

# **Whitehorse Family Violence Prevention Action Plan 2019-2021**

**REPORT JUNE 2021**





*The Whitehorse Family Violence Prevention Plan 2019-2021*, Whitehorse City Council, Melbourne was released in 19 October 2019.

Council acknowledges the contribution of members of the Whitehorse Prevention of Family Violence and Violence against Women Collaborative Action and Networking Group (now known as CAN4PVAW) and Reference Group.

The Victorian Government contributed to the development of the Action Plan through funding of Council's Whitehorse Strengthening Local Action for Family Violence Prevention Project, a Free from Violence initiative.

Enquiries about the Action Plan and this Report may be directed to the Community Development Department of Council, telephone 9262 6334.

*Whitehorse City Council says no to violence. Council is committed to working together with the community to model and promote equal and respectful relationships. We want a community where everyone is valued and safe.*

(Council Statement on Prevention of Family Violence and Violence against Women and Children, 2019)



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## Summary

The *Whitehorse Family Violence Prevention Action Plan 2019-2021* (the Action Plan) is an action plan of the *Whitehorse Health and Wellbeing Plan 2017-2021*.

The Action Plan articulates the key priority partnership actions that Council and the community implement to prevent family violence over two years. The Action Plan emphasizes prevention of violence from happening in the first place – also known as primary prevention – but also includes priority actions for early intervention and response.

The Action Plan was developed following comprehensive internal Council staff and external community stakeholder consultations across a diverse range of programs and services. Many of the actions are collaborative in nature, involving the combined efforts of different Council departments and partner organisations.

Highlights of the past two years are illustrated on [pages 6 and 7](#).

The greatest gains from implementing the Action Plan were seen in the increased collaboration within Council and with community stakeholders to deliver primary prevention of family violence activities. Implementation of the Action Plan had impacts across a number of indicators which align with the Victorian Government *Free from Violence Strategy*<sup>1</sup> and the Eastern Metropolitan *Together for Equality and Respect (TFER) Strategy* Evaluation Framework<sup>2</sup>. These impacts were:

- Increased public commitment to primary prevention initiatives in local government
- Increased collaboration and coordination within Council
- Increased collaboration between Council and community working together to promote gender equality and violence prevention in local areas
- Increased awareness of the issue of family violence (including what constitutes family violence)
- Increased knowledge about the drivers of family violence and all forms of violence against women
- Increased support for gender equality
- Increased confidence for bystander action/ increased confidence in skills to challenge gender inequality in relevant setting (live/work/play) (Refer to [Appendix 2](#))

The Action Plan is ambitious in its scope and the COVID-19 pandemic redirected the work of many agencies during 2020-2021. Therefore it is not surprising that a number of initiatives will require more time to get traction or to be fully developed.

A copy of the Action Plan is available on Council's [website](#).

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<sup>1</sup> Victoria State Government. 2017. *Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women*, pp.50-51, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

<sup>2</sup> *Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021*, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

## Highlights in 2019-2021

### Community-wide Actions

- A video acknowledging the work in Whitehorse to prevent family violence, including an introduction by the Mayor, was launched at the White Ribbon Breakfast in 2019 – with over 300 views.

### Early Years Settings

- Collaboration between Council and healthAbility progressed program design for online FV primary prevention culturally sensitive resource for Chinese parents in ante and post-natal settings, involving short modules on particular topics.

### Schools and Universities

- Council joined a new partnership with the International Students Support Project, hosted by the Inner East Primary Care Partnership, to address issues around students' social and emotional wellbeing, which have taken on new dimensions and complexity with Covid-19. These new networks provide an additional means of communication to international students and opportunities for future work.

### Sport Settings

- Sports Club Pilot produced a case study and delivered tailored training in support of the pilot club charter, informing future work and increase potential for external grant funding of Council and local sports clubs to promote gender equity, prevent violence against women and adapt to social change.

### Faith Communities

- The Inner East Interfaith Unite for Safety and Respect Project Reconnect session late in 2020 and faith relevant resources Council developed continued engagement of Faith Communities in prevention and responding to FV.

