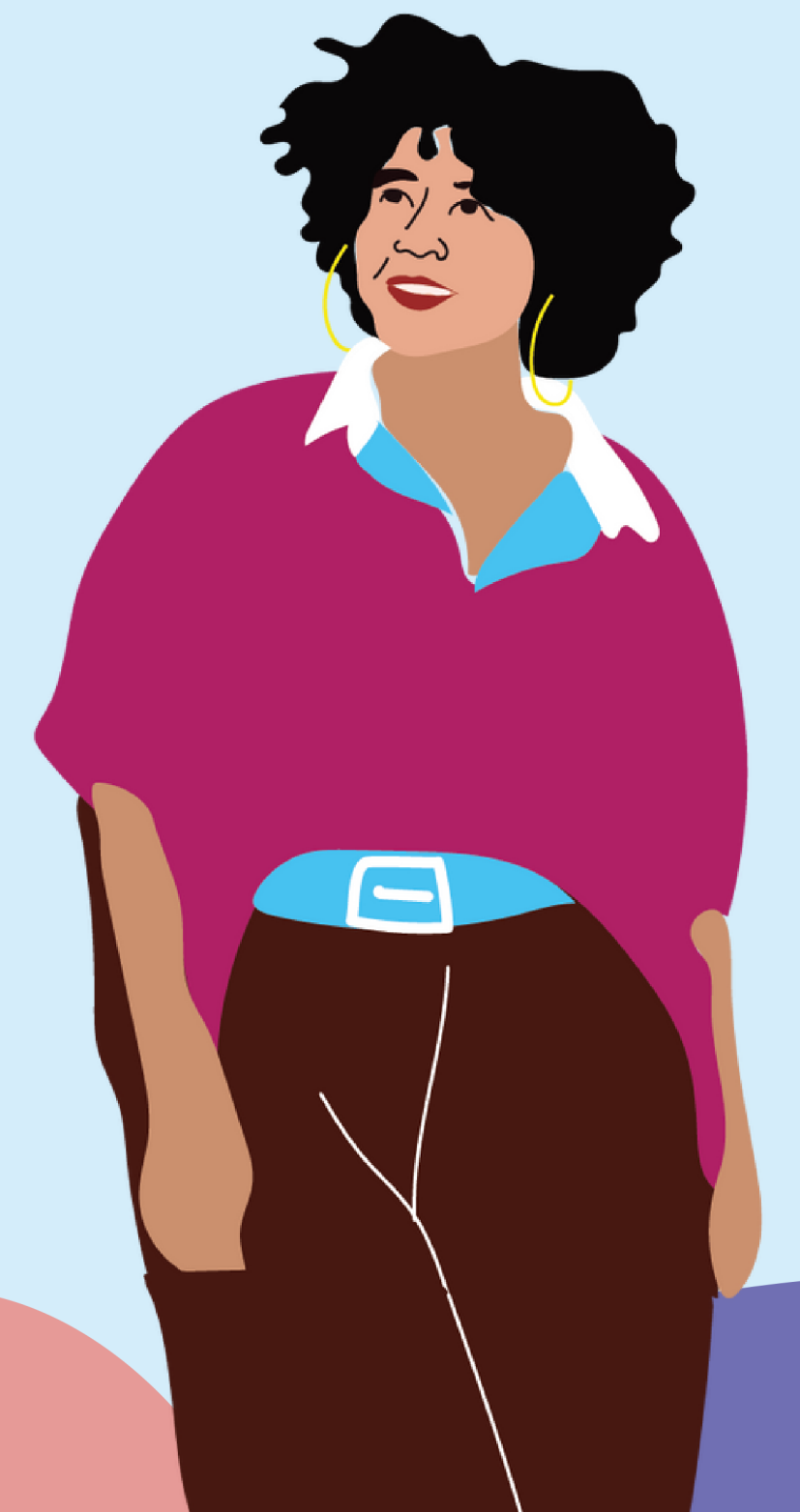


BUILDING A RESPECTFUL COMMUNITY

ACTION PLAN 2022–2024



**WOMEN'S HEALTH
IN THE NORTH**
voice • choice • power

**BUILDING A
RESPECTFUL
COMMUNITY
PARTNERSHIP**

BACKGROUND

The Building a Respectful Community Partnership (BRC Partnership) is a voluntary alliance of 27 organisations that are committed to working together to progress gender equality and prevent gender-based violence in the Northern Metropolitan Region (NMR) of Melbourne. The Building a Respectful Community Partnership began in 2011 and Women’s Health In the North (WHIN), together with the BRC Strategic Advisory Group, drives the direction and the sustainability of the partnership.

