool.

The tool was designed for Nillumbik Shire Council and Banyule City Council and focuses on three standards for gender equity in employment and specific actions that can be taken to achieve these.

The tool can now be used to audit employment practices, which can assist councils to measure their progress in regards to gender equity.

Consulting firm ShantiWorks was commissioned to research, review and develop the gender equity tool.

A number of workshops were held with Nillumbik Shire Council's Gender Equity Internal Working Group to finalise the tool.

Nillumbik Shire Council Resource Officer Family Support and Participation Jodie Leahy said the project allowed council employees to enhance their knowledge about gender equity.

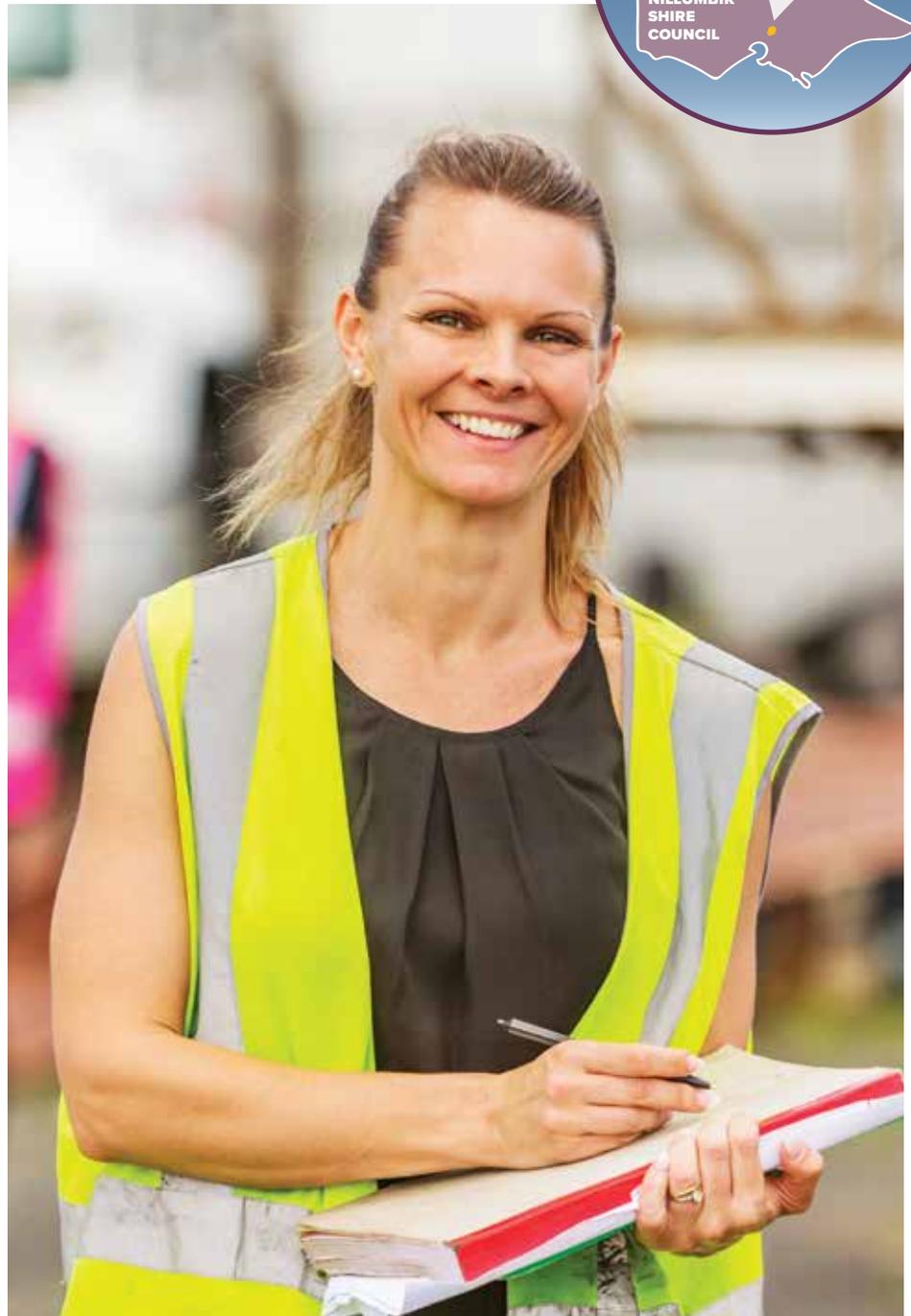
"This project provided an opportunity for the organisational development unit and the Gender Equity Internal Working Group at Nillumbik Shire Council and Banyule City Council to participate in focus groups and specialised professional development training in relation to gender equity," she said.

