

ATTACHMENT TO AGENDA ITEM

Ordinary Meeting

16 April 2019

Agenda Item 8.2	Greater Shepparton Women's Charter Alliance - Action Plan	
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Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Greater Shepparton Women's Charter Advisory Committee

The Greater Shepparton Women's Charter Advisory Committee (GSWCAC) is an advisory committee of Greater Shepparton City Council and is local mechanism working along side a broader network of Victorian Council's who have endorsed the Victorian Local Government Women's Charter. The Charter recognises the need to increase women's participation in key decision making forums in the community and in democratic governance.

As an advisory committee of Council, the Committee provides advice to Council on issues relating to the Victorian Local Government Women's Charter and its key principles, makes recommendations to encourage delivery of these, ensures there is opportunity for the women of Greater Shepparton to access information about Council and be aware of leadership opportunities with Council, as well as promoting local leadership opportunities. The Committee has no executive authority.

A three point action plan focussing on Gender Equity, Diversity, and Active Citizenship guides the key strategic objectives of this Committee. The GSWCAC is made up of community representatives and Council Officers, and is supported by Greater Shepparton City Council. The GSWCAC meets monthly, with an annual intake of members.

Background

Since its inception, the GSWCAC has been guided by a 3x3 action plan which outlined the key strategic objectives of the Committee.

The GSWCAC has experienced a period of growth in recent years. This growth is illustrated with the Committee:

- being more recognisable in the broader community,
- having a 'Friends' following of over 200 people,
- achieving consistent membership capacity of 15 members
- increasing opportunities for partnerships with other groups and community minded organisations; and
- strong annual attendance at the International Women's Day (IWD) event, with the event having a wait list in 2016, 2017 and 2018.

The GSWCAC Action Plan will be implemented through the ordinary business of the Committee. To support the implementation of the Action Plan sub-committees may be established from time to time for a specific purpose or activity. This is consistent with the Terms of Reference adopted in 2018.

Building **partnerships** and **capacity** within the community and the provision of **strategic advice** to Council through gender analysis will be a focus for the Advisory Committee throughout the life of this Plan. This approach will be evident in the way the Advisory Committee address its three priority areas; *Gender Equity, Diversity and Active Citizenship*.

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<i>Priority One: Gender Equity</i>			
GOAL: That women and men have an equal right to be representatives in local government, committees and decision making positions.			
Objective	Action	Partners	Timeframe
Celebrate and acknowledge International Women's Day and identify other opportunities to promote gender equity within Greater Shepparton in partnership with others	Hold an event to acknowledge and celebrate International Women's Day	Various	March, annually
	Support and promote 16 Days of Activism in partnership with GVFVPN	GVFVPN	November, annually
Encourage local women to further their education and employment	Support and promote opportunities for women to gain further education and build employment skills through capacity building programs and/or direct links to education, training and employment organisations	Various	Ongoing
	Continue to build on existing partnerships with local education and training providers	La Trobe University GO Tafe University of Melbourne	Ongoing
Build the capacity of the Advisory Committee, community and Council to understand gender equity and the way gender impacts society.	Identify and support training for the broader community in understanding gender equity and applied gender analysis.	Women's Health Victoria Womens's Health Goulburn North East	Ongoing
	Conduct gendered analysis on one Council Plan or Strategy per year, providing guidance on gendered approaches and considerations to inform the consultation, development and/ or implementation.	N/A	Annually
	Provide collective and strategic feedback on behalf of the Advisory Committee on one Council Plan or Strategy annually.	N/A	Annually
	Advocate and support the promotion and advancement of gender equity and the implementation of Victoria's Gender Equality Strategy within Council and the broader community.	Various GSFVPN	Ongoing

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Support the implementation of Council’s Community Safety Strategy and Action Plan and the Gender Equity Strategy and Action Plan	Identify and support activities associated with priority three: prevention of violence against women in the Community Safety Strategy and Action Plan, and the implementation of Council’s Gender Equity Strategy and Action Plan	Council Officers and community partners	Ongoing
<p><i>In order for gender equality to be achieved, gender equitable strategies and actions may be required, please refer to the definition of gender equality, and gender equity in Appendix A.</i></p>			
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Priority Two: Diversity

GOAL: 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.