WHIN and the BRC Partnership officially launched the third iteration of The Building a Respectful Community Strategy 2022 – 2026 (The Strategy) in February 2022. The Strategy aims to guide, inspire and support organisations to prevent gender-based violence and progress gender equality across workplaces, services and facilities, communities and neighbourhoods and encourages networking and cross-collaboration across sectors. The Strategy was developed by the BRC Partnership and responds to new and emerging priority areas and opportunities for the BRC Partnership. For the goals and objectives of The Strategy see page 2.



“
In a years time I would be most excited to see more work within diverse community groups and progress in further developing the skills of community members.
”

THE BRC ACTION PLAN 2022 - 2024

This BRC Action Plan 2022–2024 is the first of two action plans which will guide the implementation of the Building a Respectful Community Strategy 2022–2026. The purpose of this action plan is to:

- Demonstrate and celebrate the extent of activity and action occurring across the NMR.
- To guide the actions that WHIN will take to support implementation of the BRC Strategy 2022–2026.
- To identify opportunities for collaboration, such as undertaking joint projects and sharing knowledge and tools.
- To identify gaps in activity across the NMR.
- To track progress and guide monitoring, evaluation and learning of the BRC Strategy and partnership.

This action plan comprises all partner activities that align with the BRC strategic priorities. The mapping of individual partner actions in this way helps WHIN to monitor progress, identify common areas for advocacy and support and implement complementary activities. At the end of the two-year period, partners will provide an update on their progress and WHIN will prepare monitoring and evaluation reports with input and sign-off from all partners.

In addition to individual actions, the Action Plan includes a number of collective actions, which are the product of an action planning process facilitated by WHIN with all partners. More information about the partnership’s collective action approach and the identified collective actions can be found on pages 3 and 4.

WHIN will also coordinate an annual check-in to enhance responsiveness of The Strategy in delivering a coordinated approach to preventing gender-based violence and progressing gender equality in the NMR. This will assist WHIN and the BRC partners to navigate an uncertain planning environment due to the COVID recovery context, the changing directions in the Community Health Promotion Guidelines, proposed Community Health funding cuts, and limited resourcing for primary prevention activities in general.





The table on the right captures the number of actions (by individual organisations and in partnership) occurring across the NMR, those which are supported by WHIN and the tally of strategic objectives being targeted with these actions.

Aspirational quotes from the action planning workshop are used in this action planning document to provide context and can be used to hold WHIN accountable to desired outcomes for the period of the plan.

TOTAL NUMBER OF PARTNER ACTIONS		109
NUMBER OF WHIN SUPPORTED ACTIONS		20
NUMBER OF OBJECTIVES TARGETED	GOAL 1	109
	GOAL 2	58
	GOAL 3	71
	GOAL 4	41

1. In order to avoid duplication, actions which are happening in partnership with BRC organisations (e.g Student-led Gender Equality Pilot or GE3 Project) have only been counted once and the same is true for WHIN supported actions

