Darebin Women’s Equity Strategy
2012–2015

A plan to increase women’s participation, wellbeing and leadership in Darebin.
'There is no effective development strategy in which women do not play a central role. When women are fully involved, the benefits can be seen immediately: families are healthier and better fed; their income, savings and reinvestment go up. And what is true of families is also true of communities and, in the long run, of whole countries.'

Kofi Annan, former Secretary-General United Nations New York 8 March 2003
Chief Executive Foreword

Darebin City Council is pleased to present the Darebin Women’s Equity Strategy. Developing this strategy provides Council with the opportunity to take leadership in advancing women’s full and equal participation and inclusion in community life. It also includes strategies we can undertake to prevent violence against women and children. It will help us ensure we can plan effectively as an organisation to develop and implement policies, programs and services that are more gender equitable across all domains.

Council has had a long-standing commitment to equity and inclusion. Many of the initiatives in the past decade have sought to address violence against women as well as support women’s equity and leadership both within Council and across our community. At the corporate level Council has made a formal commitment to support women’s civic participation and inclusion as articulated in the following statement:

We will work to support women to fully and equally engage and participate in the life of the community — City of Darebin Council Plan 2009-2013.

This is the first time a formal strategy has been adopted by Council. The Strategy, one of a number of key strategies cascading out of the Darebin Equity and Inclusion Policy, will see development of annual Gender Equity and Preventing Violence Against Women action plans which we will monitor and report against.

Finally, this strategy is a blueprint for Darebin’s future aspirations and will be evaluated and reviewed in consultation with community and our other stakeholders. On behalf of Council, I would like to thank all individuals and groups who have contributed to shaping the Darebin Women’s Equity Strategy.

Daniel Freer
Acting Chief Executive — City of Darebin
Introduction

Context

The Darebin Women’s Equity Strategy provides a framework for delivery of Darebin City Council’s policy and actions aimed at improving gender equity and reducing violence against women within the Darebin workforce, within our community and through design and delivery of Council services and programs.

Gender equity between men and women is a principle that lies at the heart of a fair and productive society. However, due to certain social structures, traditions, stereotypes and attitudes about women and their role in society, their ability and capacity to enjoy the same privileges and rights as everyone in our community continues to be affected.1

Context (continued)

Local government, as the closest level of government to the community, has capacity to influence many of the determinants of [gender inequity] and violence against women through its social and strategic planning, environmental management, economic development, urban design and community service provision. Local government is now identified as being one of the critical settings for preventing violence against women.

As a local government, we play a critical role in creating and supporting environments that enable everyone in our community to achieve optimal health and wellbeing. This role is legislated under the Victorian Public Health and Wellbeing Act 2008 section 24 and the Victorian Local Government Act 1989 (3c) (3d), which mandates councils to ensure that services “best meet the needs of the local community” and are “accessible and equitable” and to “foster community cohesion and encourage participation in community life.” This means responding to the interests and needs of both women and men across all aspects of Council activity. Councils are also bound by legislation such as the Victorian Equal Opportunity Act 2010 and Sex Discrimination Act 1984, which aim to eliminate discrimination and sexual harassment and promote greater equity in our community. Finally, compliance with the Victorian Charter of Human Rights and Responsibilities Act 2006 requires councils to uphold human rights, including the rights of women, as an essential component of a democratic, equitable and inclusive society.

Background

Since 2006, Darebin City Council has worked to advance this area and improve gender equity for women, including prevention of violence against women. At the corporate level Council has made a formal commitment to support women’s civic participation and inclusion as articulated in the following statement:

We will work to support women to fully and equally engage and participate in the life of the community (City of Darebin Council Plan 2009-2013).

A multitude of innovative actions to promote gender equity and prevent violence against women have emerged from Darebin over this period. Achievements include workforce development, with Darebin Council one of the first Councils to increase paid parental leave to fifteen weeks in 2009. Council also facilitated partners, and not just mothers of the children, to access this paid leave. It expanded the definition of ‘family’ to allow people with a “family” type relationship to care for dependents when they are ill. Another success was the upgrade of Home Carer’s classification level in 2010. Darebin Council was one of only three Councils to agree to this upgrade in recognition of the high proportion of women in this sector, which is 90% in Darebin.

