



# Equality and Respect 2030

## COMMUNITY MONITORING REPORT, 2024-25

### INTRODUCTION

*Equality and Respect 2030* (the Strategy) sets out the long-term vision for how Melton City Council will work towards achieving gender equality and preventing violence against women across 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 out by Council and in partnership with stakeholders. These efforts aim to make the City of Melton a safer, more inclusive, respectful and equitable community for everyone.

### KEY ACHIEVEMENTS AND HIGHLIGHTS – 2024-25

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

- Delivered Gender Equity and Prevention of Violence Against Women training to Councillors, along with a tailored Inclusive Language Guide to apply learnings into practice.
- Developed new procedure, training modules and resources to support all Council staff to adequately respond to community disclosures of family violence.
- Strengthened partnerships with Djirra to support the delivery of primary prevention programs for Aboriginal and Torres Strait Islander women and children.
- Developed and delivery of the 'Fair Access Program' that included capacity building workshops for over 30 sports clubs and tailored support from GenWest for five clubs to undertake gender audits and develop gender equality action plans.
- Launched the 'Melton City Girls Can' campaign, including a suite of activities to promote women's and girls' participation in sport and active recreation, delivered by 14 sports clubs across the city of Melton.
- Developed a Disability Audit Tool to support Council staff to embed accessibility and inclusion for people with disabilities into the design of community programs.
- Developed and promoted of two new categories for the 2025 Business Excellence Awards that honour businesses who actively foster inclusive and respectful cultures within their workforces and support the professional development of underrepresented groups:
  - Melton Business Excellence Award for Workplace Engagement
  - Melton Business Excellence Award for Emerging Leadership.
- New Melton Learning Directory website and branding launched and implemented with a range of new accessibility features including the ReciteMe tool and universal access symbols.

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

- Developed two tailored training modules for Council staff including 'Gender Equity in the Workplace' and 'Introduction to Gender Impact Assessments', to be made mandatory for leaders and select business areas.

## *Equality and Respect 2030: Community monitoring report, 2024-25*

- Significant progress achieved on embedding GIAs in business-as-usual work across Council including through:
  - developed and rolled out a new toolkit the
  - included GIAs at Gate 0 in the new Project Management Framework,
  - delivered whole-day GIA training sessions to a range of Council staff and
  - developed and delivered tailored 'Lunch and Learn' sessions for specific service areas.
- Developed an action plan to address barriers and needs for access to family violence prevention and response services and resources for local LGBTQIA+ community in partnership with Melton Rainbow Social.
- Developed a new Social Procurement tender schedule and evaluation matrix to promote equitable and ethical procurement practices.
- New Place Naming Policy developed and adopted, with the inclusion of recommendations to increase the proportion of place naming representative of women and gender diverse people to reduce disparities over time.