

## Gender Equity:

That women and men have an equal right to be representatives in local government, committees and decision making positions.

Action Plan Objectives	Activity/Event Planned	Partners	Timeframe	Achievements
Celebrate and acknowledge International Women's Day	Hold an event to acknowledge International Women's Day	<ul style="list-style-type: none"> <li>The Shepparton Festival</li> <li>LaTrobe University</li> <li>University of Melbourne</li> <li>Goulburn Murray Social Workers Group</li> <li>Ethnic Council of Shepparton and District</li> <li>Primary Care Connect</li> <li>The Adviser</li> <li>Shepparton Art Museum</li> <li>Avonlea Flowers</li> </ul>	March, annually	<p>The International Women's Day Event was held on Thursday 8 March 2018. Approximately 300 community members attended.</p> <p>The theme of the evening was Women by Design not Defined. A theme that was compatible with the 2018 Shepparton Festival theme.</p> <p>The IWD event also fitted neatly with the broader national and international IWD campaign <b>#pressforprogress</b> maintaining a gender parity mindset which challenged stereotypes and bias, influencing other's beliefs and actions, while forging the positive visibility of women and celebrating their achievements.</p> <p>A Community Bus was provided to make the event accessible to all of community and the banner displayed on the bus designed by students from Mooroopna Secondary College.</p> <p>The event included musical entertainment, a panel of speakers exploring concepts of gender equity, gender stereotypes and challenges they have overcome as female leaders and finished with sound bowl meditation.</p>
Encourage local women to further their education	<p>Provide educative links on the GSWCAC webpage</p> <p>Have educational resources at GSWCAC events</p>	<ul style="list-style-type: none"> <li>Goulburn Ovens Institute of TAFE</li> <li>La Trobe University</li> <li>Kaiela Arts</li> <li>Her Place Museum</li> </ul>	Ongoing	<p>The Kaiela Arts scholarship program delivered from Advisory Committee Funding in partnership with Kaiela Arts in 2017. In 2017, the program supported 10 Aboriginal and/ or Torres Strait Islander women to participate and build skills across a series of 4 workshops to become independent artists.</p> <p>Relationship and engagement with Her Place Museum in preparation for the local exhibition. Her Place Women's</p>

	<p>Invite educational institutions to attend GSWCAC events</p>		<p>Museum Australia celebrates the social, civic and entrepreneurial achievements of all Australian women and their role in shaping the nation. During NAIDOC Week, the exhibition <i>Honouring Indigenous Women</i>, celebrating the lives and contributions of Aunty Fay Carter, Alma Thorpe and Paola Balla was hosted in Shepparton through a collaboration with La Trobe University's Shepparton campus.</p> <p>A number of training/ education opportunities promoted to the advisory committee and 'friends' network, including the Community Leadership and Fairley Leadership programs.</p> <p>Chair Training delivered by Non Profit Training to the Advisory Committee and other local community members. This helped those in attendance to understand the role of the Chair, following agendas, dealing with difficult members etc. This training was attended by 21 local people, 20 of those being women.</p> <p>Women's Health Goulburn North East presented a snapshot of the female population within Greater Shepparton during the April 2018 meeting. Information presented was sourced from the 2016 Census and the Workplace Gender Equality Agency and comprises of data including; <i>Demographic, Education, Employment, Leadership positions and Offence.</i></p> <p>Gender Equity in Action training was provided by Women's Health Goulburn North East in May 2018, the sessions aim was to provide participants with knowledge and understanding of key concepts relating to gender, equity and gender transformative practice.</p>
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**International Women's Day** was held on Thursday March 8, attracting 300 community members. A bus was provided to support transport from outlying areas, displaying a banner designed by Mooroopna Secondary College students, representing Gender Equity.

During the event attendees were able to mingle and network and enjoy music by the Goulburn Valley Grammar Orchestral Ensemble. Further entrainment enjoyed included the showing of "A Woman's Place" by Sara Thomsen, singing by Clifton Boschetti and Singing bowl meditation by Lisa Shortridge.

The official part of the evening commenced with a Welcome to Country from Aunty Merle Miller, Yorta Yorta Nations and Opening by the Mayor Kim O'Keefe, followed by comments from Charter Champion, Cr Seema Abdullah.