2 Women’s Health in the North Building a Respectful Community Preventing Violence Against Women — A strategy for the Northern Metropolitan Region of Melbourne 2011–2016
Background (continued)

Council’s other work supporting women’s equity and inclusion has also included:

- Establishment of the Darebin Women’s Advisory Committee to engage women in council decision making
- Formation of an internal staff Women’s Network open to all staff that fosters an organisational culture where gender equity and women’s leadership is valued, recognised and supported across all levels of the organisation
- Hosting annual International Women’s Day activities for our community and workforce
- Development of a Darebin Staff Family Violence Policy
- Development of highly-acclaimed Family Violence Help Cards
- Darebin White Ribbon Action Team and participation and leadership in local and state-wide White Ribbon campaigns
- Workforce planning including flexible work arrangements, carers leave and parental leave; salary sacrifice options for child care fees
- Gender analysis training for staff
- Endorsement of the Women’s Participation in Local Government Coalition Victorian Women’s Charter 2008
- Endorsement of Women’s Health Matters: A 10 Point Plan for Victorian Women’s Health 2010-2014
- Participation in range of local, regional and state-wide partnership, forums and networks to support work in the area of prevention of violence against women, women’s leadership and gender equity
- Endorsement of Women’s Health in the North - Building a Respectful Community – Preventing Violence Against Women - A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016
- Endorsement of Municipal Association of Victoria’s - Prevention of Violence Against Women Leadership Statement

Finally, under the Darebin Equity and Inclusion Policy 2012–2015, women have been identified as one of the groups at risk of exclusion, in particular women experiencing or at risk of violence. This overarching policy provides a strategic framework for further development and implementation of our work in this area.

These actions have succeeded in raising awareness among council staff and community members that achieving gender equity for women is a critical goal for seeing a healthy, inclusive and just community and that violence against women is prevalent, serious and preventable. There is now a groundswell of council staff and leaders from sports, health and business who want to adapt their work to increase gender equity and prevent violence against women before it occurs.
Why Darebin Council has developed a Women’s Equity Strategy

Achieving gender equity requires our elected political representatives to drive and champion policy, program and workplace reforms that build a fairer community for all. Despite the balance in numbers between men and women in our community, inequity for women remains and continues to impact on their capacity to fully and equally participate in community life. This has significant long term health and social impacts not just for women, but for their families and community as a whole as highlighted in the following facts:

- While women make up half the population they are disproportionately under-represented in leadership and management positions. For example, of the 88 members elected to the Victorian Parliament in 2010 only 29 were women and only 4 of 22 Ministerial appointments are women.
- Freedom from violence is a human right. Yet for many women and girls this right is violated. Intimate partner violence is the leading contributor to preventable death, disability and illness for Victorian women aged 15-44. One in three women will experience violence in their lives, and one in five will experience sexual violence.
- Despite the fact that most women participate in paid work, women spend almost triple the amount of hours per week caring for children when compared with men.
- Australian women on average earn 18% less than men in similar positions which is equivalent to 82 cents to every dollar. The average amount of superannuation savings for men aged 25-64 years was $69,050 compared to $35,520 for women.

(Source: Local Government Gender Equity Fact Sheets 2011)

Most of the determinants and factors that contribute to gender inequality, including incidents of family violence, occur across a range of community settings such as home, schools, workplaces and sporting clubs. The Women’s Equity Strategy identifies key settings in delivery of messages and actions by Council.

Groups at Risk of Exclusion

Women within particular population groups may also be particularly disadvantaged and more at risk such as women on low income, or who experience violence, women who are homeless, have a disability and newly arrived/refugee, non-English speaking and Aboriginal women. Such groups may experience multiple barriers in accessing Council services, participating in community life and having a voice in our community. These barriers need to be understood and addressed in order to improve equity of access for all women in our community. Council can play a key role in helping overcome such barriers and fostering greater equity and inclusion for women. By examining differences in women and men’s lives, including those that lead to social and economic inequity for women, and applying this understanding to decision-making, policy development and service delivery Darebin will be a fairer, more just and respectful community for us all.

Supporting Action Plans

This is the first time that a dedicated strategy supporting women’s equity and inclusion has been developed by Darebin Council. From this strategy Council will produce on an annual basis two action plans to support this work—the Gender Equity Action Plan and Prevention of Violence Against Women Action Plan. Both plans will be implemented, monitored and reported back to Council and community annually.