"The project enabled the working group to be clearer on the direction of future work in PVAW and gender equity."

"There will now be more of us challenging assumptions and beliefs around gender both within the workplace and the broader community."

Nillumbik Shire Council will continue to use the tool across various departments with support from the Gender Equity Internal Working Group.

Since implementing the tool, council has been looking at initiatives such as including bystander training in its next annual training calendar and identifying and addressing recruitment barriers for roles that are traditionally gender stereotyped. ■



Workplace support growing

Surf Coast Shire Council paved the way for Australia to be recognised as the world leader in the provision of domestic violence support in the workplace.

In 2010, Surf Coast became the first organisation in the world to include a family violence clause into its Enterprise Bargaining Agreements (EBA).

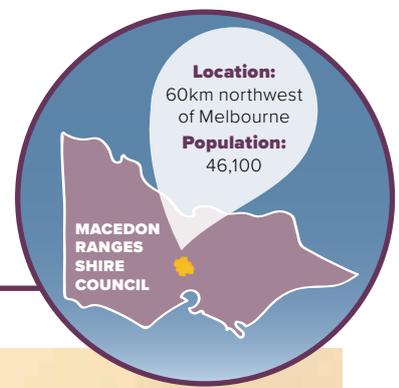
The landmark event saw Surf Coast staff eligible to access 20 days for special leave each year for medical appointments, legal proceedings or other activities related to family violence.

Today, 78 out of Victoria's 79 councils have a

similar family violence clause, some also extending to carer's leave for employees supporting a person experiencing family violence.

As at March 2016, 1,234 agreements with a domestic violence clause cover 1,004,720 employees working in Australia. (source: Commonwealth Department of Employment, Workplace Agreement Database). ■

Community influencers building respect



Organisational and cultural change was the focus of Macedon Ranges Shire Council's Rural Challenge project, aimed at assisting leaders from Country Fire Authority (CFA) brigades and local football-netball clubs to develop gender equality action plans.

Seven CFA brigades and three football-netball clubs from across Macedon Ranges Shire and the City of Greater Bendigo participated in the project, with 100 per cent of participants rating the project as either useful or extremely useful.

The project involved a series of three discussion-based workshops for women and men run by expert facilitators, focusing on issues such as family violence, gender stereotypes and what gender equality looks like within fire brigades and football-netball clubs.

The workshops were followed by two action planning sessions, which brought women and men together to develop a gender equality action plan for their brigade or club under the guidance of gender equality mentors.

Macedon Ranges Shire Council Community Partnerships Officer Stephen Hiley said settings such as football-netball clubs and CFA brigades have a powerful influence in the community.

"The project specifically chose to work with these organisations as they are hugely influential in rural areas in shaping attitudes and behaviours," he said.

"Through the organisational and cultural changes undertaken by the football-netball clubs and CFA brigades,



Photo: CFA North-West Region

they will help to change the culture in their local communities."

Mr Hiley said a major outcome of the project is that the participating clubs and brigades will become more inclusive for women.

"By implementing the gender equality action plans developed in the project it will encourage more women to participate in these organisations in a variety of ways," he said.

Mr Hiley commended the dedication of those who participated in the project.