BRC STRATEGY GOALS AND OBJECTIVES 2022-2026

<div> GOAL 1</div> <div>Our workplaces are gender equitable, safe and inclusive.</div>	<div> GOAL 2</div> <div>Our services and facilities are gender equitable, safe and inclusive.</div>	<div> GOAL 3</div> <div>Our communities are gender equitable, safe and inclusive.</div>	<div> GOAL 4</div> <div>The Partnership works collaboratively across a range of settings in the NMR of Melbourne to design, implement, monitor and evaluate primary prevention of gender-based violence.</div>
1.1 Increased number of partner organisations with documented commitment to gender equity including an action plan that is regularly reviewed.	2.1 Increased number of services, programs and facilities that apply an intersectional gender analysis (for example, health care, aged care, early years, disability care, sport and recreation, urban planning).	3.1 Increased number of community based groups that are leading their own work to advance gender equity, prevent gender-based violence and/ or promote respectful relationships.	4.1 Increased number of sectors and settings that BRC partners work with to prevent gender-based violence.
1.2 Staff from partner organisations demonstrate positive attitudes to gender equality and support meaningful action aligned with challenging the gendered drivers of violence.	2.2 Increased use of gender equitable design concepts for public spaces and community facilities.	3.2 Strengthened collaborations and shared projects with organisations that work with population groups who experience multiple forms of discrimination.	4.2 Strengthened collective advocacy of the BRC Partnership.
1.3 Increased proportion of women and gender diverse people in leadership positions in partner organisations.	2.3 Increased representation of women and gender diverse people in communications and publications of partner organisations.	3.3 Increased number of women and gender diverse people in community leadership positions.	4.3 Add to the Victorian evidence base of effective primary prevention approaches to prevent gender-based violence
1.4 Increased number of partner organisations that challenge the gendered drivers of violence and promote prevention of gender-based violence messages in their communications.	<div><div>“</div><div>In a year’s time I would be most excited to see the voice of Aboriginal and Torres Strait Islander people represented in WHIN’s network who are codesigning or consulted on the BRC shared action(s).</div><div>”</div></div>		

COLLECTIVE IMPACT APPROACH

WHIN and the BRC Partners will continue to use and adapt the Collective Impact model to inform their work and integrate elements of systems thinking theory, as outlined in the Collective Impact 3.0 model ([Cabaj & Weaver, 2016](#)). Collective impact refers to “a network of community members, organisations, and institutions who advance equity by learning together, aligning, and integrating their actions to achieve population and systems level change,” which is implemented using the five conditions of collective success ([Kania & Kramer, 2011](#)). The table below summarises these five conditions and their application to the *BRC Strategy 2022 – 2026*.

CONDITION OF SUCCESS	DEFINITION IN THE CONTEXT OF COLLECTIVE ACTION	APPLICATION IN BRC STRATEGY 2022-2026
Common agenda	All participants have a shared vision of change, common understanding of the problem and joint approach through agreed actions.	Vision, mission, principles, goals and objectives are developed collaboratively and documented in <i>Building a Respectful Community Strategy 2022–2026</i> .
Shared measurement	Agreement on ways success will be measured with data collection across all participating organisations on a number of shared indicators.	A monitoring and evaluation framework for the Strategy will be developed collaboratively with partner organisations through a working group. This will identify opportunities for shared measurement and monitoring systems, and ensure that implementation of the Strategy aligns with the evidence base for primary prevention.
Mutually reinforcing activities	Each participating organisation undertakes the activities at which it excels in a way that supports and is coordinated with others.	Each partner will choose the strategies and activities that best suit their strengths, opportunities and resourcing. Monitoring of these will be coordinated through the action plans and the BRC Committee.
Continuous communication	Participants need several years of regular meetings, a common vocabulary and ongoing communication.	The BRC Committee and BRC Strategic Advisory Group ² meet quarterly. WHIN provides consistent and valuable email updates, shared resources and professional development opportunities.
Backbone support organisation	Requires staff with a specific set of skills that can support and coordinate efforts, including facilitation, communications support, data collection and reporting, and administration.	WHIN provides this backbone support, coordinating resources, ensuring alignment of organisational objectives and facilitating collective efforts toward shared goals.

2. The BRC Strategic Advisory Group (formally the BRC Steering Group) is made up of a subset of the BRC Committee. Members have at least four years experience in primary prevention of gender-based violence and have a good understanding of the sector and contextual shifts that could affect implementation of the strategy.

