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1. MAYORS FORWARD

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)

Darebin City Council is pleased to present the Darebin Women's Equity Strategy. Developing this strategy provides Council with the opportunity to continue to take leadership in advancing women's full and equal participation and inclusion in community life, including strategies we can undertake as a council to prevent violence against women and children. It will help us ensure we can respond effectively as an organisation in planning, developing and implementing 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 and 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 developed and 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 new strategy is a blueprint for Darebin's future endeavours and aspirations and will be evaluated and reviewed in consultation with communities, Darebin's citizens 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 which ushers in a renewed partnership approach between Darebin Council and the community it serves.

**Mayor
City of Darebin**

2. INTRODUCTION

Gender equality must become a lived reality

(Michelle Bachelet, UN Women Executive Director)

1.1 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

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.² 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 Local Government Act 1989 (3c) (3d)*, by ensuring 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 *Public Health and Wellbeing Act 2008, Section 24*, "to seek to protect, improve and promote public health and wellbeing within the municipal district" and 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.

1.2 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 the last five years.

¹ http://www.humanrights.gov.au/sex_discrimination/publication/CEDAW

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

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.

Councils other work supporting women's equity and inclusion 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 equity 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

Finally, under the *Darebin Equity and Inclusion Policy 2011 -2015* was endorsed, with women identified as one of the groups at risk of exclusion, including women and families 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 health, 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, healthy and business who want to adapt their work to increase gender equity and prevent violence against women before it occurs.

1.3 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 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 Disadvantage

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 annual basis two action plans to support this work - the *Women's 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.

3. 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 LGAs, Women's Health In the North has a comprehensive planning resource containing disaggregated data for women in Melbourne's Northern LGAs to support agencies and services in program planning and delivery. Refer to: www.whin.org.au. Unless otherwise stated, data source is Women's Health in the North A Data Book (2nd Ed).

3.1 Population

The population of Darebin at 30 June 2009 was 139,608. This Figure reflects an increase of 1.4% from the previous year. At the 2006 census Darebin recorded a total of 65,837 females accounting for 51.4 % of the total population. Of this female population almost 1/3rd of the female population are over the age of 50 years.

3.2 Life stages

The age distribution of women in Darebin is as follows:

- 15 to 24: **15.2%**
- 25 to 34: **22.3%**
- 35 to 44: **18.0%**
- 45 to 54: **13.2%**
- 55 to 64: **10.7%**
- 65 to 74: **10.5%**
- 75 to 84: **7.5%**
- 85+ : **2.8%**

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.

3.3 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 at 2006, over 27.6% of women in Darebin were born in non-English speaking countries. Darebin has the highest proportion of females born in Greece and China, and is also one of the northern Councils that have the highest proportions of females born in Italy (6.4%).

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 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 (Source: WHIN Data Book 2011)

3.4 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 (ABS data 2006).

3.5 Languages spoken

Darebin is one of the northern councils that have the highest proportions of females who speak languages other than English (LOTE). In Darebin according to the 2006 Census, 38% of females speak a language other than English at home and 10% of females are not proficient in English language.

3.6 Aboriginal women

Darebin has the highest population of Aboriginal identified women (593) of the Northern LGAs. The majority of these women (47.8%) are in the 25 to 44 age group, with this younger profile consistent with the Melbourne Statistical Region (MSR) or greater Melbourne. 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 ones 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.

3.7 Housing

In Darebin in 2006:

- 8,086 females lived alone. The number of females living alone increases sharply with age.
- 61% of one parent families are headed by a female.

3.8 Employment

In Darebin at the 2006 census women 15+ years were:

- Over-represented in the proportion of the population who earn less than \$400 per week
- 1,700 women (15+ years) were unemployed and looking for work

3.9 Violence Against Women

Crime statistics are produced annually by Victoria Police with figures extracted from the Law Enforcement Assistance Program Database. In Darebin in 2009/2010 ratio of police call-outs for family violence incidents were 637 per 100,000 population giving Darebin a metro ranking of 12.

3.10 Same Sex Attracted and Gender Diverse

At the 2006 Census there were a reported 759 couples who identified as living in a lesbian relationship. More extensive data on same sex and gender diverse community is currently limited.

3.11 Women with a Disability

There are an estimated 10,449 females living with disabilities in Darebin. Disability estimates for females 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.

3.12 Women needing assistance with core activities

In Darebin at 2006 4,065 or 6% of females stated that they needed assistance with core activities in the 2006 census. As expected this need for assistance increases dramatically for the 80 plus population.

3.13 Burden of Disease

In Darebin in 2008 (Victorian Health Survey)

- 21% of females reported fair or poor health status
- 29% of females do not meet physical activity guidelines
- 41% do not meet fruit and dietary guidelines
- female life expectancy was 84.2 years

3.14 Darebin Workforce

The Darebin workforce is made up of 809 women (64%) and 456 men (36%). Women are also predominantly the primary carers of families making up three quarters of primary family carers within the organisation (71%).

4. POLICY ALIGNMENT

The following policies and strategies inform and support the work of the Women's Equity Strategy.

4.1 Local context

4.1.1 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

4.1.2 Darebin Equity and Inclusion Policy 2012-2016

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 Same Sex Attracted and Gender Diverse 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**

4.1.3 Darebin Community Health and Wellbeing Plan 2009-2013

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

1.2 Support 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.

4.2 Regional context

4.2.1 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.