A key to the success of the Women’s Equity Strategy will be in building and maintaining networks, partnerships and collaboration across Council and amongst external community, organisational and government stakeholders. The provision of adequate resources, monitoring and evaluation will also be required. We look forward to seeing the Women’s Equity Strategy have positive impact for women, their families and the diversity that makes up Darebin’s community.
Profile of Women in Darebin
The following data provides a summary profile of women in our Darebin community. Diversity of age, country of birth, language, sexual orientation, employment and family structure influence and shape the personal, communal and societal experience of women who live within our municipality.

For a more detailed profile and comparison with other local government areas, Women’s Health In the North has a comprehensive planning resource containing disaggregated data for women in Melbourne’s North to support agencies and services in program planning and delivery.

See www.whin.org.au. Unless otherwise stated, data cited is from Women’s Health in the North data book (2nd Ed).
PROFILE OF WOMEN IN DAREBIN

Population
The Estimated Resident Population based on the 2011 Census at 30 June 2011 was 143,057. This figure reflects an increase of 0.71% from the previous year. At the 2011 Census Darebin recorded a total of 70,261 women accounting for 51.4% of the total population. Of this female population, almost 1/3rd are over the age of 50 years.

Life Stages
The age distribution from the 2011 Census of women 15 years and older in Darebin is as follows:

The majority of women in Darebin are in their ‘Mid-age women’ (25-64) life stage. Darebin is one of the three northern Councils with the highest proportions of women aged 75 and over.

Country of Birth
Darebin has one of the most diverse local government areas in terms of birthplace along with Moreland and Whittlesea Councils. In Darebin in 2011, 30.7% of women were born overseas. Darebin has one of the highest proportion of women born in Greece and China, and is also one of the northern Councils that have one of the highest proportions of women born in Italy (5.5%).

Australia is a country that has experienced different waves of migration and these are reflected in the age distribution of those born overseas. Female migrants across the Northern Metropolitan Region (NMR) come from three different population groups with respect to their current life stages:

- A ‘mid to older’ group comprising women who migrated during the post-war years and have ‘aged in place’.
- A ‘young to mid’ group comprising women who migrated during the last 30 years; and
- A ‘young’ group comprising women who migrated more recently.

It is important for planners to be cognisant of the life stages of migrant women to ensure that their experience and health and wellbeing needs are taken into account.

Recent Arrivals
Based on most recent data available, a total of 545 women arrived in Australia and settled in Darebin through migration and humanitarian programs during 2006.

Languages Spoken
Darebin is one of the northern councils that has the highest proportions of women who speak languages other than English (LOTE). In Darebin according to the 2011 Census, 38.6% of women speak a language other than English at home and 8.9% of women are not proficient in English language.
Aboriginal Women
Darebin has one of the highest population of Aboriginal identified women (548) of the Northern LGAs. The majority of these women (47.8%) are in the 20 to 39 age group. This is in part due to higher birth-rates and relatively lower life expectancy of Aboriginal people compared to the non-Aboriginal population. It is widely agreed that those identifying as Aboriginal are radically undercounted in official statistics due to a number of reasons including not wishing to disclose one’s indigenous status. Some estimate that surveys such as the Census undercount indigenous statistics by 50% to 100%. It is important to keep this in mind when interpreting figures.

Housing
In Darebin in 2011:
- 8,198 women lived alone. The number of women living alone increases sharply with age.
- 82% of lone parent families are headed by a woman.

Employment
In Darebin at the 2011 census women 15+ years were:
- Over-represented in the proportion of the population who earn less than $400 per week.
- In the 2006 Census, 1,700 women (15+ years) were unemployed and looking for work.

Violence Against Women
Intimate partner violence is the leading contributor to preventable death, disability and illness for Victorian women aged 15–44. In 2010/11 there were 1,003 reported incidences of family violence incidents in the City of Darebin, a rate of 710.6 per 100,000. (Source: Victoria Police Law Enforcement Assistance Program Database)

Same Sex Attracted and Gender Diverse
At the 2011 Census there were a reported 415 couples who identified as living in a lesbian relationship. More extensive data on same-sex and gender diverse community is currently limited with under reporting of same-sex relationships.

