

Priority: Leadership

Council will provide leadership to our community and partners on gender equity. We recognise that to affect community change, we need to ensure our own workplace culture, practice, policy, planning and programs demonstrate gender equity and respect. We will ensure that the experiences of males, females and gender diverse people are considered in our consultation and decision making.

Objective	Action	Responsibility
The City of Monash’s services, programs and policies are inclusive and gender equitable.	Embed gender equity as part of current diversity planning.	Aged and Community Care
	Include gender equity elements in all strategic and operational planning for social connection activities and interactions with clients, such as planned activity groups, meal preparation assistance, transportation, and Halcyon House. These activities may contradict traditional gender roles, with the aim of supporting individuals to learn new skills and remain independent.	Aged and Community Care
	Formally adopt guidelines on the portrayal of gender and the reporting of violence against women activities. Guidelines which can be utilised include: <ul style="list-style-type: none"> - Eliminating Violence Against Women Media Awards – Responsible Reporting Guidelines for Journalists - Our Watch: Reporting on Domestic Violence - Victorian Government: Gender Portrayal Guidelines. 	Communications Community Planning and Development
	Explore strategies to support Council to consult and engage with men and women being integrated into the review of the Consultation and Engagement Framework.	Communications
	Explore opportunities to review the Advisory Committee on Community Consultation and Engagement Terms of Reference to support gender equity in its membership.	Communications
	Purchase new stock images which depict women and men engaging in diverse	Communications

Monash City Council Gender Equity Strategy 2015 – 2020
 Year One and Year Two Action Plan

Objective	Action	Responsibility
	activities which challenge gender stereotypes (and are also mindful of diversity of age, abilities and cultures), for use in internal and external communications and publications.	Community Planning and Development
	Support the development and distribution of a picture book list, with books that challenge gender stereotypes and /or promotes gender equality and respectful relationships between males and females, stock copies of these books at across the library service and promote through displays and other communications. Explore opportunity to promote books from the picture book list through e-book collections. Where these books are not available through e-book collections, advocate to make them available.	Community Information and Arts Community Planning and Development
	Implement story time sessions for a range of ages which use books which challenge gender stereotypes and /or promotes gender equality and respectful relationships between women and men and/or boys and girls.	Community Information and Arts
	Continue to adopt strategies to strengthen men’s engagement in the library services, including story time sessions.	Community Information and Arts
	Ensure women’s and men’s voices are equally promoted when conducting themed book promotions in library branches.	Community Information and Arts
	Explore opportunities to review and develop formalised processes and policies to promote gender equity in collections, programming, communications and events.	Monash Gallery of Art
	Monash Youth and Family Services continue to integrate the following themes into programs and activities where it is not possible to have a sole focus on respectful relationships education: <ul style="list-style-type: none"> - the promotion of gender equality - the promotion of equal and respectful relationships between males 	Children, Youth and Family Services

Monash City Council Gender Equity Strategy 2015 – 2020
 Year One and Year Two Action Plan

Objective	Action	Responsibility
	and females - the construction of gender roles - challenging gender stereotypes.	
	Monash Youth and Family Services are engaged in local, regional or state wide networks which promote best-practice respectful relationships education and promote these opportunities to local youth practitioners.	Children, Youth and Family Services
	Monash Youth and Family Services continue to integrate best practice respectful relationships education principles when planning, implementing, monitoring and evaluating respectful relationship initiatives.	Children, Youth and Family Services
	Explore opportunities for Monash Youth and Family Services to support schools in implementing elements of the Victorian Department of Education and Training respectful relationship education curriculum.	Children, Youth and Family Services
	Monash Youth and Family Services explore opportunities to provide local youth practitioners with professional development to support respectful relationships education.	Children, Youth and Family Services
	Consider gender equity in the proposed Aquatics Business Plan.	Active Monash
	Consider gender equity in programming and marketing when aiming to increase membership at the Oakleigh Recreation Centre.	Active Monash
	Consider gender equity in the programming and marketing of new membership types at Monash Aquatic and Recreation Centre and Clayton Aquatics and Health Club.	Active Monash
	Continue to adhere to Maternal and Child Health program standards which support father engagement.	Children, Youth and Family Services
	Ensure gender equity and the prevention of violence against women are considered by the Eastern Metropolitan Region Emergency Management Partnership when it is developing/reviewing its emergency management	Emergency Management

Monash City Council Gender Equity Strategy 2015 – 2020
 Year One and Year Two Action Plan

Objective	Action	Responsibility
	procedures and overall approach in the provision of relief and recovery to members of the community impacted by emergency events.	
	Explore opportunities for to challenge gender stereotypes through arts programming and events	Community Information and Arts
	Promote gender equity in the composition of members on Monash Gallery of Art committees and advisory structures.	Monash Gallery of Art
	Promote a gender balance of experts and speakers engaged at events organised by Community Planning and Development.	Community Planning and Development
	Implement the Male Health Program.	Community Planning and Development
	Consistently apply a gender lens to health promotion planning and activity.	Community Planning and Development
	Develop an organisational statement of commitment for the prevention of violence against women and gender equality.	Community Planning and Development
	Continue to support the implementation of the Preventing Family Violence: Workplace Support Policy and Procedures and gender equity actions in the next iteration of the People Plan.	Community Planning and Development Human Resources
	Coordinate an annual International Women’s Day activity	Community Planning and Development
Apply a gender lens to the development of new and revised Council policies, strategies and relevant programs.	Community Planning and Development	