COLLECTIVE ACTION FOR CHANGE

The 2022 – 2024 Action Plan has an enhanced focus on collective action and movement building to strengthen and build on the previous work of the partnership. Following an Action Planning Workshop in April 2022, BRC partners shortlisted five priority areas for collective action which were further refined and developed into the collective actions which are listed below. Throughout the Strategy period, WHIN will lead the development of projects, communities of practice, working groups and resources which support the implementation of these collective actions, with ongoing feedback and guidance from the BRC Strategic Advisory Group and the BRC Committee.



DIVERSITY IN LEADERSHIP IN WORKPLACES AND COMMUNITIES (1.3 AND 3.3)



Support gender inclusive and diverse representation of leadership across the BRC Partnership in terms of gender and diversity. This includes breaking masculine stereotypes of leadership and a movement toward healthy masculinities. Target settings include workplaces, sports and community settings.

DEVELOP A SHARED VISION FOR GENDER EQUITABLE, SAFE AND INCLUSIVE PLACES (2.1 AND 2.2)



WHIN to hold a gender and urban design forum to bring together different professionals such as planners, architects, community members, and experts in gender and PGBV to articulate a shared vision on how gender equitable, safe and inclusive spaces look and feel. Principles and practices from forum to be shared across local government areas.

STUDENT-LED GENDER EQUALITY ACTION GROUP(S) (3.2)



Establish a student-led gender equality action group(s) and identify suitable schools to pilot or upscale previous approaches. Align with established work or initiatives in community health and with the Respectful Relationships Education program at Department of Education (DE), NEMA Division.

COLLECTIVE ADVOCACY (4.1)



Collective advocacy to sustain the long term resourcing for BRC partners to continue to work in preventing gender-based violence, particularly in community health promotion initiatives and community facing grass roots initiatives.

“ In a year’s time I would be most excited to see more connections to support LGBTIQ inclusive prevention work. ”

STRENGTHEN BEST PRACTICE (3.2)




Identifying and owning partnership expertise in order to communicate to the wider partnership to support ongoing best practice, including in emerging practice (e.g. engaging men and boys in prevention work).

BRC PRINCIPLES



- HUMAN RIGHTS-BASED
- FEMINIST
- GENDER TRANSFORMATIVE
- INTERSECTIONAL
- INFORMED BY LOCAL CONTEXT
- EVIDENCE-BASED
- ENGAGING OF MEN AND BOYS
- ACCOUNTABLE








SUMMARY OF BRC PARTNER ACTIONS 2022 - 2024


BRC PARTNER ORGANISATION	STRATEGIES, INITIATIVES OR PROGRAMS	PEOPLE OF FOCUS	SETTING OF FOCUS	BRC STRATEGY GOALS AND OBJECTIVES												
				GOAL 1				GOAL 2			GOAL 3			GOAL 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
COMMUNITY HEALTH ORGANISATIONS																
BANYULE COMMUNITY HEALTH	Acknowledgement and participation in campaigns: 16 Days of Activism Against Gender-Based Violence, International Women’s Day, Week Without Violence, Reclaim the Night 	Banyule Community Health Staff, Volunteers and Local Community	Workplace and Local Community		X		X									
	Book week- Gender Equity Theme (2022)	Families accessing playgroups	Early years settings								X					
	Diversity & Inclusion Plan	Banyule Community Health Staff, volunteers, community	Workplace	X	X	X										
	Rainbow Tick Accreditation	Workforce, volunteers, community	Workplace and Local Community	X	X	X	X	X	X			X	X			
	Workplace Gender Equity Agency reporting	Banyule Community health Staff	Workplace	X												

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
COHEALTH	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence	cohealth Staff and Community Members	Workplace and Local Community		X											
	Communication Strategy	cohealth staff and cohealth service users	Workplace, Local Community				X			X						
	Gender Equity Work	cohealth staff	Workplace	X												
	LGBTQIA+ inclusion in sport [in partnership with Proud2Play]	People who identify as LGBTQIA+	Sports Clubs and Institutions									X				
	Rainbow Tick Accreditation	cohealth staff and cohealth service users	Local Community					X	X			X	X			
	Student-led Gender Equality Pilot	Young People in Yarra	Primary Schools					X				X	X		X	