Members of the IWD workgroup worked with family members to acknowledge the work of Aunty Margaret Tucker and Nanny Nora Charles and their inclusion in the 'Dana Djirungana Dunguludja Yenbena-l (Proud, Strong Aboriginal People) – Aboriginal Street Art Project presented by family members. The 2017 Yorta Yorta inductees on the Aboriginal Women's Honour Roll were also acknowledged and guest Aunty June Atkinson spoke about these.

A Panel Discussion was held with the theme - *Women by Design, not defined!* facilitated by Kaz Gurney, panel members included Serana Hunt-Hughes, Alana Johnson, Zakia Baig and Aunty Merle Miller

The presentation of the annual Women's Award was an important part of the evening where all nominees were recognised and the winner Kathryn Sims was presented with the 2018 Award.

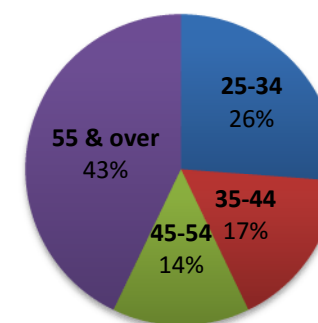
The Advisory Committee engaged a number of partners to support the event with significant funding and in-kind contribution from LaTrobe University, University of Melbourne, Goulburn Murray Social Workers Group, Ethnic Council of Shepparton and District, Primary Care Connect, The Adviser, Shepparton Art Museum, Avonlea Flowers.

**An online survey was sent to attendees following the event;**

### Participant's Feedback on content

The majority of survey participants responding to questions about content positively, using descriptions such as "fascinating," "interesting," "great," "diverse," "entertaining," and "well organised." A common theme throughout the feedback was the importance of listening to and "hearing from different women, feeling empowered and celebrated by women!"

**Ages of 2018 IWD attendees**



### Diversity:

The inclusion of different experiences and perspectives in local governments and community decision-making strengthens local democratic governance and helps build cohesive communities. Councils and communities encourage and welcome the participation of all women.

Action Plan Objectives	Activity/Event Planned	Partners	Timeframe	Achievements
Encourage diversity within the GSWCAC and at GSWCAC events	Ensure the GSWAAC membership public notice to state that the GSWCAC is open to all	<ul style="list-style-type: none"> <li>Council</li> </ul>	Annually (March/April)	<p>Recruitment held in March/ April of 2018, appointing two new members and one returning members, from a total of 12 applicants.</p> <p>Attendance at the International Women's Day 2018 was diverse with various cultures represented.</p> <p>The addition of guest speakers to some meetings enables the Advisory Committee to hear from professionals or individuals in relation to diversity within our community; during this period they have included Joel Board (GSCC Community Safety Officer) and Fatima and Denise from Uniting.</p>
Increase participation of Aboriginal women in the GSWCAC and its activities	<p>Encourage GSWCAC members to participate in events of significance to the Aboriginal community (such as NAIDOC Week)</p> <p>Ensure invitations are extended to Aboriginal organisations/communities for GSWCAC events</p>	<ul style="list-style-type: none"> <li>Council</li> <li>SR Reconciliation Group</li> <li>Yorta Yorta Nation Aboriginal Corporation (YYNAC)</li> <li>Bangerang</li> <li>Rumbalara</li> </ul>	Ongoing	<p>- Welcome to Country delivered at IWD event by YYNAC</p> <p>- Feature and promotion of the Street Art Project</p> <p>- Acknowledgement of the local inductees on the Aboriginal Women's Honour Roll 2017</p> <p>The Kaiela Arts scholarship program delivered from Advisory Committee Funding in partnership with Kaiela Arts in 2017. In 2017, the program supported 10 Aboriginal and/ or Torres Strait Islander women to participate and build skills across a series of 4 workshops to become independent artists.</p>

Support the implementation of Council's Cultural Diversity and Inclusion Strategy	Support the Council's activities for Refugee Week by providing support towards a women's focused activity and members of the GSWCAC as volunteers to the activity	<ul style="list-style-type: none"> <li>▪ Council's Multicultural Development Officer</li> <li>▪ Local cultural groups</li> </ul>	June 2017	<p>Promotion of events to Advisory Committee members and 'friends'.</p> <p>Support for key activities across Refugee Week and Cultural Diversity Week.</p>
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### Active Citizenship:

Local governments will work with the community to increase the numbers and participation of women in public life, so that decision making more clearly represents and reflects the interests and demographics of communities.