There are also a range of State and Federal policies and strategies considered in development and implementation of the Women's Equity Strategy. These policies will continue to inform our work and include:-

4.3 State

4.3.1 Addressing Violence Against Women and Their Children – Action Plan Consultation Framework, January 2012 (Likely to supersede 3.3.2/3.3.3)

4.3.2 A Right To Respect – Victoria's Plan to Prevent Violence Against Women 2010-2020

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

4.3.4 Victorian Local Government Women's Charter 2011-2012 The Charter supports the principles of gender equity, diversity and active citizenship. Darebin Council is

one of 55 of Victoria's 79 local governments to have endorsed the Charter (July 2010)

4.3.5 The Victorian Charter of Human Rights and Responsibilities

4.3.6 **Women's Health Matters: A 10 Point Plan for Victorian Women's Health 2010-2014:** Endorsed by Council in March 2010.

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

4.3.8 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*

4.4 Federal

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

4.4.2 **Gender Equality Blueprint**, Australian Human Rights Commission, 2010

4.5 International

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

4.5.2 **Exploring Concepts of Gender and Health**, Women's Health Bureau, Health Canada, Ontario, 2003

4.5.3 **UN Convention on the Elimination of All Forms of Discrimination Against Women** (CEDAW)

5. 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 ensuring 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 Equity and Diversity Team 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 for commitments under the Strategy.

Equity and Diversity Goal

1. To build an **organisation within Council** that is inclusive and reflective of Darebin's diverse communities

Objective 1:

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

Equity and Diversity Goal

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

Objective 2:

To ensure Darebin Council services, programs and policies are gender equitable, inclusive of strategies around prevention of violence against women and children and actively encourage women's full and equal participation.

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

Equity and Diversity Goal

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

Objective 3:

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 Plan action areas:

- Women's leadership and participation
- Strategic advocacy and sector development

Preventing Violence Against Women action areas:

- Partnerships and community capacity building
- Advocacy and awareness raising about Preventing Violence Against Women

6. EVALUATION AND MEASUREMENT

Council will monitor and evaluate the Women's Equity Strategy and actions set out in the 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 progress.

Objective	Performance Indicator Description	Measurement Methodology	Responsibility	Status
Women's Equity Action Strategy endorsed	Plan endorsed and resources attached	Annual Report	CP3	Draft

Objective	Performance Indicator Description	Measurement Methodology	Responsibility	Status
Annual Preventing Violence Against Women Action Plan developed and implemented.	Plan developed and resources attached	Annual Report KPI	CP3	Draft
Annual Women's Gender Equity Plan developed and endorsed.	Plan developed resources attached	Annual Report KPI	CP3	Draft

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Officer Role and external funding of a year long Local Government Networking and Capacity Building Project to Prevent Violence Against Women has seen this work progressed. Finally, the Darebin White Ribbon Campaign Action Group has played a significant role in raising awareness both within Council and the broader Darebin community.

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 mandated by legislation to comply with the Charter of Human Rights and Responsibilities.

APPENDIX TWO: RESOURCES AND REFERENCES

1. Gender Analyses/Tools/Lens

- **Gender Equity in Local Government Fact Sheets**
Resource designed to build the capacity of local government to consider gender equity in planning, policy and service development and delivery. Ten fact sheets across a range of areas including land use planning and design, infrastructure, sports and recreation, workplace, leadership.
- **Women's Health in the North – Gender Analysis Tool**
The *Gender Analysis Tool* contains a brief rationale for why gender should be considered in planning, policy and service development; a 'Gender Analysis Planning Tool' which includes a list of gender analysis prompts to consider at each step of a policy and project development process; and an 'Organisational Gender Checklist' to assist organisations in measuring and improving their approach to gender sensitive practice.
 - Department of Human Services. 2008. *Gender and Diversity Lens for Health and Human Services: Victorian Women's Health and Wellbeing Strategy Stage Two: 2006-2010*. Government of Victoria: Melbourne
http://www.wholewoman.org.au/Reference%20Group%20Documents/gender_diversity_lens.pdf
 - Dyson, Sue. 2001. *Gender and Diversity: A Workbook for an Equity Approach to Practice*. Women's Health in the South East: Frankston.
 - Women's Health West. 2002. *A Gender Agenda: Planning for an Inclusive and Diverse Community*. Women's Health West: Footscray.
 - Keleher, Helen. 2009. *Policy Scorecard for Gender Mainstreaming*. Department of Health Social Science, Monash University: Melbourne.

2. Leadership and participation

- **Listening to Women: Women's Participation in Local Decision Making** (Women's Planning Network)
http://www.wpn.org.au/researchresource/participationindecisionmaking/WP_listentowomentxt.pdf
- **Women's Participation in Local Government Coalition** publications, resources and website
http://www.vlga.org.au/About_Us/Supported_Networks/Women_s_Participation_in_Local_Government_Coalition_WPILGC.aspx
- **Australian Local Government Women's Association website**
http://www.algwa.net.au/html/s01_home/home.asp
- **Victorian Local Government Women's Charter**
<http://www.vlga.org.au/site/DefaultSite/filesystem/documents/WPILGC/Charter%20Ideas%20Checklist.pdf>

3. 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 Victoria	http://whv.org.au/
Women with Disabilities Victoria	http://www.wdv.org.au/
The Royal Women's Hospital	http://www.thewomens.org.au/
Multicultural Centre for Women's Health	http://www.mcwh.com.au/
Women's Health West	http://www.whwest.org.au/
Women's Health in the North	http://www.whin.org.au/

4. Other

- **Local Government and Community Leaders Preventing Violence Against Women** Supports local government capacity building and networking activity in the area of preventing violence against women before it occurs with a range of resources, including gender equity information. www.lgpvaw.net.au
- **Crime prevention through design** - Safer design guidelines for Victoria. Department of Sustainability and Design and Crime Prevention Victoria. http://www.dpcd.vic.gov.au/data/assets/pdf_file/0011/41231/Safer_Design_Guidelines.pdf