

Building a Respectful Community Action Plan 2018–19

Introduction

The *Building a Respectful Community Strategy 2017–2021* works towards a gender equitable and non-violent community where women and girls are valued, respected and safe. It draws on current national and Victorian frameworks and strategies to apply an evidence-based, intersectional and regional approach to the primary prevention of violence against women for the northern metropolitan region of Melbourne.

It aims to guide, inspire and support organisations to prevent violence against women and promote gender equity across workplaces, community groups and neighbourhoods, services and facilities, and communications. It also aims to engage new sectors and organisations in this work.

The Strategy was developed by the Building a Respectful Community Partnership, an alliance of 26 organisations that are committed to working together to prevent violence against women, led by Women's Health In the North. All partner organisations have committed to taking action under all five goal areas of the Strategy over the four years it covers.

Annual Action Plans

Annual action plans will be created to guide implementation of the *Building a Respectful Community Strategy 2017–2021*. The actions plans will identify the strategies that each partner organisation has chosen to focus on for that financial year. The actions plans will also outline the actions that WHIN will implement to support partners in their chosen strategies. At the end of each period, partners will report on their progress. WHIN will prepare the reports with input and sign-off from all partners.

The purpose of the annual action plan is:

- To act as a motivational tool, by showing the range of action occurring across the region
- To track progress and guide evaluation
- To identify opportunities to develop joint projects and share knowledge and tools
- To guide the actions that WHIN will take to support the *Building a Respectful Community Strategy 2017–2021* implementation.

The first action plan (2017–18) set up the structure for annual action planning. This second action plan (2018-19) continues to guide the partnership in developing shared actions, along with an annual planning session and a strong level of engagement from all partners.

