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# Appendices

**Gender Equity and Preventing Violence Against Women  
Action Plan 2019 – 2023**

## 1. Appendices

### Appendix 1: Key Definitions

#### ***Family violence***

Family violence is defined in accordance with section five of the Victorian Family violence Protection Act 2008, as:

- a) Behaviour by a person towards a family member of that person if that behaviour is
  - I. Is physically or sexually abusive or
  - II. Is emotionally or psychologically abusive or
  - III. Is economically abusive or
  - IV. Is threatening or
  - V. Is coercive or
  - VI. In any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or
  - VII. Behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviours in paragraph a).

#### ***Gender***

Most commonly refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relationships between women and those between men. These attributes, opportunities and relationships are to a large extent socially constructed and are learned through socialisation processes since infancy. They are context/ time-specific and changeable.

Gender-based violence – an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between men and women. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty (UN Inter-Agency Standing Committee, 2015)

#### ***Gendered drivers***

These are the specific elements or expressions of gender inequality that are most strongly linked to violence against women. They relate to the particular structures, norms and practices arising from gender inequality in public and private life. The gendered drivers are the underlying causes required to create the necessary conditions in which violence against women occurs.

#### ***Gender equity***

Refers to fairness and justice in the distribution of rights, responsibilities and resources between women and men according to their respective needs. The concept of gender equity recognises that men and women have different life experiences, different needs, different levels of power and access to decision-making levels in our society and differing expectations by others. Gender equity strategies seek to achieve fairness and justice in the distribution of benefits and responsibilities between women and men, and recognise that different approaches may be required to produce equitable outcomes.

#### ***Gender equality***

Gender equality is defined as the absence of discrimination, on the basis of a person's sex, in opportunities and the allocation of resources or benefits or in access to services. The concept of gender equality has evolved over time: initially, gender equality was concerned with treating everyone the same. By acknowledging and addressing different needs, interests and values, Councils can work to overcome these inequalities and arrive at equitable outcomes. Gender equality is the outcome reached through gender equity strategies.

### **Gender roles**

The functions and responsibilities expected to be fulfilled by women and men, girls and boys in a given society (World Health Organization, 2015).

### **Gendered Violence**

Gendered violence or gender-based violence is any violence that is perpetrated against a person based on gender differences between men and women. It is also violence perpetrated against those who do not conform to dominant gender stereotypes or socially prescribed gender roles.

### **Intersectionality**

Intersectionality is the a way of seeing the social inequality and power dynamics between complex, overlapping or and intersecting social identities locations such as race, ethnicity, indigeneity , class, gender, ability, sexuality, geography, age, life stage, migration status or religion (Chen, 2017 ), and related systems of oppression, domination, or discrimination.

### **Intimate Partner Violence**

Any behaviour by a man or a woman within an intimate relationship (including current or past marriages, domestic partnerships, familial relations, or people who share accommodation) that causes physical, sexual or psychological harm to those in the relationship (Our Watch, 2015).

### **LGBTIQ+**

Refers to people who identify as lesbian, gay, bisexual, transgender, intersex or queer.

### **Sexism**

Sexism is discrimination based on gender, and the attitudes, stereotypes and cultural elements that promote this discrimination.

### **Violence against women**

The United Nations General Assembly in 1993, defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life”. It encompasses, but is not limited to, “physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere; trafficking in women and forced prostitution; and physical, sexual and psychological violence perpetrated or condoned by the state, wherever it occurs.”

## **Appendix 2: Profile of women in Darebin**

Darebin’s estimated resident population (ERP) in 2018 was 161,609. The majority of the following data has been sourced from the 2016 Australian Bureau of Statistics Census and Darebin Household Survey data.

Gender <sup>1</sup>	<ul style="list-style-type: none"><li>• 51.7% identify as female</li></ul>
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<sup>1</sup> The ABS does not capture data around gender identity or people who identify as gender diverse or non-conforming, nor does it capture data around people with intersex variations.

