

Municipal Association of Victoria

Preventing Violence Against
Women Network Meeting

11 December 2019

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



<https://research.orima.com.au/fsv>

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
- Monash 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

MAV Update

- 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

Council type	Number of returns	% of council type	% of survey returns
Metro	21	95% (total 22)	32%
Interface	9	100% (total 9)	14%
Rural	29	72% (total 40)	45%
Regional City	6	75% (total 8)	9%

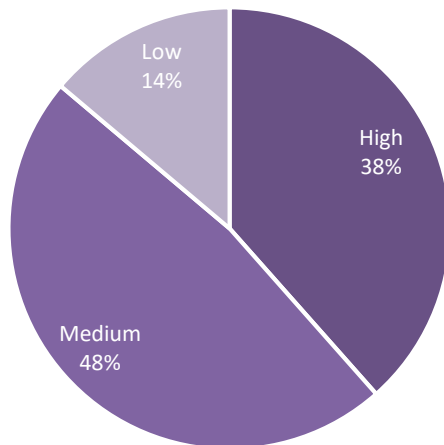
GE/PVAW Survey 2018/19

Recognition of council's role

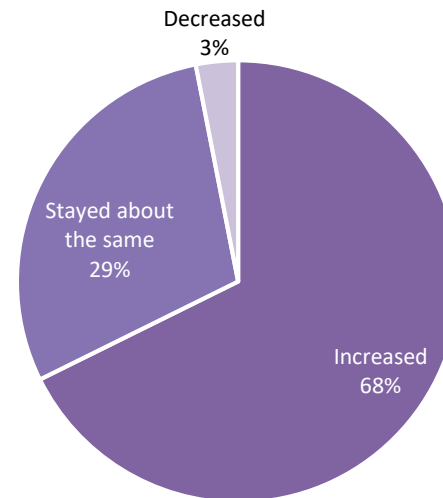
2017 Survey - 85% said that recognition had increased

- 15% said that recognition stayed about the same

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



Has recognition of council's role
changed?