## Advocacy

- City of Whitehorse pandemic response and recovery plans informed of impacts of COVID-19 restrictions on women and children affected by family violence, and the FV service sector.

## Gender Equity in the Built Environment

- Inclusion of separate change facilities, cubicle showers and other features in new Sporting Pavilions to promote women's participation in sport.

## Council Leadership and Capacity-building

- Council managers and officers who were members of the Free from Violence Project Control Group reported increased understanding of primary prevention of family violence as a result of being involved in the project.

## Communicating with the Community

- Ongoing development of Council's Family Violence Prevention webpage to include links to local and other services and resources, FV information updates and promotion of key messages and engagement opportunities.

## Promoting Women's Leadership and Voices

- A local survivor-advocate, who is a member of the WHE Speaking-out Program, was guest speaker at Council's 2019 White Ribbon Day Event reaching 114 people, giving voice to her experiences and increasing participants' awareness of the impacts of FV on women.

## Recommendation

It is recommended that the following are considered for inclusion in the 2021-2025 Action Plan, alongside Municipal Public Health and Wellbeing Plan priorities, the local context and resources available:

- **Innovation in whole of community collaborative activities**, primarily around the 16 Days of Activism and annual call to action event, as well as identifying potential partners not already connected into the network
- **Early years and maternal child health services** informed of opportunities for increasing *whole of service* approach to gender equity
- **Collaborate in the development** of online FV primary prevention culturally sensitive resource for Chinese parents in ante and post-natal settings
- **Information/Welcome Pack for Students in Whitehorse** to support mental health and informed consent about:
  - Health and wellbeing for success
  - The law and accepted behaviours
  - Council facilities and services
  - Where to go for help
- **Use outcomes from the Sports Club Pilot GE Project** to seek further opportunities to roll out gender equality initiatives in Sports Clubs in Whitehorse.
- **Conduct baseline survey of sports facilities utilization** to identify patterns and diversity of people using sports facilities
- **Explore partnerships and evidence through consultation and research to inform a strategic sector response** about the co-occurrence of harmful drug and alcohol use, mental illness and family violence presenting to Council MCH services
- **Conduct preliminary research of available tools or guidelines** about ways to implement gender equity and family violence prevention lens in planning for new developments
- **Increase networks and information** sharing between Council departments, CAN4PVAW members and Chinese support services.
- **Increase Council staff awareness** of Council position about PVAW and how to respond to Family Violence
- **Adapt Council's Women's Safety Cards** for LGBTQIA+ community and people of Chinese-background
- **Ongoing liaison within Council** to ensure alignment of the Whitehorse Family Violence Action Plan with Council's Gender Equality Action Plan.
- **Integration of elder abuse into the Family Violence Action Plan** in recognition that, while not all elder abuse happens at home or by family members, elder abuse and family violence have in common the use of coercive control in close relationships.





## Introduction

This report provides information about the activity, partners, local reach and impacts of the two-year *Whitehorse Family Violence Prevention Action Plan 2019-2021* (The Action Plan). It highlights areas of greatest impact and those requiring further development in its next iteration.

The actions of the plan are aligned with Council's Strategic Directions, Council Plan Approaches and the goals and objectives of the *Whitehorse Health and Wellbeing Plan 2017-2021*. The actions are grouped according to the key strategic primary prevention themes and settings:

- Community-wide Actions
- Early Years Settings
- Schools and Universities
- Sport Settings
- Faith Communities
- Advocacy
- Gender Equity in the Built Environment
- Council Leadership and Capacity-building
- Communicating with the Community
- Promoting Women's Leadership and Voices

[Table 1](#) describes the 2017-2019 activity, partners, local reach and impacts, with referencing to strategic directions, goals and objectives using the classification detailed in [Appendix 1](#). The Indicators used to measure impacts are referenced, according to the classification detailed in [Appendix 2](#).

## Background

The *Whitehorse Family Violence Prevention Action Plan 2019-2021* is an action plan of the *Whitehorse Health and Wellbeing Plan 2017-2021*. These two plans have identified priorities, objectives and partnerships to address both prevention of family violence and response to family violence. Reducing the prevalence of family violence contributes to building a safer and more secure environment in the City of Whitehorse, and we know that implementing a broad range of activities which complement and reinforce one another will be more likely to achieve results and sustain change.