Women with a Disability
There are an estimated 10,449 women living with disabilities in Darebin. Disability estimates for women in the northern LGAs show that Darebin and Moreland have the highest rates of disability at 283 per 1,000 and 278.1 per 1,000 respectively. The majority of women with a disability in Darebin have physical disabilities followed by sensory disability, psychiatric, intellectual and acquired disability.

Women Needing Assistance with Core Activities
In Darebin in 2006, 4,615 or 6.6% of women stated that they needed assistance with core activities. As expected this need for assistance increases dramatically for the 80 plus population.

Burden of Disease
In Darebin in 2008 (Victorian Health Survey):
- 21% of women reported fair or poor health status
- 29% of women do not meet physical activity guidelines
- 41% do not meet fruit and dietary guidelines
- Female life expectancy was 84.2 years

Darebin City Council Workforce
The Darebin Council workforce is made up of 809 women (64%) and 456 men (36%) as at June 2012. Women are also predominantly the primary carers of families making up three quarters of primary family carers within the organisation (71%).
The following policies and strategies inform and support the work of the Women’s Equity Strategy. The Women’s Equity Strategy provides a framework for the delivery of Darebin City Council’s actions that aim to increase women’s participation, wellbeing and leadership in Darebin.

**Local Context**

**Darebin Council Plan 2009–2013**
The City of Darebin has defined six shared goals as part of its Council plan 2009–2013. These goals are:
- Leadership and Engagement
- Community Wellbeing
- Liveability and Regeneration
- Celebration and Participation
- Environmental Sustainability
- Prudence and Prosperity.

The Women’s Equity Strategy reflects key aspects of these goals with two goals in particular being of note here:

**Community Wellbeing**
Our goal is to develop a strong physical, social and economic environment that supports and enhances the health and wellbeing of Darebin residents. We will strive for a just and inclusive community that feels connected, understood and valued. With the specific commitment:

‘We will work to support the right of women to fully and equally engage and participate in the life of the community.’

**Celebration and Participation**
Our goal is a city that respects and celebrates its diversity and where everyone is proud of their community and has a strong sense of belonging. We will support our residents to actively participate in community life in a way that reflects Darebin’s unique characteristics.

**Darebin Equity and Inclusion Policy 2012–2015**
The Women’s Equity Strategy is one of a suite of action plans cascading from the Darebin Equity and Inclusion Policy. The other related plans include the Darebin Human Rights Action Plan; the Darebin Sexuality, Sex and Gender Diversity Action Plan; the Darebin Aboriginal Action Plan and the Darebin Multicultural Action Plan. These plans align with the six principles contained within the Equity and Inclusion Policy:
- Social justice
- Accountability
- Participation
- Empowerment
- Human rights
- Diversity
Local Context (continued)

Darebin Equity and Inclusion Policy 2012–2015 (continued)
The Darebin Equity and Inclusion Policy 2012–2015 supports the inclusion of all people in Darebin, through identifying who is most vulnerable to the experience of social isolation and developing strategies to engage and connect them to the wider community.

Darebin Community Health and Wellbeing Plan 2009-2013
Priority 1 Darebin Community Health and Wellbeing Plan—Promoting Mental Health and Social Wellbeing states:
Gender, as a social determinant of health, is included in the Plan.

Regional Context
Building a Respectful Community—Preventing Violence against Women. A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016. The Strategy for the Northern Metropolitan Region provides a cornerstone for Council in which to advance its work in prevention of violence against women and ensure an integrated and regional approach across a range of settings.

State Context
Victoria’s Action Plan to Address Violence against Women and Children 2012-2015

A Right To Respect—Victoria’s Plan to Prevent Violence Against Women 2010-2020

The Right to Safety and Justice, Strategic Framework to Guide Continuing Family Violence Reform in Victoria 2010–2020

Victorian Local Government Women’s Charter. The Charter supports the principles of gender equity, diversity and active citizenship. Darebin Council is one of 64 of Victoria’s 79 local governments to have endorsed the Charter (July 2010)

The Victorian Charter of Human Rights and Responsibilities

State Context (continued)


Preventing Violence Before It Occurs - A Strategy and Background Paper to Guide the Primary Prevention of Violence Against Women in Victoria (VicHealth, 2011)

Municipal Association of Victoria, Prevention of Violence Against Women Leadership Statement supporting the vision set out in the National Plan to Reduce Violence Against Women and their Children

National Context

National Plan to Reduce Violence against Women and their Children 2010–2022, Department of Families, Housing, Community Services and Indigenous Affairs, 2011

Gender Equality Blueprint, Australian Human Rights Commission, 2010

International Context

The Full Picture, Guidelines for Gender Analysis, Ministry of Women’s Health Affairs, Government of New Zealand: Wellington, 1996


UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
Strategic Goals and Objectives

The Women’s Equity Strategy aligns with the three goals set out in the Darebin Equity and Inclusion Policy that Darebin Council has endorsed. This overarching policy provides a platform for the development of the Women’s Equity Strategy and ensuing action plans.