GE/PVAW Survey 2018/19

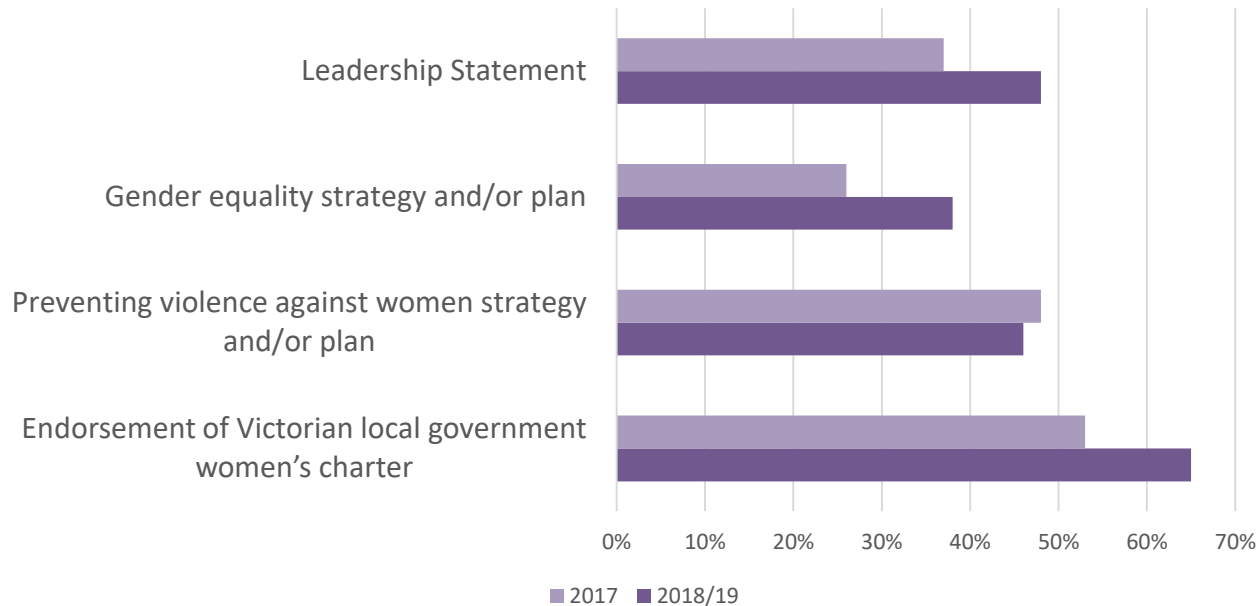
Trends & observations

- 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

GE/PVAW Survey 2018/19

Formal acknowledgement

Formal acknowledgement comparison 2017-2018/19

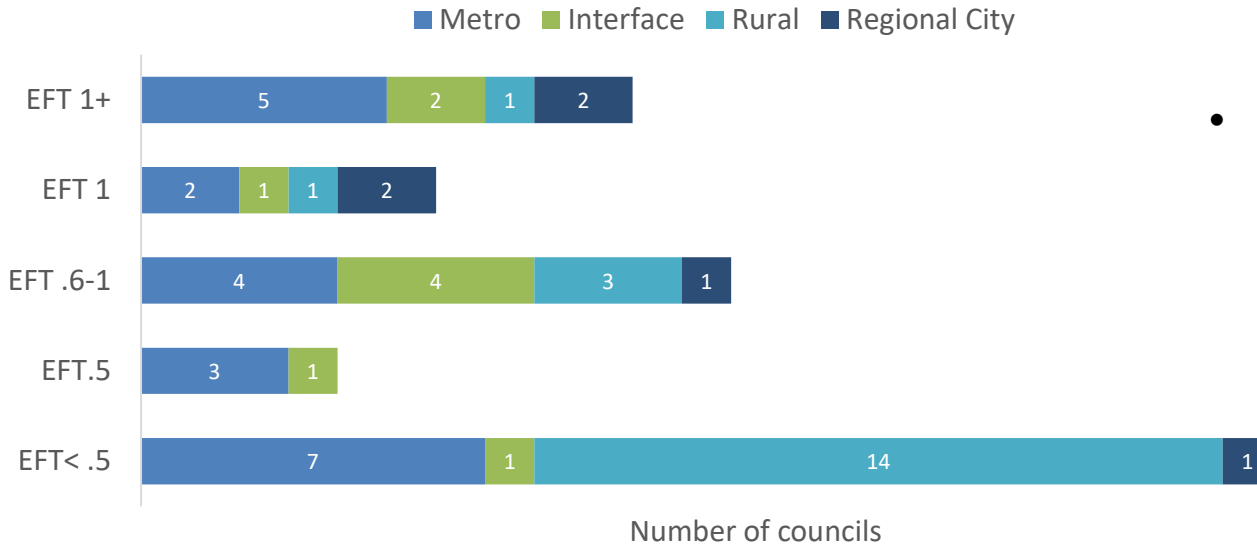


- 93% of councils with a Leadership Statement also had a plan or strategy
- 72% of all responding councils had a plan or strategy
- 53% of those who had endorsed the Victorian LG Women's Charter but did not have Leadership Statement did not have a plan or strategy

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)



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

Comparison to 2017:

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

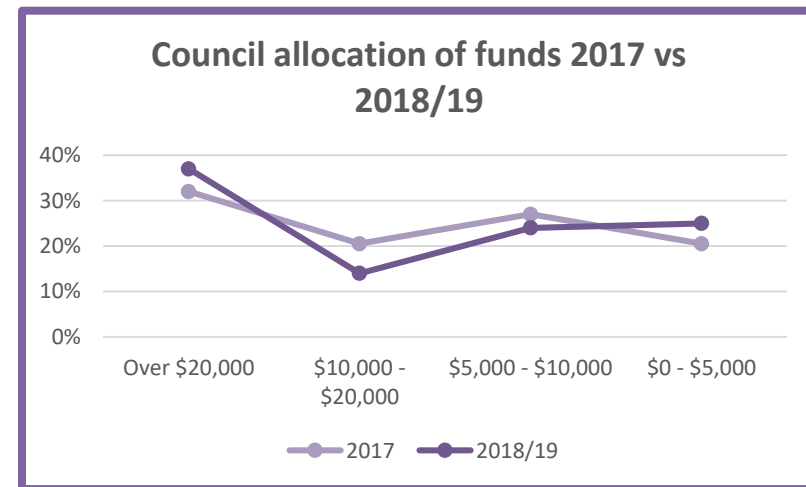
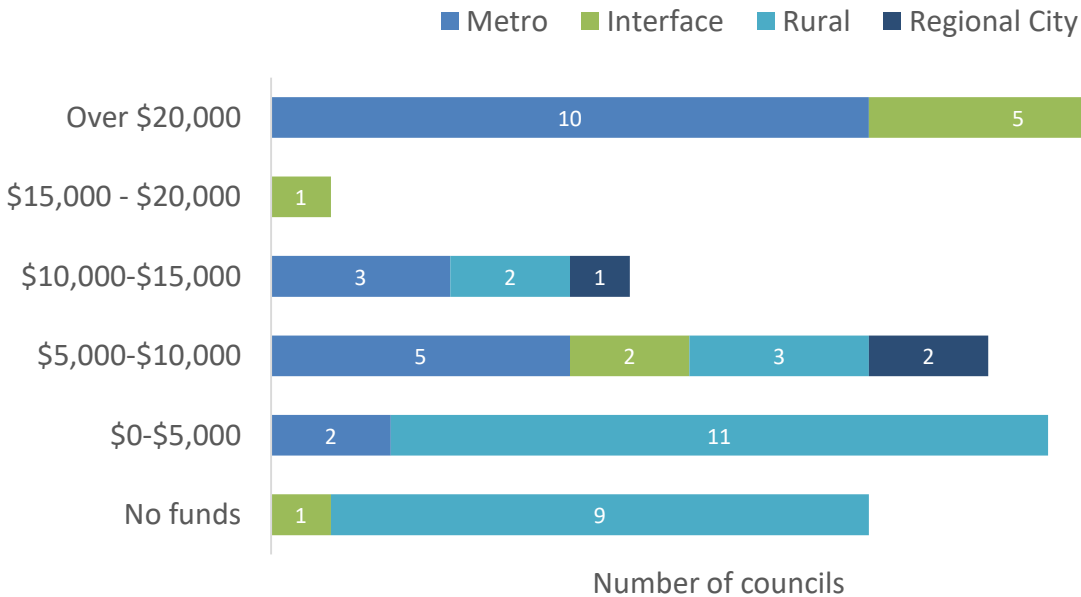
Contributors:

