

TOWARDS GENDER EQUITY 2030



COMMUNITY REPORT CARD 2021-2022







This Community Report Card provides a summary of the key achievements of Maribyrnong City Council's Towards Gender Equity 2030 strategy in 2021/2022.

Towards Gender Equity 2030 sets our long-term commitment and guides investment and action to achieve gender equality, prevent family violence and respond to the needs of victims of family violence in Maribyrnong. It includes an ambitious set of evidence-based objectives and strategies to achieve our vision.

As the level of government closest to the community, Victorian Councils have a mandate to create healthy, safe and inclusive. To ensure our programs and services promote gender respect and equity, we deliver a range of initiatives with the community, our Western Region partners and within Council.

Our vision is, where all people in Maribyrnong flourish and live free from violence and discrimination and have equal status, rights, opportunities, representation and respect, regardless of their gender.

Our Strategy is guided by the following principles:

-  **1. Human Rights**
-  **2. Prevention**
-  **3. Community**
-  **4. Intersectionality**
-  **5. Life Stages**
-  **6. Evidence and Innovation**
-  **7. Collaboration**

Below is an outline of the programs, initiatives and key achievements that Council has undertaken to meet the objectives and strategies of Towards Gender Equity 2030 strategy in 2021/2022.

Objective 1:

Strengthen our response to violence against women and family violence



- ✓ Council's Emergency Relief and Support Program provided families with information and referral to local family violence services as part of its COVID-19 response.
- ✓ Council funds a social worker position located at Community Centres to provide referral and support to families experiencing family violence.
- ✓ Through its COVID-19 resilience and recovery support, Council funded a Family Wellbeing Worker to support community impacted by COVID-19, to be connected to family violence support services.
- ✓ Council continues to implement the Family Violence Policy to support staff experiencing family violence to access information and support.

Objective 2:

Work alongside the community to prevent gender-based violence and normalise gender equality in public and private life



- ✓ Council delivered their annual 16 Days of Activism Against Gender Based Violence campaign in partnership GenWest and Preventing Violence Together, hosting events and programs to celebrate and recognise the 16 Days campaign, including a Community Centres respect and safety event at Braybrook Community Hub.
- ✓ Council provided and promoted gender equity and respectful relationships capacity building sessions with local families and practitioners through the Parenting in Maribyrnong Calendar.
- ✓ Council hosted International Women's Day activities, including Maidstone Community Centre Ethiopian Coffee Ceremony, Maribyrnong Libraries book displays celebrating women's achievements, partnership event with Western Bulldogs and Victoria University for *Women Shaping Today for an Equal Tomorrow*, Arts and Culture celebrated with a performance and workshop with Maxine Beneba-Clarke and Maribyrnong Youth Services partnered with 3 local schools, for lunchtime performances.
- ✓ Council continued to promote the Beyond Princesses and Pirates resource, a guide to children's picture books that promote gender equality and challenge gender stereotypes.
- ✓ An All-Staff International Women's Day event was hosted by the CEO, including a panel discussion with local business owner, 2022 Civic Award recipient and community leaders to discuss ways that we can collectively #BreakTheBias.
- ✓ Maternal and Child Health Services delivered Six 'Baby Makes Three' programs online with participation from 33 families.
- ✓ Youth Services delivered a five-week respectful relationships program to 30 Western English Language School students, in partnership with GenWest, Cohealth and Centre for Culture, Ethnicity and Health.
- ✓ Youth Services delivered a six-week session *Turning Into Teens* program with local parents of teenagers.

Objective 3:

Increase women's independence and role in decision making



- ✓ Maribyrnong's Business Network was launched in 2021, Council partnered with local business She's the Boss to deliver business networking events for women in business with three events taking place with up to 50 businesses participating.
- ✓ Council endorsed three Councillors to become City of Maribyrnong Gender Equity Ambassadors.
- ✓ Council continued to implement the Victorian Local Government Women's Charter.
- ✓ Council continues to support the Western Bulldogs Community Foundation Leadership Program for young culturally and linguistically diverse women.
- ✓ Council continues to encourage local sporting clubs to celebrate the contributions, achievements and leadership of women, with support for grants and programs.
- ✓ Arts and Culture continues to encourage gender equity and diversity on the boards and leadership of our Triennial Arts Partner funded organisations through professional development.
- ✓ Neighbourhood Houses and Community Centres continued to offer programs and workshops to support underrepresented women and gender diverse community, including gentle exercise, life-skill development, social support and health and wellbeing programs.
- ✓ Libraries support underrepresented women and gender diverse community to access programs and services. This includes social inclusion programs such as Book Groups, Knitting Groups and Movie Clubs, LGBTQIA+ programming such as Queer Book Group and author events, and an outreach program with family violence service McAuley House.
- ✓ Cohealth in partnership with Council, delivered a six-week Parenting After Violence group work program with eight women.
- ✓ Council partners with the Western Bulldogs Community Foundation to support Daughters of the West and Sons of the West programs in Maribyrnong and West Footscray, and with African communities in Braybrook.
- ✓ Council continues to be an active member and support the Women's Participation in Sport & Recreation in Melbourne's West Regional Project.

Objective 4:

Ensure that the development of policy, programs and services considers the specific impacts on women and men



- ✓ Council implemented requirements under the Victorian Gender Equality Act 2020 with an intersectional LGBTIQ+ inclusion lens.
- ✓ Council undertook five Gender Impact Assessments on new or under review Council policies, programs and services to support gender equitable outcomes.
- ✓ Council prepared a gender equality budget statement as part of Council's annual budget process.
- ✓ A gender and intersectionality lens was applied to Maribyrnong's draft LGBTIQ+ action plan.
- ✓ Council continues to be an active member of the Municipal Association of Victoria Preventing Violence Against Women Network, the Preventing Violence Together Partnership and Partners in Prevention network.
- ✓ Council's guidelines for funding or expressions of interest in Arts and Culture have criteria to improve Access All Areas: access, inclusion and equity.
- ✓ Council's Community Grants program funded three community organisations to deliver projects to improve gender equity, prevention violence against women and family violence.
- ✓ Council developed a monitoring and evaluation framework to support the implementation of Towards Gender Equality 2030.

Objective 5:

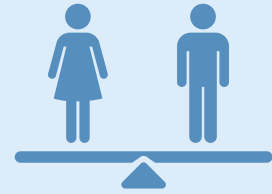
Increase the number of safe and gender-equitable facilities and public environments to facilitate equal participation in Community and civic life



- ✓ Council continues to collect, analyse and use sex-disaggregated data to inform its planning and development of safe and gender-equitable facilities and public environments.
- ✓ Council partnered with Monash XYX Lab and CrowdSpot to undertake The YourGround survey, to map community perceptions of safety when using open spaces. Over 200 places were identified by women and gender-diverse people and the findings will be used to inform a range of Council activities, including the design and maintenance of open spaces.
- ✓ Council have installed four pop-up parks and installations in Clarke street West Footscray, Raleigh Street Footscray, Byron Street Footscray and Ballarat Street Yarraville, to encourage outdoor dining and social distancing, whilst increasing community connection and use by families, children and all genders.
- ✓ City Design have completed designs for Dalmahoy Street in Central Footscray to create a better balance between vehicular and pedestrian use and increase street trees.
- ✓ Council installed five new pedestrian crossings on Gamon St, Seddon, and one raised pedestrian crossing at Victoria Street/Pilgrim Street, Seddon and over 2kms of new footpaths to support active transport.
- ✓ Council has installed five new pedestrian and bike counters to gather data on pedestrian and bike movements and partnered with Bicycle Network to for Super Tuesday and Super Sunday counts.

Objective 6:

Take steps to be a safer and more gender equitable organisation



- ✓ Council developed a number of new initiatives and plans to adhere to the Victorian Gender Equality Act 2020, including submitting a workplace gender equity audit to the Public Sector Gender Equality Commissioner, and a four-year Gender Equity Action Plan (GEAP).
- ✓ As a signatory to the Victorian Local Government Women's Charter Council to support women and men to have an equal right to be representatives in local governments, committees and decision-making positions.
- ✓ Council delivered their annual 16 Days of Activism Against Gender Based Violence social media campaign in partnership GenWest and Preventing Violence Together to promote respect, equality and non-violence.
- ✓ Council delivered their annual International Women's Day social media campaign to celebrate women's achievements and promote gender equality.



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**TOWARDS
GENDER
EQUITY
2030**