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives													
				Goal 1				Goal 2			Goal 3			Goal 4			
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3	
DPV Health	Acknowledgement and Participation in Campaigns: 16 Days of Activism Against Gender-Based Violence and International Women’s Day 	Hume and Whittlesea Community	Hume and Whittlesea Community				X					X					
	Change Starts With You – PVAW Resource for Youth in partnership with DPV Health, DE and Banksia Gardens PVAW	Young people (12–18 years) living in the Northern Metropolitan Region	Schools and Youth-focused settings											X			
	Development of Gender Equality Action Plan	DPV Staff	Workplace	X	X		X										
	Female Inclusion in Sport Grant (with City of Whittlesea)	Sports clubs	Sports Clubs and Insitutions		X		X	X	X	x		X	x	x			
	GE3 – Equal, Safe & Healthy Basketball with DPV Health, City of Whittlesea and Whittlesea Community Basketball Association	Staff at Cow, Whittlesea Community Basketball Association staff and leaders, DPV Health staff, Whittlesea Basketball clubs	Sports Clubs and Insitutions		X		X	X	X	X	X	X	X	X		X	
	Hume Active Women and Girls Network 	Sport Club Staff, Volunteers and players	Sports Clubs and Insitutions									X	X	X	x		
	Supporting schools with Respectful Relationship initiative	School communities including; staff, students and parent/carers	Primary and Secondary Education				X	X					X		X		


BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
HEALTH ABILITY	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	Health Ability Staff	Workplace		X											
	Baby Makes 3 Program	MCH services in Local Government, public maternity services, CALD groups, Aboriginal and Torres Islander communities	Workplaces, local government staff in MCH services, child birth and parenting educators, community organisations, Universities.								X	X				X
	Spaces and Play	Primary Schools and students Nillumbik (grade 5 and 6 students)	Primary education						X			X		X		X
	Student-led Gender Equality Pilot 	Young People in Yarra	Primary Schools					X			X	X		X		X
MERRI HEALTH	We're Game! initiative 	Local community (Moreland), sports and leisure settings staff, volunteers, patrons/players/ members.	Sports Clubs and Insitutions					X	X	X	X			X	X	X
	WGEA Citation	Merri Health Staff	Workplace	X												



BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
North Richmond Community Health	Acknowledgement and Participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	NRCH staff, service users, Yarra community	Yarra Community			X										
	Active Bystander training for staff and volunteers	NRCH staff, volunteers, and sector partners with a focus on CALD communities	Workplace and Yarra Community		X											
	Diversity and Inclusion Strategy/Plan	NRCH staff, partnerships and service users	Workplace	X												
Sunbury and Cobaw Community Health	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	Local community including schools, multicultural communities	Primary and Secondary Schools, Local Sunbury and Macedon ranges Community							X	X	X		X		
	Explore funding opportunities to run Healthy masculinities activities in Sunbury as per model in Macedon Ranges (man cave – mentoring)	Male community leaders that work with young people.	Sunbury Community				X				X					
	Gender Equality Strategy and Action Plan	Sunbury and Cobaw Community Health Staff	Workplace	X	X	X	X									


BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Your Community Health	Acknowledgement and participation in Campaigns: 16 Days of Activism and International Women’s Day 	Your Community Health Staff, volunteers, Directors, students, clients and visitors at YourCH. Whole of community	Workplace and Local Community				X					X				
	Exploration and identification of primary prevention work with the LGBTIQ+ community.	LGBTIQ+ Community	Local community									X				
	Organisational Gender Equity Workplan	Your Community Health Staff, volunteers, Directors, students, clients and visitors	Workplace and Local Community	X	X			X								
	Partnership with Centre for Multicultural Youth to provide mentoring to young women in governance and organisational leadership.	Young women from culturally diverse backgrounds	Local Community									X	X			
	Rainbow Tick Accreditation	Directors, Staff, Volunteers	Workplace	X	X	X	X		X	X		X				