Objectives	Action	Partners	Timeframe
Encourage diversity within the GSWCAC and at GSWCAC events	Ensure the GSWCAC membership public notice states that the GSWCAC is open to all.	Various community organisations	Ongoing
	Ensure that diversity is encouraged and enabled through the application and assessment process of the Women's Award	N/A	Annually
Increase participation of Aboriginal women in the GSWCAC and its activities	GSWCAC members to participate in events of significance to the Aboriginal community (such as, but not limited to NAIDOC Week, Reconciliation Week).	Various community organisations Shepparton Region Reconciliation Group	Ongoing
	Ensure invitations are extended to Aboriginal organisations/communities for GSWCAC events		
Support the implementation of Council's Multicultural Strategy	Support community cultural events and activities (such as, but not limited to Cultural Diversity Week and Refugee Week.	Council Various community organisations	Ongoing
Build the capacity of Advisory Committee members to understand the intersectionality between culture, diversity, sex, sexuality and gender	Identify training to support and increase member understanding in this specific area	Centre for ethnicity and Health Women's Health Victoria Various local organisations	Ongoing
	Apply the learnings from this training to better support and understand diversity and the potential role of the Charter.		
	GSWCAC members to participate in events of significance to the LGBTI+ community (such as, but not limited to Pride Week, Out in the Open Festival).		

The term 'Diversity' represents diversity in all its forms (refer to Appendix A)

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Priority Three: Active Citizenship

GOAL: 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.

Objectives	Action	Partners	Timeframe
Promote women's participation	Support Advisory Committee member/s to attend a conference or educational opportunity relating to gender equity; diversity and or active citizenship continuing to build their understanding of the concepts and application at a local level.	N/A	As the opportunity arises, annually
	Have an annual GSWCAC Membership Drive	N/A	Annually, as per the Terms of Reference
	Identify and promote opportunities for women in Greater Shepparton to participate in their local communities through leadership programs, governance training and on boards and advisory committees where there is greater potential for decision making and strategic influence including the 2020 Local Government elections.	Community Leadership Program Fairley Leadership Program GoWomen; Advisory Committees	Ongoing
	Explore, identify and address barriers that may limit women's participation; eg. education, training, lack of opportunity, child care at events, transport, etc.	Various	Ongoing
	Identify pathways and opportunities to support young women to build leadership, skills and education increasing the likelihood of them taking on leadership roles and senior positions	Various	Ongoing
Acknowledge women's participation	Identify opportunities to acknowledge women at a local, regional and State level who take on leadership roles and are paving the way for women in Victoria. (Eg. local Victorian Honour Roll Recipients, Women in senior leadership positions in Victoria etc.)	Various	Ongoing
	Continue to implement the GSWCAC Women's Award recognising significant local contribution to advancing women and the three Charter principles	Various	Annually

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Create and maintain strong partnerships	Identify and build strategic partnerships with other organisations/groups with similar intent to the Charter and provide a potential platform for learning and collective action	Other associations/ advisory committees/ groups linked to the Charter. MAV Womens Health Goulburn North East Victorian Women’s Trust	As opportunities arise
	GSWCAC members to attend and promote the work and intent of the Charter at other community activities	Various	Ongoing

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Appendix A: Definitions**Active Citizenship**

Active citizens do many 'things' to improve the lives of others. They contribute to social justice in their community by taking action on issues in order to make a difference. They question the way things are done by discussing, learning, upskilling, influencing, facilitating, uniting, connecting and making change.¹

Diversity

Diversity encompasses all the differences between people in how they identify in relation to their age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation and socioeconomic background (social identity), as well as their profession, education, work experiences and organisational role (professional identity).²

Gender equality

The equal rights, responsibilities and opportunities of women, men and trans and gender-diverse people. Equality does not mean that women, men and trans and gender diverse people will become the same but that their rights, responsibilities and opportunities will not depend on their gender.³

Gender equity

Entails the provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addressed in a manner that rectifies gender related imbalances.⁴

Intersectionality

People's experiences are shaped by the intersection of a number of social conditions, such as gender, ethnicity, ability, sexuality, gender identity, religion, aboriginality, age, education, occupation type and income. Each of these factors, or identity attributes, influences and has an impact on our lives and our experiences. Social structures and systems, and the way they intersect, play a large role in creating social conditions that result in power and privilege or discrimination and oppression, thus shaping the ways in which people experience inequality, disadvantage and violence.⁵

¹ Victorian Electoral Commission <http://passport.vec.vic.gov.au/what-does-it-mean-to-be-an-active-citizen/>

² Department of Environment, Land, Water and Planning. https://www2.delwp.vic.gov.au/_data/assets/pdf_file/0020/5492/DELWPDiversityInclusionStrategy.pdf

³ Safe and Strong: A Victorian Gender Equality Strategy. <https://www.vic.gov.au/women/gender-equality/a-victorian-gender-equality-strategy.html>

⁴ Safe and Strong: A Victorian Gender Equality Strategy. <https://www.vic.gov.au/women/gender-equality/a-victorian-gender-equality-strategy.html>

⁵ VicHealth Gender equality, health and wellbeing strategy 2017-19 <https://www.vichealth.vic.gov.au/media-and-resources/publications/gender-equality-health-and-wellbeing>