The Equity and Inclusion goals are:
1. To build an organisation within Council that is inclusive and reflective of Darebin’s diverse communities
2. To build services and programs that are inclusive, responsive, accessible and equitable
3. To contribute to building inclusive and empowered Darebin communities

Implementation of actions
Actions stemming from the Women’s Equity Strategy will be implemented through two separate (but interrelated) action plans developed on an annual basis and coordinated through the Community Planning, Partnerships and Performance Department of Council.

These plans—the Darebin Gender Equity Action Plan and the Darebin Prevention of Violence Against Women Action Plan—will be evaluated annually with a progress report to Council at the end of every 12 months for the duration of the Strategy in order to measure outcomes and remain accountable to commitments under the Strategy.

COUNCIL
To build an organisation within Council that is inclusive and reflective of Darebin’s diverse communities.

OBJECTIVE:
To achieve an organisational culture that is welcoming, inclusive and respectful of women, that strives for equal opportunity and builds the skill and confidence of Darebin women to lead and advance across all levels of the organisation.

To reduce and prevent violence against women in Council as a workplace.

WOMEN’S GENDER EQUITY ACTION PLAN AREAS:
• Leadership and training opportunities for women
• Pay equity
• Employment and recruitment
• Training and professional development
• Work conditions

PREVENTING VIOLENCE AGAINST WOMEN ACTION PLAN AREAS:
• Organisational capacity building and support
• Staff training
• White Ribbon campaign
OBJECTIVE:
To ensure Darebin Council services, programs and policies are gender equitable, actively encourage women’s full and equal participation and are inclusive of strategies preventing violence against women and children.

WOMEN’S GENDER EQUITY ACTION PLAN AREAS:
• Embedding gender equity into departmental plans and activities of Council
• Working across community settings
• Communications and marketing
• Groups at risk of disadvantage
• Research and development

PREVENTING VIOLENCE AGAINST WOMEN ACTION PLAN AREAS:
• Internal advocacy and support
• Settings across Council departments

OBJECTIVE:
To actively support sector and community partnerships and projects that foster a Darebin community culture that is inclusive, promotes women’s leadership and respects women’s full and equal participation in community life.

To work with partners and community in developing and implementing prevention of violence against women initiatives

WOMEN’S GENDER EQUITY ACTION PLAN AREAS:
• Women’s leadership and participation
• Strategic advocacy and sector development

PREVENTING VIOLENCE AGAINST WOMEN ACTION PLAN AREAS:
• Partnerships and community capacity building
• Advocacy and awareness raising about preventing violence against women.

OBJECTIVE:
To build services and programs that are inclusive, responsive, accessible and equitable.

COMMUNITY
To facilitate equitable opportunities for all people to be heard, connected, respected and supported to participate in community life in decisions important to their lives.

SERVICES
To build services and programs that are inclusive, responsive, accessible and equitable.

COMMUNITY
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• Settings across Council departments

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WOMEN’S GENDER EQUITY ACTION PLAN AREAS:
• Women’s leadership and participation
• Strategic advocacy and sector development

PREVENTING VIOLENCE AGAINST WOMEN ACTION PLAN AREAS:
• Partnerships and community capacity building
• Advocacy and awareness raising about preventing violence against women.
Evaluation and Measurement

Council will monitor and evaluate the Women’s Equity Strategy and action plans to measure short and longer term outcomes and impacts. Monitoring will be supported through Council annual reporting cycles across each department and annual reports required back to Council and community. Annual plans will be updated every twelve months with opportunity to review.