BRC PARTNER ORGANISATION	STRATEGIES, INITIATIVES OR PROGRAMS	PEOPLE OF FOCUS	SETTING OF FOCUS	BRC STRATEGY GOALS AND OBJECTIVES											
				GOAL 1				GOAL 2			GOAL 3			GOAL 4	
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2

COMMUNITY ORGANISATIONS


BANKSIA GARDENS COMMUNITY SERVICES	Change Starts With You – PVAW Resource for Youth in partnership with DPV Health, DE and Banksia Gardens PVAW	Young people (12–18 years) living in the Northern Metropolitan Region	Schools and Youth-focused settings											X		
	Gender Equity Action Plan	BGCS board members, BGCS staff, BGCS volunteers, BGCS service users, BGCS partner organisations	Workplace	X			X									
	Gender Lens at Banksia Gardens	BGCS staff, BGCS volunteers, BGCS service users	Workplace		X		X									
	Good People Act Now (GPAN) Project 	Young people aged 16–28	Local Community								X		X			X
	Eurydice Dixon Gender Equality Champions Award	Young people aged 15–25	Local Community							X			X			
	Toward Equality and Beyond	Women from CALD backgrounds	Hume Community	X									X			



BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives													
				Goal 1				Goal 2			Goal 3			Goal 4			
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3	
Brotherhood of St Laurence	Free from Violence	Women from CALD backgrounds (Afghan, Tamil, Punjabi)	Hume and Whittlesea Community									X	X	X			
Fitzroy Legal Service	Women’s work without barriers	Women who experience structural disadvantages and barriers to employment	Workplaces	X	X			X				X	X				
Good Samaritan Inn	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	Good Samaritan Inn Staff	Workplace		X												
	Rainbow Tick Accreditation	Good Samaritan Inn Staff	Workplace					X					X	X			
	Santa Maria ‘Walk In Her Shoes’ project	Santa Maria yr 10 cohort	Secondary Education									X			X		
	School outreach presentations about FV in Vic	Catholic secondary schools	Secondary education									X			X		
Northern Centre Against Sexual Assault (Austin Health)	16 Days of Activism internal events and activities in conjunction with AH social work 	Austin Health staff and visitors	Workplace		X		X										
	Respectful Relationships Schools Program	Students across the NMR	Secondary education and tertiary education									X					X

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Whittlesea Community Connections	Acknowledgement and Participation in Campaigns: 16 Days of Activism Against Gender-Based Violence, International Women’s Day, Week Without Violence 	WCC Staff and Local Community	Workplace and Local Community				X					X				
	Community Leader Working Group	CALD Community Leaders in the City of Whittlesea	Workplace							X		X				
	Internal Pride Awareness Gender Equity (PAGE) Working Group	WCC staff representatives across all teams	Workplace		X			X	X	X						
	Phase 2: Whittlesea CALD Communities FV Project	CALD community in City of Whittlesea	Local community – across different settings such as Melb Poly Epping campus		X	X	X	X		X		X	X	X		
	Recognise, Respond, Respect: FV Training	Practioners, Volunteers and local community	Local community, Internal & external workplaces/ services				X					X				
	Whittlesea CALD Women’s Group Grants	CALD women in City of Whittlesea	Local community						X		X		X			

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives													
				Goal 1				Goal 2			Goal 3			Goal 4			
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3	
WHIN	Coordination of BRC Partnership	BRC Organisations	Workplaces												X	X	X
	Delivering training and capability building to BRC partners	BRC Organisation Staff and Community Members	Workplaces and NMR Community		X		X	X									
	Acknowledgement and participation in Campaigns: International Women’s Day, Week Without Violence	WHIN Staff	Workplace				X			X							
	Lead annual 16 days of activism campaign in the NMR including resource development and events	BRC Organisations	Media, Workplaces, NMR Community				X			X		X					
	Women’s Health Services Disability Inclusion Capacity Building Project	WHIN Staff	Workplace	X	X		X					X					
	We’re Game	Local community (Moreland), sports and leisure settings staff, volunteers, patrons/players/ members.	Sports Clubs and Insitutions					X	X	X	X				X	X	X