The Victorian Government's *Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women*<sup>3</sup> sets out clear, shared outcomes that have guided the development of this Action Plan.

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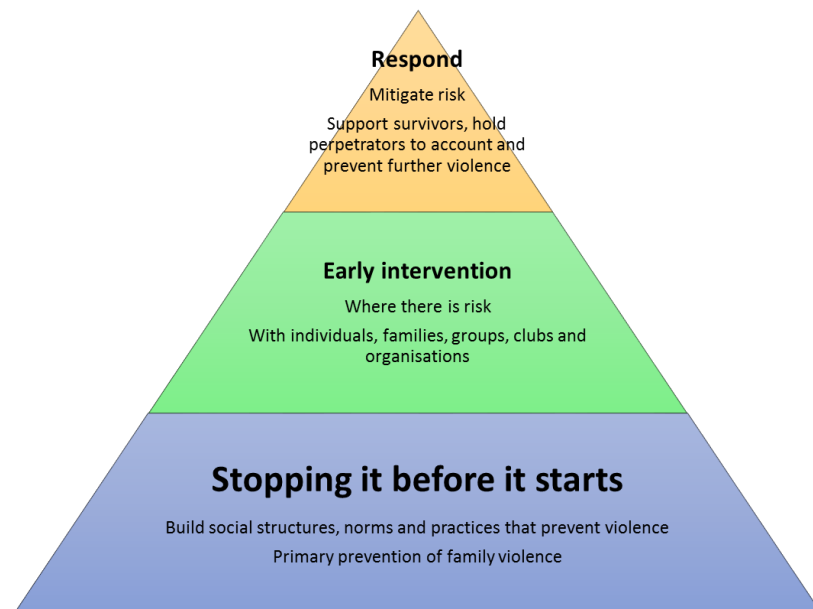
<sup>3</sup> Victoria State Government. 2017. Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

The impetus for the development of the *Whitehorse Family Violence Prevention Action Plan 2019-2021* was the State Government funded Whitehorse Strengthening Local Action for Family Violence Prevention project, one of the many locally-based initiatives arising from recommendations of the Victorian Royal Commission into Family Violence.<sup>4</sup>

### **Our approach to family violence prevention**

The *Whitehorse Family Violence Prevention Action Plan 2019-2021* articulates the key priority actions that Council and the community would strive to implement to prevent family violence. The Action Plan emphasizes preventing violence from happening in the first place – also known as primary prevention – but also includes priority actions in the areas of early intervention and response. The Action Plan’s emphasis on primary prevention is illustrated in Figure 1.

*Figure 1: Family Violence Prevention pyramid*



The Action Plan contributes to long-term change whereby people in Whitehorse, and more broadly:

- Hold attitudes and beliefs that reject gender inequality and family violence
- Actively challenge attitudes and behaviours that enable violence
- Have homes, organisations and communities that are safe and inclusive
- Live and practise confident and respectful relationships.

The two-year Action Plan adopts a socio-economic and settings-based approach to the problem of family violence. It recognises the gendered-nature of family violence and violence against women and to tackle the root causes of the problem.

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<sup>4</sup> State of Victoria. 2016. Royal Commission into Family Violence Final Report and Recommendations. Available: <http://www.rcfv.com.au/Report-Recommendations>

## **Consultation and engagement**

The Action Plan was developed following comprehensive internal staff and external community stakeholder consultations across a diverse range of programs and service delivery. Population groups and key actions for inclusion in the plan were identified through:

1. Consultations and needs analysis for the Whitehorse Health and Wellbeing Plan 2017-2021
2. Ongoing consultation with key informants who are members of the Whitehorse Prevention of Family Violence and Violence against Women Collaborative Action and Networking Group and the Reference Group, now known as the Collaborative Action Network for Prevention of Violence Against Women (CAN4PVAW)
3. The Family Violence Prevention Community Action Planning Workshop conducted by Council on 2 May 2019

The Family Violence Prevention Community Action Planning Workshop engaged participants from both community and stakeholder organisations. Participants provided feedback on proposed strategic actions and explored the themes of: Women's Leadership, Community-Wide Action and Settings for Action.