	<ul style="list-style-type: none"> <li>• 48.3% identify as male</li> </ul>
Aboriginality	<p>1, 162 people identified as Aboriginal and/or Torres Strait Islander live in Darebin, or 0.8% of the population.</p> <p>Darebin has one of the largest populations of <b>Aboriginal and Torres Strait Islander</b> residents of the 31 local government areas in metropolitan Melbourne, and Darebin's Aboriginal community is among the largest in Victoria. An estimated 0.8% of Darebin's residents identify as being of Aboriginal or Torres Strait Islander descent, 53% of which are female. In comparison to 0.5% of Greater Melbourne's population identifies as being of Aboriginal and Torres Strait Islander decent.</p>
Cultural Diversity	<p>Darebin is a highly culturally and linguistically diverse municipality. Over 30% of male and female residents were born overseas and approximately 37% reported speaking a language other than English at home. Over 35% of residents were born overseas (ABS Census, 2016a). The top most commonly spoken languages in Darebin are English (56.3%), Italian (6.6%), Greek (6.3) and Mandarin (3.6%).</p> <p>Approximately 33% or 48,700 of Darebin residents have migrated to Australia from a non-English speaking country and just over half of the migrants living in Darebin are women.</p> <p>There are no exact figures for the number of refugees who have settled in Darebin, but an approximately 11,000 refugees reside in Victoria.</p>
Disability	<p>An estimated 6% of Darebin residents reported needing assistance in their day-to-day lives due to <b>disability</b>. Of this figure, 4,980 (6.56%) were female and 3,795 (5.35%) were male.</p>
LGBTIQ+	<p>Darebin is home to a significant <b>lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) community</b>. Council's own research (through the Darebin Household Survey 2014) indicates that approximately 6% of the population above the age of 16 openly identified as lesbian, gay or bisexual. It is likely that this figure is a clear under-estimation of the LGBTIQ+ population as the survey question identified sexual orientation only (lesbian, gay, bisexual) and did not capture people who identify as transgender, gender-non-conforming or people with intersex characteristics. It is also important to note that people often under-declare their sexual orientation for a variety of reasons, including sensitivity of the question and fear of discrimination.</p>
Employment	<p>The <b>employment levels</b> in Darebin are generally consistent with those of Greater Melbourne</p> <p>92% of residents being employed in some form, 50.4% of who are female (ABS Census, 2016).</p> <ul style="list-style-type: none"> <li>• 43.5% of women are employed full-time</li> <li>• 43.5% of women are employed part-time, and 4% work from home. In contrast, 70% of men are employed full-time, 26% are employed part-time, and 2% work from home.</li> </ul> <p>50% of females in Darebin reported spending 5 hours or more on <b>unpaid domestic work</b> and 18.7% volunteered their time to an</p>

	organisation or group. In contrast, 33% of males reported spending 5 hours or more on unpaid domestic work and 14.5% volunteered (ABS Census, 2016c).
Education	Darebin residents are more educated in comparison to Greater Melbourne (27.5%), with 32.7% or 40,282 of residents holding a Bachelor's degree or higher. Females account for 35% or 22,606 residents in Darebin who have completed a Bachelor's degree or higher, and males account for males 30% or 17,680.

### Appendix 3: Violence against women in Darebin

In 2017, 1657 family violence related incidents or 82 incidents per 10,000 residents were reported to Victoria Police (WHV, 2019). Of this figure, 1205 reports were made by women and 452 reported were made by men. The total number of reports made in Darebin is significantly higher than the state average of 68 reports per 10,000 residents.

Over the past 18 years, there has been a 144% increase in Darebin of police callouts in relation to family incidents (Crime Statistics Agency, 2018). Women are the majority of victims (77%) and the majority of victimised women are aged between 15 and 44 years (Crime Statistics Agency, 2018). The rate of women in Darebin who reported a family violence related crime against them was 208% higher than men who reported such crimes (Victorian Local Government Association, 2018).

While an increase is partly shaped by improvements to the reporting system, confidence in reporting incidents to the police, the data also illustrates that family violence remains a pervasive issue for the Darebin community and overwhelmingly, the most significant crime against the person in the municipality.

It is also important to note that intimate partner violence is a vastly underreported crime. Of women who had experienced violence from a current partner, 39% had never sought advice or support and 80% had never contacted the police (Our Watch, 2014).

The ABS Personal Safety Survey collects information about the nature and extent of violence experienced by men and women since the age of 15, including their experience of violence in the 12 months prior to the survey. The findings of this survey provide an insight into the extent and nature of violence experienced by the Australian community. Some key data found through the survey was:

- For most women, the most recent assault by a male was committed by a person known to them. By contrast, two-thirds of physical assault by males experienced by men was perpetrated by a stranger.
- Approximately 22% of women and 7% of men were assaulted by a partner since the age of 15.
- Forty per cent of women stated that the most recent experience of assault was in their home – accounting for 40% of the most recent sexual assaults involving a male perpetrator (with a further 30% in another person's home), and 65% of the most recent physical assaults by a male.
- Among men who had been physically assaulted by another male, 11% of the most recent assaults occurred in the home and 58% in places of entertainment or public places.