<table>
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<th>Objective</th>
<th>Performance Indicator Description</th>
<th>Measurement Methodology</th>
<th>Responsibility</th>
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<td>Plan endorsed and resources attached</td>
<td>Annual Report</td>
<td>Community Planning, Partnerships and Performance</td>
<td>Endorsed June 2012</td>
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<tr>
<td>Annual Preventing Violence Against Women Action Plan developed and implemented.</td>
<td>Plan developed and resources attached</td>
<td>Annual Report KPI</td>
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Appendix One: Definitions and Terms

Understanding Gender
‘Gender’ refers to the socially constructed roles, behaviours and attributes assigned to women, men, girls and boys. Unlike the biological characteristics and differences between women and men known as sex, gender roles are socially learnt, differ among cultures and change over time. While it would appear that women and men have all the same formal opportunities, gender inequity causes many women to experience significant disadvantage, impacting on their physical, mental and social health and wellbeing. To ensure that community needs are considered and responded to in the most informed and appropriate way, it is essential to consider gender when developing local government policy, planning and service delivery. (Source: Local Government Gender Equity Fact Sheets).

Gender Equity
Gender equity is an important social justice goal. The concept recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities. Gender equity is the process of being fair to women and men by recognising diversity and disadvantage and directing resources and services towards those most in need to ensure equal outcomes for all. A gender equity approach therefore acknowledges that different strategies are often necessary for women and men. (Source: Local Government Gender Equity Fact Sheets).

Violence against Women
Violence against women is ‘any act of gender-based violence that results in, or is likely to result in physical, sexual and psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. (UN Declaration on the Elimination of Violence against Women 1993). Violence against women has been referred to as ‘the most pervasive yet least recognised human rights abuse in the world’ by the United Nations Population Fund (UNFPA, 2008). Such is the gravity of the problem that important international organisations including the United Nations General Assembly (UNGA) acknowledges it as a violation of the rights and freedoms of women to take their equal share in political, economic, social, cultural and civil life (UNGA, 1993). It is crucial that violence against women is identified as gendered, and as resulting from unequal power relationships between men and women. (Source: Women’s Health in the North Building a Respectful Community Preventing Violence Against Women – A strategy for the Northern Metropolitan Region of Melbourne 2011-2016).

Violence has a major impact on women’s health and wellbeing. All forms of violence against women potentially reinforce a range of other known determinants of overall health problems; these include poor physical and mental health, gender inequity, social isolation, and economic disadvantage. Women experiencing violence may also respond to the trauma of violence in ways that damage their own health. These responses can include substance use/abuse, depression, anxiety and social withdrawal. (Source: Women’s Health in the North Building a Respectful Community Preventing Violence Against Women – A strategy for the Northern Metropolitan Region of Melbourne 2011-2016).

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Social Inclusion
Council has a clearly articulated social inclusion policy framework that informs the development and implementation of programs, services and policy taking into account the different ways in which people, including women from diverse sub-cultures, create community and relate to the broader community - such as women in metropolitan, regional and rural communities, Aboriginal and Torres Strait Islander women, immigrants and refugee women, women with disabilities and same-sex attracted women.

Human Rights
Human rights are universal rights to be enjoyed and upheld by all members of our community including women. The policy aligns with human rights approaches and identifies and prioritises the rights of women at higher risk of discrimination and exclusion, including those with multiple needs and multiple indicators of disadvantage. As a public authority, Council is mandated by legislation to comply with the Charter of Human Rights and Responsibilities.
Appendix Two: Resources and References

International Policy Frameworks

National Policy Frameworks

Victorian State Policy Frameworks

Gender Analysis Lens/Tools
Local Government Gender Equity Fact Sheets
Leadership and participation


Women’s Participation in Local Government Coalition publications, resources and website www.vlga.org.au/About_Us/Supported_Networks/Women_s_Participation_in_Lo Participation_in_Local_Government_Coalition__WPILGC__.aspx

Australian Local Government Women’s Association website www.algwa.net.au/html/s01_home/home.asp

Victorian Local Government Women’s Charter

Women’s Health Services

Victoria has nine regional and three state-wide women’s health services, which specialise in women’s health, gender equity, and health equity between women. Women’s health services have an array of resources that can be used by local councils including toolkits, research and statistical information about the social profile and health status of women in their municipality. Women’s health services are key partners in supporting local government to build a community that is just, inclusive and fair. Women’s Health in the North is the northern region service. www.whin.org.au

Other


Gender Equity resources—The Municipal Association of Victoria’s (MAV) gender equity webpage provides gender equity resources for local governments and includes, gender equity statistics, local government case studies and prevention of violence against women data and information. www.mav.asn.au/policy-services/social-community/gender-equity/Pages/default.aspx
**Darebin Women’s Equity Strategy**

Darebin City Council has developed a policy and action plans specifically devoted to improving women’s health and wellbeing by advancing women’s active participation in community life and working to prevent violence against women. If you would like to know more about Council’s commitments in relation to women in Darebin, call the Multilingual Line on 8470 8470 and ask to be connected to the Diversity Policy Officer.