## **Line of sight**

Indicators used in this report are adopted from those used in the Whitehorse Strengthening Local Action for Family Violence Prevention project. (Whitehorse City Council was one of 35 Councils participating in the Victorian Government's Local Government Free from Violence Program in 2018-2019). In addition, a number of indicators from the Evaluation Framework of the regional prevention strategy Together for Equality and Respect<sup>5</sup> are used.

Together these indicators provide a line of sight to those regional and Victorian strategies aiming to prevent family violence and violence against women.

The Action plan covered a two-year period so that its next iteration will align with the four years of the 2021-2025 Municipal Public Health and Wellbeing Plan.

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<sup>5</sup> Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

## Partners and collaborations

The City of Whitehorse is a partner in Together For Equality & Respect (TFER)<sup>6</sup>, a collaborative, cross sector partnership of organisations working together to prevent violence against women in Melbourne's Eastern Metropolitan Region coordinated by Women's Health East. Over 25 organisations are members of the Partnership.



The TFER Partnership and Strategy have, over time, strengthened the Region's ability to prevent violence against women by supporting a shared vision and alignment of mutually reinforcing initiatives.

The Action Plan aligns with the purpose and common vision of the Regional TFER Strategy. Council contributes de-identified data to the TFER Strategy Evaluation to support the measurement of collective impact in the Region.

Council hosts the CAN4PVAW, a network of stakeholders who meet on a regular basis to collaborate on activities and support the implementation of the Action Plan. Membership includes:

- Carrington Health/ healthAbility
- Eastern Centre Against Sexual Assault (Eastern Health)
- Eastern Community Legal Service
- EDVOS – Specialist Family Violence Service
- Family Access Network
- Inner East Primary Care Partnership
- Nadrasca
- Respect and Responsibility Education Schools Project
- Whitehorse City Council – Community Engagement and Development, Health and Family Services, Men's Action Group
- Whitehorse Manningham Library
- Women's Health East and TFER Partnership
- Yarra Valley Water

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<sup>6</sup> Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

A number of other organisations and individuals are network members who are not able to attend on a regular basis and who receive invitations and information:

Blackburn Football Club

Box Hill South Neighbourhood House

Chinese Community Social Services Inc.i

Clota Cottage Neighbourhood House

Deakin University

Department of Human Services – Multicultural Services

Kara House

Kerrimuir Neighbourhood House

Migrant Information Centre

Mitcham Neighbourhood House

Victoria Police

## Collaborative activity review

The Action Plan is ambitious. It was anticipated that Council would review the partnership actions in the plan in consultation with contributing stakeholders and would carry forward actions if more time was required to ensure effective implementation. In light of this, and also the additional pressures on all contributors due to the pandemic crisis, a review was undertaken in July-August 2020. The review identified the following areas that would need to be carried forward in the next plan.

**Whole of community** collaborative activities, primarily around the 16 Days of Activism and annual call to action event, as well as identifying potential partners not already connected into the network, noting:

- Covid-19 provides us a case study of how gender inequity plays out, e.g. schooling at home
- Job insecurity and other impacts
- Ensure we highlight the harms and outcomes of gender inequality/inequity
- Focus on young women
- Look at new ways the annual Call to Action event could be delivered
- Clarify who we are trying to target. Might be easier if we narrow to some particular groups within the community.
- Make sure CALD groups are included by using WeChat and other media.
- An online webinar series around organisational change for GE – there are lots of great speakers out there on this
- Revive the men's action group for an online webinar series

### **Early Years**

- Continue this focus.
- The Early Years is a priority of TFER.
- Women's Health East and EDVOS resources available to support initiatives.
- Look into webinars
- Focus on whole of service (policies and procedures), c.f. professional development – many early years staff are well aware of gender issues and best practice.