Summary of BRC Partnership Actions 2018-19

| GOALS > | 1. Our workplaces are gender equitable, safe and inclusive. | | | | | | | 2. Our services and facilities are gender equitable, safe and inclusive. | | | | | | 3. Our communities and neighbourhoods are gender equitable, safe and inclusive. | | | | | | 4. Our comms. are gender equitable & inclusive. | | | 5. A wide range of sectors & organisations take responsibility for PVAW. | | | | | |
|------------------------------------|---|----------|----------|----------|-----------|----------|----------|--|----------|-----------|----------|----------|----------|---|----------|-----------|----------|----------|----------|---|----------|-----------|--|-----------|-----------|-----------|-----------|---|
| | STRATEGIES > | | | | | | | STRATEGIES > | | | | | | STRATEGIES > | | | | | | STRATEGIES > | | | STRATEGIES > | | | | | |
| | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | 1.6 | 1.7 | 2.1 | 2.2 | 2.3 | 2.4 | 2.5 | 2.6 | 3.1 | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 | 4.1 | 4.2 | 4.3 | 5.1 | 5.2 | 5.3 | 5.4 | 5.5 | |
| Austin Health (& NCASA) | | | | | ✓ | | | | | | | | | | ✓ | | | | | | | ✓ | ✓ | | | | ✓ | |
| Banksia Gardens Community Services | ✓ | | | | ✓ | | | | | ✓ | | | | ✓ | ✓ | | | | | | | ✓ | ✓ | | | | | |
| Banyule City Council | | | | | ✓ | | | | | | | | | ✓ | | | | | | | | ✓ | | ✓ | ✓ | | | |
| Banyule Community Health | | | | | ✓ | | | | | | | | | ✓ | | | | | | | | ✓ | | ✓ | ✓ | | | |
| City of Whittlesea | | | ✓ | | ✓ | | ✓ | | | ✓ | ✓ | | | | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | |
| cohealth | | | | | ✓ | | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | | | ✓ | | ✓ | ✓ | ✓ | ✓ | |
| Darebin City Council | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| DPV Health | | | | | | | | | | | | | | ✓ | ✓ | ✓ | | | | | | | ✓ | | | | | |
| Eastern Melbourne PHN | TBA | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| healthAbility | ✓ | ✓ | | | | | | | ✓ | | ✓ | | | | | | | | | | | ✓ | ✓ | ✓ | | | | |
| Hume City Council | ✓ | ✓ | | | | | | | | ✓ | | | | ✓ | | ✓ | ✓ | ✓ | | | | ✓ | | | | ✓ | ✓ | |
| Hume Whittlesea PCP | | | ✓ | | ✓ | | ✓ | | | ✓ | | | | | | | ✓ | | | | | ✓ | | | ✓ | ✓ | ✓ | |
| Inner North West PCP | | | | | | | | | | | | | | | | | | | | ✓ | | ✓ | | ✓ | ✓ | | ✓ | |
| La Trobe University | ✓ | ✓ | ✓ | | ✓ | | | ✓ | | ✓ | | | | | | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | | | ✓ | |
| Merri Health | ✓ | | ✓ | ✓ | ✓ | | ✓ | ✓ | | | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Moreland City Council | ✓ | | | | ✓ | | | | ✓ | ✓ | ✓ | | | ✓ | | ✓ | ✓ | ✓ | | | | ✓ | | ✓ | ✓ | | ✓ | |
| Nillumbik Shire Council | | | | | ✓ | | | | ✓ | | ✓ | | | ✓ | | | ✓ | ✓ | | | | ✓ | | ✓ | | | | |
| North East Healthy Communities | | | | | ✓ | | ✓ | | | | | | | | | | | | | ✓ | | | | | | | | |
| North Richmond Community Health | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | | | | ✓ | ✓ | | | | | ✓ | ✓ |
| Sunbury Community Health | ✓ | | ✓ | | ✓ | | | | | | | | | ✓ | ✓ | | | | | | | ✓ | ✓ | ✓ | | | ✓ | |
| Whittlesea Community Connections | | | | | ✓ | | ✓ | | | ✓ | | | | ✓ | | ✓ | ✓ | | | | | ✓ | | | | | ✓ | |
| Yarra City Council | ✓ | | | ✓ | ✓ | ✓ | | ✓ | | ✓ | | ✓ | | | | ✓ | ✓ | | | ✓ | ✓ | ✓ | | | | | ✓ | ✓ |
| Your Community Health | | ✓ | | | | | ✓ | | | ✓ | | | | | | ✓ | | | | | | ✓ | | | ✓ | ✓ | ✓ | |
| TOTAL UNDERTAKING > | 9 | 6 | 7 | 4 | 17 | 2 | 7 | 6 | 5 | 12 | 4 | 3 | 0 | 13 | 7 | 11 | 9 | 7 | 4 | 4 | 3 | 20 | 8 | 10 | 10 | 12 | 11 | |

