



Equality and Respect 2030

COMMUNITY MONITORING REPORT, 2023-24

INTRODUCTION

Equality and Respect 2030 (the Strategy) sets out the long-term vision for how Melton City Council will work towards achieving gender equality in the municipality. It focuses on addressing gender inequality as the root cause of violence against women, using an evidence-based approach aligned with regional, state and federal policies and frameworks.

The Strategy outlines community-informed goals and objectives and guides action through rolling implementation plans carried by Council and in partnership with stakeholders. These efforts aim to make the City of Melton a safer, more inclusive and gender equitable community for everyone.

ACHIEVEMENTS AND HIGHLIGHTS – 2023-24

Goal 1: The City of Melton is a gender equitable, safe and inclusive community.

- Provided support and resourcing to Zonta Club of Melton and Multicultural Association for Community Empowerment (MACE) to lead community activities for 16 Days of Activism Against Gender Based Violence and International Women's Day.
- Developed partnership with MiCare Migrant Services to deliver a parenting program tailored for Burmese community members.
- Curated community programs based on consultation that seek to challenge gender stereotypes including 'Dads and Children's Cupcake Decorating' and 'Women's and Girls Toolbox' workshops.
- Ran a successful pilot of a simultaneous Sons and Daughters of the West program tailored for local Iraqi Syriac community members.
- Developed the draft Allocation of Sport and Recreation Facilities Policy and action plan in alignment with the state government's Fair Access Roadmap that seeks to increase women's, girls' and gender diverse people's participation in community sport.
- Engaged with the three Traditional Owner Land Councils and completed recommendations for making Council community centres more welcoming for Aboriginal and Torres Strait Islander community.
- HeadSpace Day in partnership with HeadSpace Melton Youth Advisory Group held at the Melton Library and Learning Hub.
- Library Storytimes program delivered on site at playgroups and kindergartens across the municipality to enhance engagement for that that may not be able to reach a Library.
- Annual Women in Sport Breakfast held with a focus on disability inclusion.
- Roll out of programs across Council in celebration of This Girl Can week to build confidence and encourage women, girls and gender diverse people to move their bodies more by trying out a free sport or recreation activity.
- Melton Business Excellence Awards program featured a category to recognise and celebrate businesses who promote empowerment and respect of underrepresented groups.
- A scoring matrix included in the new Community Grants program that rewards gender equity related projects.
- Interpreter services and guidance posters displayed at all community centres across the City of Melton.

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- Social stories and communication signs developed to assist people with disabilities when using Council's Library facilities and the Atherstone Traffic School.

Goal 2: Melton City Council is a gender equitable, safe and inclusive organisation.

- Delivered specialist education and training to over 500 Council staff to build knowledge and skills on gender equity, prevention of violence against women and diversity and inclusion and its application to their work area.
- Completed six Gender Impact Assessments and commenced of 12 to consider Council policies, programs and services meet the different needs of women, men and gender diverse people.
- Reviewed the Gender Impact Assessment process to make it easier for service units across Council to do Gender Impact Assessments.
- Community of practice established for information sharing and connection of LGBTIQ+ initiatives and programs across the organisation.
- Convened the Preventing Family Violence Advisory Committee. Four meetings were held with strong focus on addressing compounding disadvantage experienced by marginalised groups.
- Updated letter templates to embed gender neutral communications in correspondence related Council planning and development.
- Regularly attended and participated in regional networks that relate to the prevention of family violence including the western Preventing Violence Together partnership meetings and the Municipal Association of Victoria's Free from Violence and Gender Equality meetings.