### **International Students**

- Keep on the agenda; work in with existing partnership
- Develop information for young renters and international students about:
  - Health and wellbeing for success
  - The law and accepted behaviours
  - Council facilities and services
  - Where to go for help
- Ensure we are supporting a gap in information that is already available. ECLC has information / resources for international students
- WHE has delivered a financial wellbeing series with a handout on information to build financial wellbeing - a relevant topic to add to an info pack for international students
- Secondary students may be a group needing support

### **Communications with Chinese-background families**

- Keep on the agenda
- Council to continue to link into and promote information and resources by Chinese Social Services, Centre for Holistic Health, Eastern Community Legal Services and others.
- Continue to support culturally sensitive online primary program development by healthAbility for Chinese background new parents.

### **Access and Equity and Advocacy activities**

- Continue advocacy activities at every opportunity.
- Source opportunities for training for accessible communications training to service providers
- LGBTIQ and Chinese safety card

## Action Plan impacts

The greatest gains from implementing the Action Plan were seen in the increased collaboration within Council and with community stakeholders to deliver primary prevention of family violence activities.

Implementation of the Action Plan had impacts across a number of indicators which align with the Victorian Government *Free from Violence Strategy*<sup>7</sup> (A-F) and the Eastern Metropolitan *Together for Equality and Respect (TFER) Strategy* Evaluation Framework<sup>8</sup> (G) – refer to [Appendix 2](#) for explanation. These impacts were:

### **Increased public commitment to primary prevention initiatives in local government (A) evidenced by**

- A video highlighting Council and community initiatives to prevent family violence, including an introduction by the Mayor, was launched at the White Ribbon Breakfast in 2019 – with over 300 views

### **Increased collaboration and coordination within Council (B) evidenced by**

- Pandemic response and recovery plans informed of impacts of COVID-19 restrictions on women and children affected by family violence, and the FV service sector.
- Redevelopments of Sporting Pavilions consider gender
- Gender differences accounted for in safety initiatives at Box Hill Mall
- Perceptions of safety accounted for in new development assessments adjoining public space
- Front-line staff supported to identify and respond appropriately to people experiencing FV and Elder Abuse
- Consistent and reliable messaging about FV prevention used at Council. Improved reach and quality of communications about FV prevention
- Implementation of the Victorian Gender Equality Bill has commenced and a dedicated part time role to coordinate implementation has been appointed in Council's People and Culture team.

### **Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas (C) evidenced by**

- 2020 EMR 16 Ways in 16 Days Call it Out Social Marketing campaign – Whitehorse CC reach of 8,563 and with 241 engagements
- Increased networks and information sharing between Council, CAN4PVAW and Chinese support services.

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<sup>7</sup> Victoria State Government. 2017. Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women, pp.50-51, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

<sup>8</sup> Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

- Program logic developed for online FV primary prevention culturally sensitive resource for Chinese parents in ante and post-natal settings, involving short modules on particular topics.
- Schools supported in programs to reduce ageism
- Additional means of communication to international students and opportunities for future work
- A best approach for the prevention of violence and promotion of mental health of international students and young migrants living in Whitehorse was formulated with key stakeholders for inclusion in 2021-2025 Municipal Public Health and Wellbeing Plan
- Sporting club engaged in gender equity project and Case Study produced.
- Awareness of Accessible Communications for people with a disability by members of RFVP
- Maintained engagement and value of ten community stakeholders in collaborative action through the CAN4PVAW
- Support for Nadrasca (a local disability service) in its “Stop Abuse” initiatives
- Development of the Preventing Abuse of Older People in Melbourne’s East - Primary Prevention Framework and Guide
- Collaboration with “Tackling Ageism Together- EveryAGE Counts in Melbourne's East’ with all seven Councils in the EMR and support of IEPCP.
- Participation in the International Student Support Project, increasing partnership opportunities with Universities.