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives													
				Goal 1				Goal 2			Goal 3			Goal 4			
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3	
WHIN	Hume Active Women and Girls Network	Sport Club Staff, Volunteers and players	Sports Clubs and Insitutions									X	X	X	X		
	Masculinties COP	Practitioners working with men and boys	NMR												X		
	Student-led Gender Equity Project	Young People in Yarra	Primary Schools				X						X			X	X
	Merri-bek Men Against Violence	Merri-bek Council Staff, Men in Merri-bek	Merri-bek Community									X					
	'A Place to Thrive' Gender and Urban design forum	Practitioners engaging in GIA work within the scope of urban planning and design from across Metro Melbourne	Workplaces, Community							X						X	X

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Local Council																
Banyule City Council	Gender Equality Action Plan	Council staff	Workplace	X												
	Gender Impact Assessment	Banyule community	Banyule community					X								
	Municipal Public Health and Wellbeing Plan – Gender Equity Focus Area	Local community	Banyule Community		X		X									
City of Whittlesea	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	City of Whittlesea Staff, Young People in Whittlesea	Workplace, Whittlesea Community		X		X					X	X			
	Female Inclusion in Sport Grant (with DPV Health)	Sports clubs	Sports clubs and institutions		x		X	x	x	X		x	X	X		
	GE3 – Equal, Safe & Healthy Basketball with DPV Health, City of Whittlesea and Whittlesea City Basketball Association	Staff at CoW, Whittlesea Community Basketball Association staff and leaders, DPV Health staff, Basketball clubs in CoW, men and boys	Sports Clubs and Insitutions		X		X	X	X	X	X	X	X	X		X

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
CITY OF WHITTLESEA (CONTINUED)	Gender Equality Strategy	City of Whittlesea Staff	Workplace	X	X	X	X									
	Gender Impact Assessments	Whittlesea community	Whittlesea community					X	X							
	Masculinities CoP (With WHIN) 	Practitioners Working with men and boys	NMR											X		
CITY OF YARRA	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence 	City of Yarra Staff and local community	Workplace and Yarra Community													
	Gender Equality Action Plan	Council Staff	Workplace	X												
	Gender Impact Assessments	Yarra community	Yarra community					X								

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BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Hume City Council	Acknowledgement and participation in Campaigns: 16 Days of Activism Against Gender-Based Violence, International Women’s Day 	Hume City Council staff, local community and centres	Hume community				X									
	Establish Family Violence Steering Committee	Hume Council Staff	Workplace		X											
	Family Violence Communication Plan for Leadership	Hume Council staff and community	Hume Council		X											
	Hume Active Women and Girls Network 	Sport Club Staff, Volunteers and players	Sports Clubs and Insitutions								X	X	X	X		
	Promote FV Disclosure Policy	Hume Council Staff	Workplace		X											
Merri-Bek Council	Gender Equality Action Plan	Council staff	Workplace	X	X	X										
	Gender Equality Commitment	Local community	Merro-bek community	X			X				X	X	X	X		
	Gender Impact Assessments	Merri-bek community	Merri-bek community					X	X	X						
	Merri-bek Men Against Violence 	Merri-bek Council Staff, Men in Merri-bek	Merri-bek Community								X					



BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
NILLUMBIK SHIRE COUNCIL	Gender Equality Action Plan	Council staff	Workplace	X												
	Gender Equity in Early Years Services Community of Practice to support the sample policy	Educators, Management and volunteer committee members and children	Early Childhood Education and Care											X		
	Gender Impact Assessments	Nilumbik community	Nilumbik community					X								

BRC PARTNER ORGANISATION	STRATEGIES, INITIATIVES OR PROGRAMS	PEOPLE OF FOCUS	SETTING OF FOCUS	BRC STRATEGY GOALS AND OBJECTIVES											
				GOAL 1				GOAL 2			GOAL 3			GOAL 4	
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2