- 91% of councils
- Total of 623 staff
- Equivalent to 44.8FTE
- Average 11 staff per council

GE/PVAW Survey 2018/19

Allocating funds

Dedicated funds by council type 2018/2019 financial year (n=61)

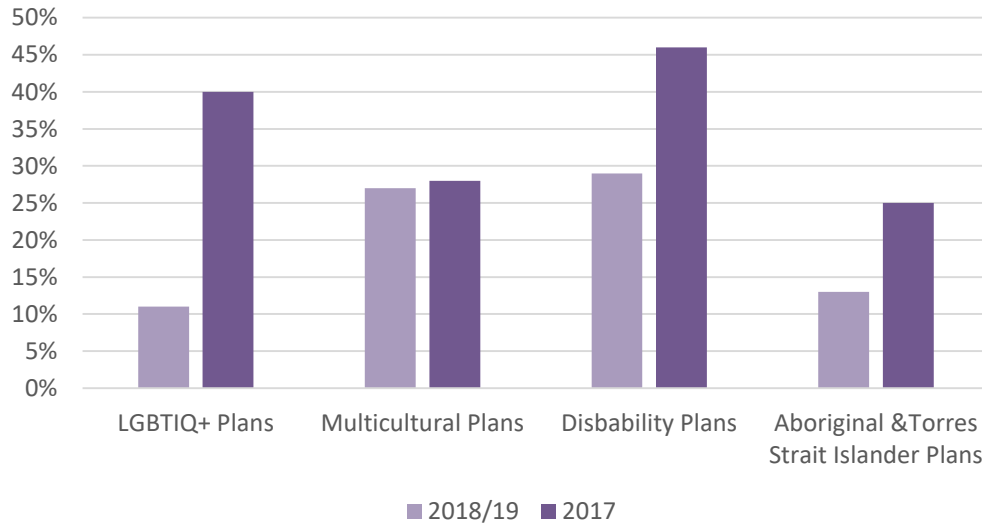


- 61% of rural councils that dedicated funds, less than \$5,000
- 1/3 of rural councils no funds
- 10% of metro councils dedicated less than \$5,000