#### Appendix 4: Darebin workforce and Council

Banding of employees – Full Time						
Classification	Permanent Full-time (% total)			Temporary Full-time (% total)		
	Total	Female	Male	Total	Female	Male
Band 1	0	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)
Band 2	2	0 (0%)	2 (100%)	0	0 (0%)	0 (0%)
Band 3	87	6 (6.9%)	81 (93.1%)	0	0 (0%)	0 (0%)
Band 4	60	28 (46.7%)	32 (53.3%)	3	2 (66.7%)	1 (33.3%)
Band 5	93	48 (51.6%)	45 (48.4%)	13	9 (69.2%)	4 (30.8%)
Band 6	100	59 (59.0%)	41 (41.0%)	18	12 (66.7%)	6 (33.3%)
Band 7	57	23 (40.4%)	34 (59.6%)	1	1 (100%)	0 (0%)
Band 8	29	17 (58.6%)	12 (41.1%)	1	0 (0.0%)	1 (100%)
Immunisation Nurse*	0	0 (0.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
MCH Nurse†	6	6 (100.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
Chief Executive Officer	1	1 (100.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
General Manager	4	3 (75.0%)	1 (25.0%)	0	0 (0.0%)	0 (0.0%)
Senior Executive Officer	13	3 (23.1%)	10 (76.9%)	1	0 (0.0%)	1 (100%)
Senior Officer	16	7 (43.8%)	9 (56.3%)	0	0 (0.0%)	0 (0.0%)
Grand Total	468	201 (42.9%)	267 (57.1%)	37	24 (64.9%)	13 (35.1%)

Employee banding disaggregated by sex for permanent and temporary full-time employees (April 2019).  
 \*includes Immunisation Nurse Grade 3, Immunisation Nurse Year 1-3, Immunisation Nurse Team Leader  
 †Includes Maternal Child Health (MCH) Nurses Year 1 -5, MCH Nurse Year 5- Team Leader

Banding of employees – Part Time						
Classification	Permanent Part-time (% total)			Temporary Part-time (% total)		
	Total	Female	Male	Total	Female	Male
Band 1	69	39 (56.5%)	30 (43.5%)	0	0 (0%)	0 (0%)
Band 2	10	8 (80%)	2 (20.0%)	0	0 (0%)	0 (0%)
Band 3	147	122 (83.0%)	25 (17.0%)	5	4 (80%)	1 (20%)
Band 4	36	29 (80.6%)	7 (19.4%)	1	1 (100.0%)	0 (0%)
Band 5	36	30 (83.3%)	6 (16.7%)	5	9 (60.0%)	2 (40.0%)

Band 6	28	27 (96.4%)	1 (3.6%)	5	3 (60.0%)	2 (40.0%)
Band 7	9	8 (88.9%)	1 (11.1%)	2	2 (100%)	0 (0%)
Band 8	1	1 (100%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
Immunisation Nurse	7	7 (100.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
MCH nurse	18	17 (94.4%)	1 (5.6%)	0	0 (0.0%)	0 (0.0%)
Chief Executive Officer	0	0 (0.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
General Manager	0	0 (0.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
Senior Executive Officer	1	1 (100%)	0 (0.0%)	1	0 (0.0%)	0 (0.0%)
Senior Officer	0	0 (0.0%)	0 (0.0%)	0	0 (0.0%)	0 (0.0%)
Grand Total	362	289 (79.8%)	73 (20.2%)	18	13 (72.2%)	5 (27.8%)

Employee banding disaggregated by sex for permanent and temporary part-time employees.

\*includes Immunisation Nurse Grade 3, Immunisation Nurse Year 1-3, Immunisation Nurse Team Leader

†Includes Maternal Child Health (MCH) Nurses Year 1 -5, MCH Nurse Year 5- Team Leader

<b>Banding of employees – Casual</b>			
	<b>Casual (% total)</b>		
<b>Classification</b>	<b>Total</b>	<b>Female</b>	<b>Male</b>
Band 1	26	18 (69.2%)	8 (30.8%)
Band 2	37	23 (62.2%)	14 (37.8%)
Band 3	207	125 (60.4%)	82 (39.6%)
Band 4	34	22 (64.7%)	12 (35.3%)
Band 5	30	24 (80.0%)	6 (20.0%)
Band 6	5	5 (100.0%)	0 (0.0%)
Band 7	1	1 (100.0%)	0 (0.0%)
Band 8	1	0 (0.0%)	1 (100%)
Immunisation Nurse*	2	2 (100%)	0 (0.0%)
MCH nurse†	8	8 (100%)	0 (0.0%)
Chief Executive Officer	0	0 (0.0%)	0 (0.0%)
General Manager	0	0 (0.0%)	0 (0.0%)
Senior Executive Officer	1	1 (100%)	0 (0.0%)
Senior Officer	0	0 (0.0%)	0 (0.0%)
Grand Total	351	228 (65.0%)	123 (35.0%)