**استراتيجية إنصاف المرأة لمدينة داربين**

وضع مجلس مدينة داربين سياسة وخطط مخصصة على وجه التحديد لتحسين صحة المرأة ورفاهيتها عن طريق تعزيز مشاركة المرأة الفعالة في الحياة المجتمعية والعمل على منع الجريمة ضد المرأة. إذا كنت تود معرفة المزيد عن التزامات المجلس فيما يتعلق بالمرأة في داربين، اتصل بخط الهاتف متعدد اللغات على 8470 8470 واطلب توصيلك بمسؤول سياسة التنوع.

**戴瑞賓女性公平策略**

戴瑞賓市議會已經制定一項針對性的政策及行動計劃，圖通過促進婦女積極參與社區生活及致力於防止對婦女進行襲擊改善女性的健康。如要瞭解市議會對戴瑞賓女性的相關承諾的詳情，請致電多語種專線 8470 8470，要求轉接至多元化政策主任。

**Η Στρατηγική Ισονομίας για τις Γυναίκες του Darebin**

Ο Δήμος του Darebin έχει εκπονήσει μια πολιτική και σχέδια δράσης ειδικά σχεδιασμένα για τη βελτίωση της υγείας και ευημερίας των γυναικών και με το να προωθεί την ενεργή συμμετοχή των γυναικών στην κοινωνική ζωή, και με το να εργαστεί για την πρόληψη της βίας κατά των γυναικών. Αν θέλετε να μάθετε περισσότερα για τις δεσμεύσεις του Δήμου αναφορικά με τις γυναίκες στο Darebin, καλέστε στην Πολυγλωσσική Τηλεφωνική Γραμμή στο 8470 8470 και ζητήστε να συνδεθείτε με τον/την Υπάλληλο Πολιτικής Ποικιλομορφίας [Diversity Policy Officer].

**Strategia per l’equità per le donne di Darebin (Darebin Women’s Equity Strategy)**

Il Darebin City Council ha sviluppato una politica e piani d’azione diretti particolarmente al miglioramento della salute e del benessere delle donne, promuovendone la partecipazione sociale e l’accesso ai servizi e impegnandosi a prevenire la violenza contro le donne. Se volette saperne di più riguardo all’impegno assunto dal comune per le donne di Darebin, chiamate la linea multilingue al numero 8470 8470 e chiedete di parlare con il responsabile per la politica sulla diversità (Diversity Policy Officer).

**Стратегия за равноправност на жените во Даребин**

Општина Даребин изработи правилник и планови за постапување специфично посветени на подобрувањето на жените и нивната добросостојба, со активно учеството во општеството и работи на спречување на насилството против жените. Ако сакате да дознаете повеќе за заложбите на Општината во врска со жените во Даребин, набавете се на Поделено телефонска линија на 8470 8470 и побарајте да ве поврзат со Службеникот за правилници во врска со разноликост (Diversity Policy Officer).

**Sách Lược Công Bằng Cho Phụ Nữ Darebin**

Hội Đồng Thành Phố Darebin đã xây dựng một chính sách và những kế hoạch hành động tập trung vào mục tiêu cải thiện sức khỏe và cuộc sống cho phụ nữ bằng việc tăng cường mức độ tham gia tích cực của phụ nữ vào cuộc sống cộng đồng và hoạt động để phòng chống bạo hành phụ nữ. Nếu quý vị muốn biết thêm về những cam kết của Hội Đồng liên quan tới phụ nữ tại Darebin, vui lòng gọi tới Đường Dây Đa Ngôn Ngữ tại số 8470 8470 và yêu cầu được nói máy với Viên Chính Sách Đa Ngữ (Diversity Policy Officer).