VICTORIAN GOVERNMENT DEPARTMENTS

DEPARTMENT OF EDUCATION RESPECTFUL RELATIONSHIP EDUCATION HUME- MERRI- BEK	Building capacity of school staff to implement Respectful Relationships, a whole school approach to gender equality and prevention of family violence	School communities including; staff, students and parent/carers	Primary and secondary Education (in Hume and Merri-bek)		X		X							X		
	Change Starts With You – PVAW Resource for Youth in partnership with DPV Health, DE and Banksia Gardens PVAW	Young people (12–18 years) living in the Northern Metropolitan Region	Schools and Youth–focused settings											X		
	Gender Equality Action Plan 2022–25.	DE staff	Workplace	X												
	Modelling Respect and Equality (MoRE) pilot in partnership with JSS	Selected Cohort of Schools	Hume and Merri-bek Schools											X		X
	Refresh/review of Resilience, Rights and Respectful Relationships curriculum material. Applying an intersectional lens.	Foundation to Year 12 students	Primary and Secondary Education							X						


BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Department of Education Respectful Relationship Education North East Melbourne (NEMA)	Building capacity of school staff to implement Respectful Relationships, a whole school approach to gender equality and prevention of family violence	School communities including; staff, students and parent/carers	Schools in NEMA		X		X							X		
	Gender Equality Action Plan 2022–25.	DE staff	Workplace	X												
	Modelling Respect and Equality (MoRE) pilot in partnership with JSS	Selected Cohort of Schools	NEMA Schools											X		X
	Refresh/review of Resilience, Rights and Respectful Relationships curriculum material. Applying an intersectional lens.	Foundation to Year 12 students	Primary and Secondary Education							X						
	Spaces and Play	Primary Schools and students Nillumbik (grade 5 and 6 students)	Primary education						X				X			X
	Student-led Gender Equity Pilot 	Young People in Yarra	Primary Schools					X				X	X		X	

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives												
				Goal 1				Goal 2			Goal 3			Goal 4		
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3
Neighbourhood Justice Centre	Acknowledgement and Participation in Campaigns: 16 Days of Activism Against Gender-Based Violence, Week Without Violence 	Services Local community	Workplace and Local Community		X								X			
	Student-led Gender Equity Pilot 	Young People in Yarra	Primary Schools					X				X	X		X	X

BRC PARTNER ORGANISATION	STRATEGIES, INITIATIVES OR PROGRAMS	PEOPLE OF FOCUS	SETTING OF FOCUS	BRC STRATEGY GOALS AND OBJECTIVES											
				GOAL 1				GOAL 2			GOAL 3			GOAL 4	
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2

UNIVERSITIES AND TAFES

LA TROBE UNIVERSITY	Gender Equality Action Plan	Whole of institution	Workplace	X		X		X	X	X	X	X	X			
	Pride in Prevention project	Primary prevention and LGBTIQ health and wellbeing sectors	National with Victorian focus									X				X
	SAGE Athena Swan Silver Accreditation Action Plan	Whole of institution with a focus on academics	Workplace	X		X		X	X	X		X	X			
	Universal Design Action Plan	Whole of institution	Workplace								X	X	X			

BRC Partner Organisation	Strategies, Initiatives or Programs	People of Focus	Setting of Focus	BRC Strategy Goals and Objectives													
				Goal 1				Goal 2			Goal 3			Goal 4			
				1.1	1.2	1.3	1.4	2.1	2.2	2.3	3.1	3.2	3.3	4.1	4.2	4.3	
Melbourne Polytechnic	Gender Equality Action Plan	MP staff	Workplace	X													
	Implementation of Respect and Equality in TAFE (includes Communications)	Whole of institution	Workplace				X			X							
	Participation in Whittlesea CALD FV Project: Phase 2 with Whittlesea Community Connections.Collaboration with WHIN’s Let’s Talk Money program.	EAL students	EAL classrooms									X					
	Preventing Gender-Based Violence Training Course	Students	Tertiary Education (TAFE)									X			X	X	X
	Take Action for Respect and Equality campaign 	Students and staff	Tertiary Education (TAFE)				X										

ACKNOWLEDGEMENTS

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