Monash City Council Gender Equity Strategy 2015 – 2020
 Year One and Year Two Action Plan

Objective	Action	Responsibility
	Include a section in the Council report template, where appropriate, which asks about the gender equity implications of the topic.	Governance
	Explore opportunities for Council to promote external information and resources which support female candidates for the 2016 Council election and current female Councillors.	Governance
The City of Monash promotes gender equity in its partnerships with stakeholders and the community	Explore opportunities to discuss the prevention of family violence and/or gender equity with businesses and workplaces through existing and new networks, forums and events.	Economic Development
	Explore opportunities to consider workplace gender equity as a consideration awarding of the Monash Business Awards.	Economic Development
	Provide opportunities for sporting clubs to undertake gender equity activities in their club through awareness raising, training and support.	Active Monash
	Promote a gender balance in the membership of new community reference groups, for example the Community Oakleigh Reference Group.	Community Planning and Development
The City of Monash's places and spaces are safe, welcoming, respectful and inclusive of all genders	Integrate gender equitable design criteria in the design briefs of new and redeveloped pavilions.	Active Monash

Priority: Research

We will routinely collect and analyse gender disaggregated data and use it to inform our decision making.

Objective	Action	Responsibility
The City of Monash routinely collects and utilises gender disaggregated data to support and evaluate planning, program and service delivery.	Continue to collect and analyse gender disaggregated data to support planning, programming and service delivery and actively utilise this in the development of the annual business plan.	Aged and Community Care
	Collect gender disaggregated data in the grant application and grant acquittal forms.	Community Planning and Development Community Information and Arts
	Utilise gender disaggregated data in the analysis of reporting of community grant applicants and recipients.	Community Planning and Development Community Information and Arts
	Continue to collect and analyse gender disaggregated data to support planning, programming and service delivery and utilise this in the development of the Library Strategic Plan.	Community Information and Arts
	Conduct an audit of Council commissioned art to understand how many female and male artists were engaged and the financial compensation for female and male artists.	Monash Gallery of Art
	Continue to collect and analyse gender disaggregated data to support planning,	Children, Youth and

Monash City Council Gender Equity Strategy 2015 – 2020
 Year One and Year Two Action Plan

Objective	Action	Responsibility
	programming and service delivery and actively utilise this in the development of the Youth Plan.	Family Services
	Collect data on teen fitness and develop programs and activities which aim to increase participation amongst teenage girls in Centre activities.	Active Monash
	Continue to collect and analyse gender disaggregated data to support planning, programming and event delivery.	Community Information and Arts
	Include an additional question in the 2016/17 Capital Works Initiative Form which asks applicants what proportion of males and females in the community will benefit from the project.	Capital works
	Through the implementation of the Community Safety Framework, routinely collect gender disaggregated community safety and crime data and analyse and apply community safety and crime statistics data across all Council areas.	Community Planning and Development
	Conduct an audit of Council’s advisory committees and reference groups to understand the gender, age, ethnicity and disability make-up of advisory committees.	Community Planning and Development
	Utilise gender disaggregated data in the reporting on and development of strategies and plans that sit under the Access and Equity Framework.	Community Planning and Development
The City of Monash’s services, programs and policies are inclusive and gender equitable.	Undertake further work to consider how gender diversity could be considered in future Strategy Action Plans.	Community Planning and Development

Priority: Partnerships

We will partner with other organisations and key stakeholders to promote gender equality and respect.

Objective	Action	Responsibility
The City of Monash’s services, programs and policies are inclusive and gender equitable.	Explore opportunities to continue the partnership with Bosch Australia to promote gender equality and respectful relationships within their organisation.	Community Planning and Development
	Support neighbourhood houses to promote gender equality and challenge gender stereotypes through governance, data collection and program delivery.	Community Planning and Development
	Participate in and actively contribute to regional and state-wide gender equity and preventing violence against women partnerships and networks.	Community Planning and Development
	Establish an external advisory structure to support the implementation and monitoring of the Gender Equity Strategy.	Community Planning and Development
	Explore opportunities to partner with regional Metro Access Workers and relevant peak bodies and organisations to promote gender equity and prevent violence against women with a disability.	Community Planning and Development
	Implement the Generating Equality and Respect Sustainability Plan.	Community Planning and Development

Priority: Advocacy

We will advocate for gender equity and the prevention of violence against women at a local, regional, state and national level

Objective	Action	Responsibility
The City of Monash’s services, programs and policies are inclusive and gender equitable.	Undertake strategic advocacy at the local, state and Commonwealth levels that: <ul style="list-style-type: none"> • Promotes gender equity and the prevention of violence against women • Supports women’s participation in community life. • Embeds gender equity into plans, policies, programs and services. 	Community Planning and Development
	Keep abreast of, and respond if appropriate, to the recommendations of the Victorian Royal Commission into Family Violence.	Community Planning and Development

Priority: Building capacity

We will support our staff, our partners and the Monash community to understand how they can promote gender equity in their everyday work and lives.

Objective	Action	Responsibility
The City of Monash’s services, programs and policies are inclusive and gender equitable.	Build the capacity of community organisations and key community stakeholders to promote gender equity through formal and informal training and support.	Community Planning and Development
	Build the capacity of Council staff to promote gender equity through formal and informal training and support.	Community Planning and Development
	Promote the key lessons and resources of the Generating Equality and Respect program.	Community Planning and Development