Employee banding disaggregated by sex casual employees.  
 \*includes Immunisation Nurse Grade 3, Immunisation Nurse Year 1-3, Immunisation Nurse Team Leader  
 †Includes Maternal Child Health (MCH) Nurses Year 1 -5, MCH Nurse Year 5- Team Leader

**Division of male and female employees**

Division	Casual (% total)		
	Total	Female	Male
Chief Executive Office	5	4 (80.0%)	1 (20%)
City Sustainability & Strategy	236	133 (56.0%)	103 (44.0%)
Governance & Engagement	153	93 (61.0%)	60 (39.0%)
Operations & Capital	168	18 (11.0%)	150 (89.0%)
Community	675	507 (75.0%)	168 (25.0%)
Grand Total	1236	755 (61.0%)	481 (39.0%)

Division of male and Female employees disaggregated by sex

**Appendix 5: History of Preventing Violence Against Women in Darebin**

Since 2006, Council has led a range of initiatives to promote women’s participation, wellbeing and leadership and to prevent violence against women. In 2012, Council launched its first Gender Equity and Preventing Violence against Women Action Plans with the aim of employing a strategic and accountable approach towards achieving gender equality outcomes. Some of the work since 2006 include:

- Development of Darebin’s workplace family violence policy
- Endorsement of the Victorian Local Government Women’s Charter 2008
- Endorsement of Darebin’s first Women’s Equity Strategy 2012-2015 and associated Gender Equity and Preventing Violence Against Women Annual Action Plans
- Endorsement of Building a Respectful Community – Preventing Violence Against Women – A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016.
- Investment in funding a dedicated full-time Preventing Violence Against Women Officer in 2012
- Implementation of a workplace program to prevent violence against women
- Council’s submission to the Royal Commission into Family Violence.
- Endorsement of Building a Respectful Community Strategy 2017 -2021

## **Appendix 6: Policy Context**

### **Darebin Council Plan 2017-2021**

This plan outlines Council's mission to preserve and improve the physical, social, environmental, cultural and economic health of all our neighbourhoods, and ensure quality of life for current and future generations. The following goals directly relate the Gender Equity and Preventing Violence Against Women Action Plan 2019 – 2023.

Goal 2: We will improve the wellbeing of people in our community by providing opportunities for them to live their lives well.

Goal 5: We will lead on equity and recognise our diverse community as our greatest asset for solving future challenges.

### **Darebin Health and Wellbeing Plan 2017-2021**

Darebin's Health and Wellbeing Plan sets the broad missions, goals and priorities to enable people living in the municipality to achieve maximum health and wellbeing. Goal 3, in particular aims to improve the emotional and social wellbeing of all Darebin residents. By addressing emotional wellbeing, Council aims to promote freedom from discrimination, violence and building stronger social connections and participation within our community. Social wellbeing refers to our positive, reciprocating and respectful relationships with others both at personal and social levels, and includes our relationships with families, friends, peers, and our broader social networks in our local neighbourhoods, schools, work, or online.

### **Equity, Inclusion and Human Rights Framework 2019-2029**

The Framework represents Council's commitment to valuing the community in all its diversity and ensuring Council responds equitably to residents' needs. The Framework stems from the Council Plan 2017-2021 which places a strong emphasis on equity, diversity and inclusion considerations throughout all aspects of Council business and operations. It applies a human rights and intersectional approach to drive and assist Council in its work. This Plan recognises intersectionality and its effects of violence against women.

### **Regional**

- Building a Respectful Community Strategy 2017-2021

### **State**

- Building from Strength: 10-Year Industry Plan for Family Violence Prevention and Response
- Ending Family Violence: Victoria's Plan for Change
- Everybody Matters: Inclusion and Equity Statement
- Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women
- Royal Commission into Family Violence
- Safe and Strong: Victoria's Gender Equality Strategy
- Gender equality, health and wellbeing strategy 2017–19 (VicHealth)
- Victorian Equal Opportunity Act

- Victorian Family Violence Act 2008
- Victorian Local Government Women's Charter
- Victorian Public Health and Wellbeing Act 2008

### **National**

- Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia
- The National Plan to Reduce Violence against Women and their Children 2010-2022
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012

### **International**

- National Women's Health Policy 2010 International
- United Nations Universal Declaration of Human Rights
- United Nations Declaration on the Elimination of Violence against Women 1993
- United Nations Convention for the Elimination of All Forms of Discrimination against Women

United Nations Millennium Development Goals and Beyond 2015