GE/PVAW Survey 2018/19

Policy, plan and service implementation areas

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



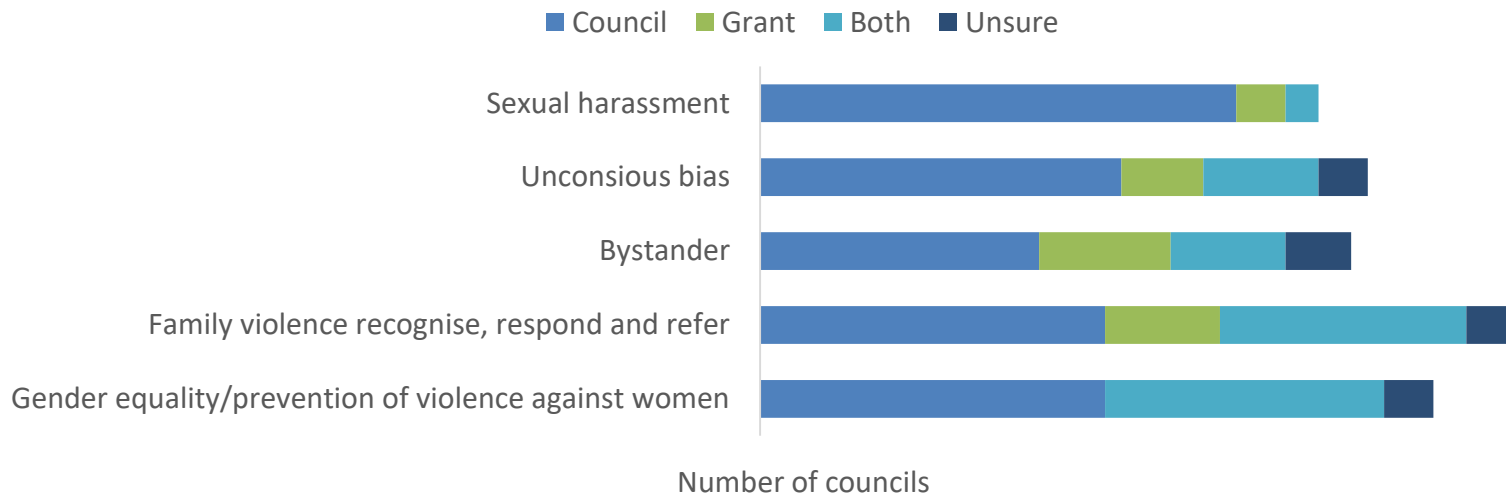
	Policy, plan & service implementation area	Yes	No	Planning to	N/A
1	HR (e.g. recruitment, staff induction, professional development)	52	6	4	1
2	Maternal child health	48	5	5	1
3	Sport and recreation	44	5	7	2
4	Young people	42	8	7	2
5	Early years (early childhood education/kinder)	39	11	11	1
6	Community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

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



GE/PVAW Survey 2018/19

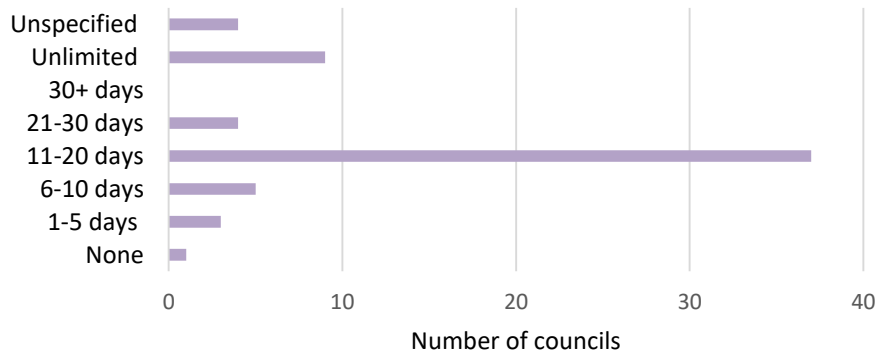
Support for staff experiencing FV

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

Inclusions in council's family violence policy for staff



Paid



- 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



PROJECT
RESPECT
HEYWOOD

Gleneelg Shire Council

Project Respect Heywood



Hara Carragher

Project Respect Project Officer



Moonee Valley City Council

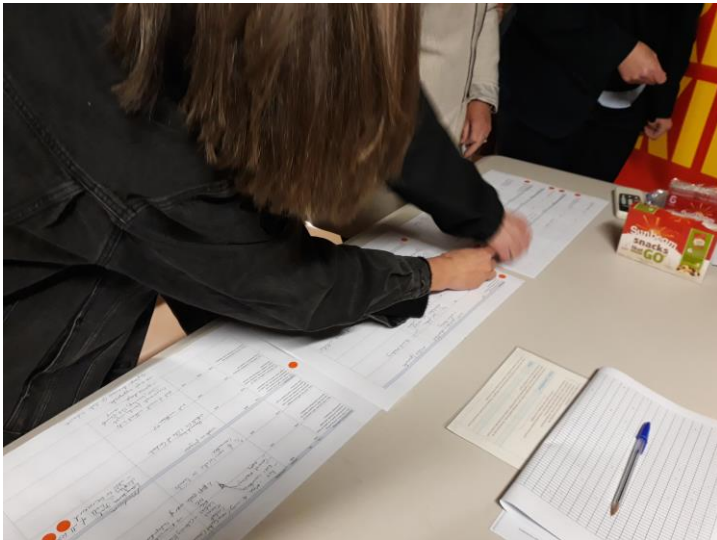
Ready, Set, Equity!
Addressing gender equity in the local sport setting



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!