Detailed List of BRC Partnership Actions 2018-19

| | GOAL I: Our workplaces are gender equitable, safe and inclusive. | | | | | | |
|------------------------------------|---|--|--|--|--|---|---|
| GOAL > | > To increase the number of partner organisations that have a documented commitment & action plan for advancing gender equity in their organisations. | | | | | | |
| OBJECTIVES > | > To see a positive shift in attitudes that are supportive of gender equality among staff at partner organisations. | | | | | | |
| STRATEGIES > | > To increase the proportion of women in leadership positions at partner organisations. | | | | | | |
| | 1.1 Develop a gender equity strategy and action plan. | 1.2 Implement a staff survey regarding attitudes to gender equity, and experiences of safety, gender equity and inclusion. | 1.3 Undertake a gender equity and diversity audit of human resources policies and procedures (e.g. pay equity and leave policies). | 1.4 Investigate the application of targets or quotas for female representation within organisations. | 1.5 Implement workplace training such as bystander training and gender equity/analysis training. | 1.6 Implement internal communications strategies that begin conversations about everyday sexism and challenge gender stereotypes. | 1.7 Develop and implement a workplace FV policy and procedures (safety measure for organisations starting prevention work). |
| Austin Health (& NCASA) | | | | | ✓ | | |
| Banksia Gardens Community Services | ✓ | | | | ✓ | | |
| Banyule City Council | | | | | ✓ | | |
| Banyule Community Health | | | | | ✓ | | |
| City of Whittlesea | | | ✓ | | ✓ | | ✓ |
| cohealth | | | | | ✓ | | |
| Darebin City Council | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| DPV Health | | | | | | | |
| Eastern Melbourne PHN | TBA | | | | | | |
| healthAbility | ✓ | ✓ | | | | | |
| Hume City Council | ✓ | ✓ | | | | | |
| Hume Whittlesea PCP | | | ✓ | | ✓ | | ✓ |
| Inner North West PCP | | | | | | | |
| La Trobe University | ✓ | ✓ | ✓ | | ✓ | | |
| Merri Health | ✓ | | ✓ | ✓ | ✓ | | ✓ |
| Moreland City Council | ✓ | | | | ✓ | | |
| Nillumbik Shire Council | | | | | ✓ | | |
| North East Healthy Communities | | | | | ✓ | | ✓ |
| North Richmond Community Health | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Sunbury Community Health | ✓ | | ✓ | | ✓ | | |
| Whittlesea Community Connections | | | | | ✓ | | ✓ |
| Yarra City Council | ✓ | | | ✓ | ✓ | ✓ | |
| Your Community Health | | ✓ | | | | | ✓ |
| TOTAL UNDERTAKING > | 9 | 6 | 4 | 2 | 17 | 2 | 7 |

GOAL >

GOAL 2: Our services and facilities are gender equitable, safe and inclusive.

OBJECTIVES >

- > To increase the application of gender analysis to services provided by partner organisations (e.g. health care, aged care, early years, disability care, recreation services, urban planning).
- > To increase the use of gender equitable design concepts for public spaces and facilities.

STRATEGIES >

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|---|--|---|--|---|--|
| 2.1 Undertake a project to review the appropriate collection and analysis of gendered data. | 2.2 Use a gender analysis tool to review a service area and develop an action plan for addressing identified issues. Progressively apply the gender analysis tool to more service areas. | 2.3 Review and strengthen the connection between preventing violence against women work and other organisational strategies or policies that address discrimination and inequality (e.g. anti-racism work, disability access and inclusion work). | 2.4 Use a gender equitable facility design tool to audit and improve public spaces and facilities. | 2.5 Develop procurement guidelines that require contractors to demonstrate a commitment to gender equity. | 2.6 Conduct a gender analysis of resource allocation, including spending on services and infrastructure. |
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|------------------------------------|----------|----------|-----------|----------|----------|
| Austin Health (& NCASA) | | | | | |
| Banksia Gardens Community Services | | | ✓ | | |
| Banyule City Council | | | | | |
| Banyule Community Health | | | | | |
| City of Whittlesea | | | ✓ | ✓ | |
| cohealth | ✓ | | ✓ | | ✓ |
| Darebin City Council | ✓ | ✓ | ✓ | | |
| DPV Health | | | | | |
| Eastern Melbourne PHN | TBA | | | | |
| healthAbility | | ✓ | | ✓ | |
| Hume City Council | | | ✓ | | |
| Hume Whittlesea PCP | | | ✓ | | |
| Inner North West PCP | | | | | |
| La Trobe University | ✓ | | ✓ | | |
| Merri Health | ✓ | | | | ✓ |
| Moreland City Council | | ✓ | ✓ | ✓ | |
| Nillumbik Shire Council | | ✓ | | ✓ | |
| North East Healthy Communities | | | | | |
| North Richmond Community Health | ✓ | ✓ | ✓ | | |
| Sunbury Community Health | | | | | |
| Whittlesea Community Connections | | | ✓ | | |
| Yarra City Council | ✓ | | ✓ | | ✓ |
| Your Community Health | | | ✓ | | |
| TOTAL UNDERTAKING > | 6 | 5 | 12 | 4 | 3 |
| | | | | | 0 |

GOAL >

GOAL 3: Our communities and neighbourhoods are gender equitable, safe and inclusive.