"What I thought was special and

amazing about this project is that men and women committed to attending 10 hours of workshops looking at improving gender equality in their clubs and brigades," he said.

"It was especially amazing as these workshops were in the evening, after participants had worked in their regular day jobs, in addition to their volunteer commitments at their clubs and brigades."

The project was delivered in partnership with AFL Central Victoria, AFL Goldfields, CFA District 2, Women's Health Loddon Mallee and the City of Greater Bendigo.

Macedon Ranges Shire Council has successfully applied for funding through the Victorian Government's Community Partnerships for Primary Prevention Grants program. The \$140,000 grant will be used to improve and expand the Rural Challenge project, building on the success of the pilot project and furthering council's work in the PVAW space. ■

Challenging violence through male leadership

Male leadership was the focus of the Challenge Family Violence project, a three-year project delivered by the City of Casey, Cardinia Shire Council, City of Greater Dandenong and Monash Health from 2013 to 2015.

The project was funded through the Department of Justice and Regulation's Reducing Violence Against Women and Children Grants Program.

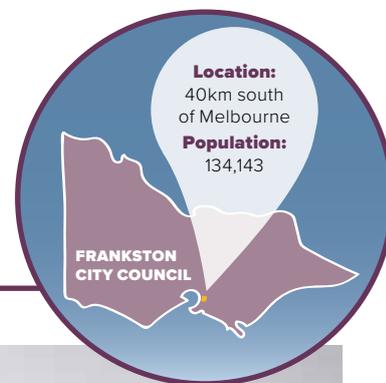
The project was based on the hypothesis that men can influence other men in challenging sexist attitudes and behaviours. Men's attitudes and behaviours contribute to the persistence of structures of inequality and privilege in society and

therefore men have a role to play in challenging other men's attitudes and behaviours in their communities of influence.

Modelled on the principles of the White Ribbon campaign, the project involved local men with experience in family violence prevention becoming mentors to influential male community leaders from various settings, including sporting clubs, faith communities, businesses and schools.

The leaders were trained and supported by the mentors to challenge attitudes and sexist behaviours and promote respect and non-violence towards women and children. ■

Baby makes for gender discussion



An antenatal pilot of the Baby Makes 3 program by Frankston City Council has enabled discussion between soon-to-be parents about gender roles and expectations placed on mums and dads.

The Baby Makes 3 antenatal program is a form of primary prevention designed to support new parents to negotiate their gendered roles as they transition into parenthood.

This program was adapted from the highly successful Baby Makes 3 group program, which has been delivered by Frankston since 2014.

Council worked in partnership with Carrington Health and Peninsula Health to deliver the pilot program, which was added on as a fourth session to the existing three-week childbirth education program at Frankston Hospital.

Frankston City Council Mayor Brian Cunial said the pilot program had particularly resonated with male participants.

“The best thing about the Baby Makes 3 program was its uptake by dads at a point in time where their roles in the relationship once the baby arrives may not have been identified,” he said.

“It was found that dads connected strongly with the course content, particularly around discussion on the differing societal expectations of mums and dads.”

Cr Cunial said the program explores ideas about gender at an important life stage.

“Becoming a parent is a key transition point in the life course that presents important opportunities to address the gendered drivers of violence against women,” he said.



“The primary benefits for the community resulting from the program are changes to the attitudes and norms that reinforce gender inequality within families, which will ultimately contribute to the prevention of violence against women and children.”

An independent analysis indicated the program was very successful with participating couples, with 100 per cent of participants agreeing or strongly agreeing that the program was relevant or helpful.

Frankston City Council plans to continue delivering the Baby Makes 3 antenatal program through its maternal and child health new parent groups. ■

Facts about BM3

- Baby Makes 3 was piloted by Whitehorse City Council in 2008
- Since then, 23 councils have implemented the program
- Baby Makes 3 is currently being delivered in eight local government areas (LGAs)
- Of the eight LGAs, three are using internal recurrent budget to fund the program while the others use external funding grants
- In 2014/15, the number of births to first time Victorian mums totalled 35, 251 (45 per cent of all births)

Celebrating 100 years

Victoria's Maternal and Child Health Service reached a major milestone in 2017, reaching 100 years since the first centre was established in Richmond.