Action Plan Objectives	Activity/Event Planned	Partners	Timeframe	
Promote women's participation	Annual GSWCAC Award program as per the award guidelines	<ul style="list-style-type: none"> <li>Soroptimists International Shepparton Inc</li> </ul>	March 2018	Presented at 2018 IWD event to Kathryn Sims
	Have a GSWCAC scholarship to enable interested member/s to attend a conference or educational opportunity relating to women		As the opportunity arises, annually	NIL
	Have an annual GSWCAC Membership Drive, in line with the Terms of Reference.		Annually in March/April.	Media release, website and networks used to promote membership drive.  Resulted in 12 applications, two new members appointed and one returning member successfully appointed, leading to full Committee.
Acknowledge women's participation	Consider nominating a local woman for the Victorian Honour Roll of Women	<ul style="list-style-type: none"> <li>Greater Shepparton Heritage Advisory Committee</li> </ul>	August, annually	NIL- consideration was given and support offered to members in the community who may be considering nominating a local woman.
	Send out a media release encouraging others to nominate a woman for the Victorian Honour Roll of Women			Opportunity to nominate for the Victorian Honour Roll of Women was promoted via Advisory Committee Members and 'friends' Network.  Promoted on Council's website, FaceBook page and Shepparton News.
	Create a new Honour Board which lists the GSWCAC Award recipients		2016/17 financial year, and annually	Completed, names updated each year after award announcement; Honour Board is a feature of the Queens Gardens.

		<ul style="list-style-type: none"> <li>▪ Council</li> <li>▪ Women's organisations</li> </ul>		
Create and maintain strong partnerships	Explore opportunities for partnerships with other organisations/groups		As opportunities arise	<p>Strong partnerships during 2018 IWD event – LaTrobe University, Avonlea Flowers, Primary Care Connect, Goulburn Murray Social Workers Group, The Adviser, Ethnic Council of Shepparton and District Inc., The University of Melbourne and Shepparton Art Museum.</p> <p>Addition of an 'engagement' item on the monthly meeting Agenda to ensure members are aware of potential partners and conversations occurring.</p> <p>GSWCAC sponsored and members supported and volunteered at the Lunch with Julia Gillard held on 5<sup>th</sup> March 2018.</p> <p>GSWCAC members attended the Victorian Local Government Association's Women's Charter 21 year celebration lunch, held in Shepparton on 4<sup>th</sup> June 2018.</p>
	Encourage GSWCAC members to attend other community activities		Ongoing	Events are shared regularly via email to both Advisory Committee Members and 'friends' network.
	Explore opportunities to support and work with other advisory groups/committees	<ul style="list-style-type: none"> <li>▪ Greater Shepparton Heritage Advisory Committee</li> <li>▪ Disability Advisory Committee</li> </ul>		<p>An audit was completed providing an overview of gendered representation on Council's existing Advisory Committee's.</p> <p>A result of this is the sharing of any public notices/ membership opportunities for these Committees when they arise to support more equal representation on all Council Advisory Committees.</p>

In addition;

- As of June 30 2018, the Advisory Committee had 14 members and 252 Friends of the Charter.
- The Advisory Committee held 11 meetings across the course of 2017/18. Two working groups were specifically established to support the delivery of IWD 2018 and the Greater Shepparton Women's Charter Award review and implementation.
- A review of the Advisory Committee Terms of Reference was undertaken and completed, a number of minor amendments were made to improve the efficiency of the Committee and support capacity building for individuals with the Committee, and the Committee as a whole.
- The Advisory Committee's section on Council's website was also regularly updated and an update of the friends list was undertaken.
- The Advisory Committee were given the opportunity to provide strategic feedback on; Youth Strategy & Action Plan, Maude Street Mall Design Options, Community Safety Plan and Universal Access and Inclusion Plan.