OBJECTIVES >

- > To increase the number of community-based groups that are leading their own work to advance gender equity, prevent violence against women and/or promote respectful relationships.
- > To increase the number of women in community leadership positions.

STRATEGIES >

| | | | | | |
|---|--|---|---|---|--|
| 3.1 Undertake a community mobilisation project to increase capacity to take action on gender equity, preventing violence against women and/or respectful relationships. | 3.2 Implement a direct participation program that aims to strengthen equal and respectful relationships between women and men or girls and boys. | 3.3 Provide women’s leadership training, awards, or capacity building projects (with a priority focus on Aboriginal women, women with disabilities, women from migrant and refugee backgrounds or women of diverse gender and sexual identities). | 3.4 Provide funding (e.g. community grants) to women’s groups for leadership and capacity building activities; and/or to other community groups for projects to prevent violence against women. | 3.5 Implement a project to increase women’s participation in underrepresented areas (e.g. women’s participation in sports, business or community leadership). | 3.6 Undertake a project to examine and address issues of gendered economic and/or employment inequalities. |
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|------------------------------------|-----------|----------|-----------|----------|----------|----------|
| Austin Health (& NCASA) | | ✓ | | | | |
| Banksia Gardens Community Services | ✓ | ✓ | | | | |
| Banyule City Council | ✓ | | | | | |
| Banyule Community Health | ✓ | | | | | |
| City of Whittlesea | | ✓ | ✓ | | | ✓ |
| cohealth | ✓ | | ✓ | | ✓ | |
| Darebin City Council | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| DPV Health | ✓ | ✓ | ✓ | | | |
| Eastern Melbourne PHN | TBA | | | | | |
| healthAbility | | | | | | |
| Hume City Council | ✓ | | ✓ | ✓ | ✓ | |
| Hume Whittlesea PCP | | | | ✓ | | |
| Inner North West PCP | | | | | | |
| La Trobe University | | | ✓ | ✓ | ✓ | ✓ |
| Merri Health | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Moreland City Council | ✓ | | ✓ | ✓ | ✓ | |
| Nillumbik Shire Council | ✓ | | | ✓ | ✓ | |
| North East Healthy Communities | | | | | | |
| North Richmond Community Health | ✓ | | | | | |
| Sunbury Community Health | ✓ | ✓ | | | | |
| Whittlesea Community Connections | ✓ | | ✓ | ✓ | | |
| Yarra City Council | | | ✓ | ✓ | | |
| Your Community Health | | | ✓ | | | |
| TOTAL UNDERTAKING > | 13 | 7 | 11 | 9 | 7 | 4 |