The historic occasion has been marked with celebrations across Victorian councils, and a major event was hosted by the MAV and Yarra City Council for the whole sector.

The first Baby Health Centre opened in June 1917 in response to the disquiet regarding unacceptably high infant mortality rates.

There are now around 1200 maternal and child health nurses making sure Victorian families get the best start in life. ■



The new game of equality



A short film about the steps local sporting clubs are taking to promote gender equality is one of the key outcomes of the Our Codes, Our Clubs project.

Nine local sporting clubs from various codes within the municipalities of Maroondah, Knox and Yarra participated in the project, with five of the nine clubs featured in the short film.

The film, titled *Equality is the Game!*, showcases the positive work clubs are doing to improve gender equality. It is aimed at encouraging other local sporting clubs to implement initiatives to promote gender equality.

Yarra Ranges Council Health Promotion Officer Jacinda Erich said the project highlights the benefits of gender equity initiatives in sporting environments.

“The project shares knowledge of best practice for sporting clubs who want to promote and improve gender equity in their club,” she said.

The video was accompanied by a research report and resource guide highlighting key messages from the project, and a gender equity audit tool was developed and distributed to all sporting clubs within the three participating municipalities.

“The gender audit tool provided a platform to commence or continue



the conversation amongst committees about opportunities for female participation in all levels of the club,” Maroondah City Council Sports and Recreation Planning and Policy Officer Jeanette Ingram said.

It has also provided valuable information about each club’s current gender equity practices to guide council’s future work in this area.

The project was delivered as a partnership between Maroondah City

Council, Knox City Council, Yarra Ranges Council, Inspiro Community Health, Together for Equality and Respect Partnership (TFER) and Outer East Children and Youth Area Partnership Steering Group.

“The project has highlighted a desire amongst the partnering organisations for continued collaboration and further joint initiatives,” Ms Ingram said.

Council is currently discussing ways to progress its work on this project. ■



Moreland takes lead

Moreland City Council is leading the way in gender equality in sport by providing an incentive for sporting clubs to give more girls a go.

In 2009, only 8 per cent of people using Moreland’s sporting grounds for organised sporting activities were female. Council decided a new approach was necessary and developed a policy that allocates the highest quality sporting grounds in Moreland to the clubs that actively encourage women and girls to participate in all facets of their club.

As a result of the policy, 22 per cent of those using Moreland’s sporting grounds are

now female. The initiative earned Moreland City Council the VicHealth Local Government Initiative of the Year Award at the 2016 VicSport Awards and has continued to be implemented throughout 2017.

Council is also investing significantly in facility upgrades and improving lighting and other features to create safer, more welcoming sporting environments for women. ■

Family Violence and Gender Equality

Improving Gender Equality in the Workplace

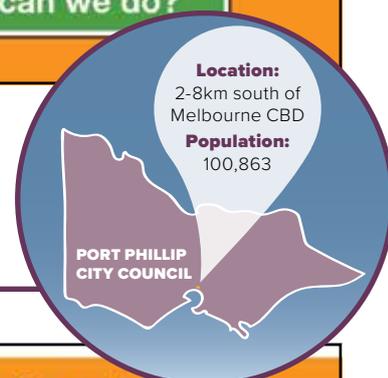


The basics

What is the problem?

What can we do?

Extending PVAW reach through eLearning



A new eLearning module has been developed to help educate local government about the link between gender equity and family violence.

The Family Violence/Gender Equity eLearning Module aims to increase knowledge and understanding around the prevention of violence against women and build capacity to identify and respond to the key drivers of family violence.

The module was developed by Port Phillip, Monash, Glen Eira, Stonnington, Kingston and Bayside city councils in partnership with the Southern Metropolitan Primary Care Partnership and Women's Health in the South East.

The idea behind the module was linked to the Southern Metropolitan Prevention of Violence Against Women Strategy, which has a significant focus on education and training as part of its approach to preventing violence against women.

Port Phillip Community and Health Development Officer Natasha Moshinsky said the aim of the project was to shift attitudes and beliefs over the long-term.

"An important feature of the eLearning module is its ability to reach a large audience," she said.

What is the problem? - gender equity and equality

Select each button to learn more.

Gender EQUALITY **Gender EQUITY**

Equity = fairness

"As local government covers many different workplace and community settings it was viewed as an optimum area to focus on due to its wide reach.

"Once the module is distributed it will reach thousands of people across many different workplace settings and environments."

There is also interest in using the module in non-government settings and interstate, which will extend the impact of the module.

"The opportunity to raise awareness of the link between gender equality and family violence on a grand scale is exciting to be a part of," Ms Moshinsky said.

"We plan to roll out the module across council and are in the process of developing a family violence action plan that will detail our ongoing commitment to preventing and responding to family violence." ■

Local government and PVAW

Any social change requires sustained commitment, along with capability and capacity building. Local government has made good progress on the journey towards a more equitable society that does not tolerate violence against women.

However, there are three key components that need to be addressed to fully realise the potential of the local government sector.

A SUSTAINABLE APPROACH

Long-term commitment by Federal, State and local government is necessary for councils to realise opportunities for increasing gender equality and PVAW.

This includes sustained funding, leadership and partnerships.

Funding is needed to support the long-term program investment required to build knowledge and change attitudes.

Positive leadership in the local government sector that supports and drives gender equality is critical.

Partnerships are required to provide continuous and evolving service delivery that can steadily foster community change.

BUILDING CAPABILITY AND CAPACITY

Councils need greater support to build capability on gender equality and PVAW. This is a challenge since gender equality is difficult for individuals to discuss.

There is a need to embed a gender equity lens across local government to genuinely and effectively model and lead gender equality and PVAW.

Capability and capacity building is required that is comprehensive, sustained, and accountable.

Local government is uniquely placed to lead these mutually-reinforcing activities and iterate, due to its close and diverse connections with the community.

ROLE OF PEAK BODIES

There is an opportunity for state-based local government peak bodies to further strengthen the work of councils in gender equality and PVAW. This includes supporting council leaders, officers, and the local government PVAW community.

In Victoria, the MAV continues to support local government leaders in building capability and capacity in a way that is thorough, genuine and consistent.

The MAV supports the local government PVAW community by facilitating a strategic approach to programs, funding and collaboration.

Victorian councils respond

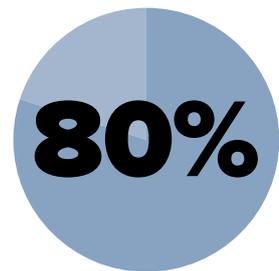
Results from the 59 Victorian councils that responded to the 2017 MAV Local Government Gender Equality and PVAW Survey.



increased recognition of violence against women and the role council can play in prevention in the past 12 months



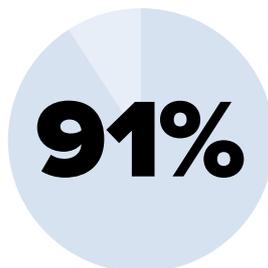
participate in PVAW activities on a regional level



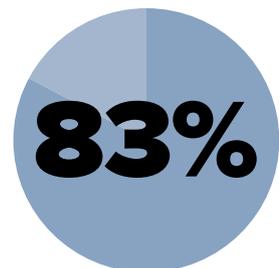
indicated that they had dedicated staff time to preventing violence against women and gender equality work



recognised or participated in the Victoria Against Violence Campaign in 2016



dedicated funding, separate to staff time, to preventing violence against women and gender equality work



indicated they had benefited from the MAV PVAW communications

“Through a sustained and strategic approach, collaborating within and across sectors, local government can drive the social change necessary to achieve a society free of violence against women.”