| | | GOAL 4: Our communications are gender equitable & inclusive. | | | GOAL 5: A wide range of sectors & organisations take responsibility for PVAW. | | | | |
|------------------------------------|-----|---|--|--|--|---|---|---|--|
| GOALS > | | <p>> To embed the promotion of gender equitable and non-violent messages in partner organisations' communications and social marketing.</p> <p>> To improve the representation of diverse women in partner organisations' publications.</p> | | | <p>> To increase the variety of sectors and settings that partner organisations work with to prevent violence against women</p> <p>> To strengthen collaboration and shared projects with organisations that work with population groups that experience multiple forms of discrimination.</p> | | | | |
| OBJECTIVES > | | | | | | | | | |
| STRATEGIES > | | 4.1 Develop communications guidelines that promote diverse gender roles, challenge gender stereotypes and condoning of violence against women, and increase representation of women from diverse backgrounds. | 4.2 Implement a communications and advocacy strategy that promotes diverse gender roles and challenges gender stereotypes and condoning of violence against women. | 4.3 Lead or participate in social marketing campaigns to prevent violence against women and/or promote gender equity (e.g. Week Without Violence and 16 Days of Activism against Gender-Based Violence). | 5.1 Support schools to apply a whole-of-school approach in developing and implementing respectful relationships programs and curriculum. | 5.2 Engage with sectors or organisations that have not previously undertaken work to PVAW (e.g. business, media, sports, arts). | 5.3 Submit advocacy and funding submissions to state and federal government in support of PVAW. | 5.4 Strengthen relationships with Aboriginal-led organisations to develop shared understandings of prevention and/or support PVAW projects. | 5.5 Strengthen relationships with organisations that work with women with disabilities, older women, women from migrant and refugee backgrounds and/or women of diverse gender or sexual identities, for PVAW. |
| Austin Health (& NCASA) | | | | ✓ | ✓ | | | ✓ | |
| Banksia Gardens Community Services | | | | ✓ | ✓ | | | | |
| Banyule City Council | | | | ✓ | | ✓ | ✓ | | |
| Banyule Community Health | | | | ✓ | | ✓ | ✓ | | |
| City of Whittlesea | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ |
| cohealth | | | | ✓ | | ✓ | ✓ | ✓ | ✓ |
| Darebin City Council | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| DPV Health | | | | | ✓ | | | | |
| Eastern Melbourne PHN | TBA | | | | | | | | |
| healthAbility | | | | ✓ | ✓ | ✓ | | | |
| Hume City Council | | | | ✓ | | | | ✓ | ✓ |
| Hume Whittlesea PCP | | | | ✓ | | | ✓ | ✓ | ✓ |
| Inner North West PCP | ✓ | | | ✓ | | ✓ | ✓ | | ✓ |
| La Trobe University | | | | ✓ | | | | | ✓ |
| Merri Health | | | | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Moreland City Council | | | | ✓ | | ✓ | ✓ | | ✓ |
| Nillumbik Shire Council | | | | ✓ | | ✓ | | | |
| North East Healthy Communities | ✓ | | | | | | | | |
| North Richmond Community Health | | ✓ | | ✓ | | | | ✓ | ✓ |
| Sunbury Community Health | | | | ✓ | ✓ | ✓ | | ✓ | |
| Whittlesea Community Connections | | | | ✓ | | | | ✓ | |
| Yarra City Council | ✓ | ✓ | | ✓ | | | | ✓ | ✓ |
| Your Community Health | | | | ✓ | | | ✓ | ✓ | ✓ |
| TOTAL UNDERTAKING > | | 4 | 3 | 20 | 8 | 10 | 10 | 12 | 11 |

Shared Actions 2018-19

GOAL 4: Our communications are gender equitable & inclusive.

- Participate in the 16 Days/Victoria Against Violence campaign via a shared theme for activities, events and social marketing

Women's Health In the North Actions 2018-19

Lead Agency Role to Support and Resource the Partnership

- Convene and resource the NMR PVAW Committee and the BRC Steering Group
- Lead the development of the BRC Action Plan 2018-2019
- Lead the implementation of the BRC Evaluation Plan 2017-19
- Provide workforce development activities, including training, forums and a community of practice.

GOAL 1: Our workplaces are gender equitable, safe and inclusive.

- Provide advice, training and support to BRC Partners as required

GOAL 2: Our services and facilities are gender equitable, safe and inclusive.

- Provide advice, training and support to BRC Partners as required

GOAL 3: Our communities and neighbourhoods are gender equitable, safe and inclusive.

- Deliver a training program on 'Working with the Community to Prevent Violence against Women'
- Provide advice, training and support to place-based PVAW projects across the region (e.g. via steering committees)

GOAL 4: Our communications are gender equitable & inclusive.

- Conduct communications and advocacy for preventing violence against women, including presentations and submissions
- Maintain a BRC sub-site as part of the WHIN website, as a resource for current and potential partners
- Lead activities and social marketing for the 16 Days Campaign and Victoria Against Violence.

GOAL 5: A wide range of sectors & organisations take responsibility for PVAW.

- Hold a leadership-focussed partnership event
- Hold a practice forum on intersectional practice
- Increase engagement with Aboriginal CCOs on PVAW and develop ideas for shared projects.