**Increased knowledge among participants about the drivers of family violence and all forms of violence against women (D) evidenced by**

- The Whitehorse Strengthening Local Action for Family Violence Prevention Project evaluation found that: 90-94% of participants in community-based training reported an increase in knowledge about prevention of family violence, including bystander skills.
- Members of the Project Control Group reported increased understanding of primary prevention of family violence as a result of being involved in the project.
- Through the course of the project nearly 300 people were reached to gain knowledge about violence against women and its primary prevention, including the White Ribbon Breakfast and other activities.
- 72% of people surveyed at White Ribbon Event in 2019 described an action they’d take as a result of attending the event; *“Be brave, lead behaviour change”* [participant]

**Increased support for gender equality (E) evidenced by**

- Continued engagement of Faith Communities in prevention and responding to FV
- Ongoing commitment of Council as active partner of TFER
- Visibility of women in business and leadership roles was promoted; the Women in Business luncheon 2019 featured keynote speaker Emma Welsh, CEO and co-founder of Emma &



Toms Foods. The MC was Louise O'Connor, Executive Director of Eastern Health (at the time of the event).

- Collaboration with Knox City Council and Small Business Victoria (through a funding opportunity) for a Business Accelerator program for Women increased opportunities for diverse women to access business leadership and mentoring programs

**Increased confidence for bystander action (F) or increased confidence in skills to challenge gender inequality in relevant setting (live/work/play) (N) evidenced by**

- All participants of the Community Active bystander training delivered at Louise Multicultural Centre agreed that the training increased their skills and confidence to be an Active Bystander.

**Increased awareness of the issue of family violence (including what constitutes family violence) (G) evidenced by**

- A local survivor-advocate, who is a member of the WHE Speaking-out Program, was guest speaker at Council's 2019 White Ribbon Day Event reaching 114 people, giving voice to her experiences and increasing participants' awareness of the impacts of FV on women.

Further details are outlined in [Table 1](#).

## Action Plan gaps

In assessing the impacts of the Action Plan, a number of gaps in implementation are highlighted. As previously stated, the Action Plan is ambitious in its scope. In addition, the COVID-19 pandemic redirected the work of many agencies during 2020-2021. Therefore it is not surprising that a number of initiatives will require more time to get traction or be more fully developed.

The Action Plan gaps are described below. Each is recommended to be considered for inclusion in the 2021-2025 Action Plan, alongside Municipal Public Health and Wellbeing Plan priorities, the local context and resources available.

### **Whole of service approach to GE in early years and maternal child health services**

Services would be informed of opportunities for increasing whole of service approach to gender equity

- Identify opportunities to further integrate a whole of service approach to gender equity in early years services and maternal child health by identifying information gaps, gender biases, use of language and resources
- Promote whole of service approach that includes use of language, addressing gender bias and use of resources for challenging gender stereotypes, to reach parents and service staff (e.g. Level Playground, No Limitations, Book Lists)

### **Strategies to best support LGBTQIA+ residents and Rainbow Families of Whitehorse in PVAW**

Council would have informed approach

- Consultation with LGBTQIA+ Working Group
- Consultation with FAN and other stakeholders

### **Information/Welcome Pack for Students in Whitehorse**

Young renters and international students would have information to support mental health and informed consent about:

- Health and wellbeing for success
- The law and accepted behaviours
- Council facilities and services
- Where to go for help
- Collaboration across Council departments
- Consultation with CALD groups, International Students and Universities.

### **Conduct baseline survey of sports facilities utilization**

Council would be able to identify patterns and diversity of people using sports facilities

- Leisure and Recreation department to implement survey

**Inform a strategic sector response about the co-occurrence of harmful drug and alcohol use, mental illness and family violence presenting to Council MCH services**

Council would have an informed response for future advocacy

- Explore partnerships and evidence through consultation and research

**Ways to implement gender equity and family violence prevention lens in planning for new developments**

Council would have increased understanding of guidelines or tools available for consultation and design briefs in planning new developments

- Conduct preliminary research of available tools or guidelines

**Increase Council staff awareness of Council position about PVAW and how to respond to Family Violence**

More Council staff would be aware of 3Rs information and Council's public Statement for the Prevention of Family Violence and Violence Against Women

- Promotion via intranet and 16 DOA

**Adapt Council's Women's Safety Cards for LGBTQIA+ community and people of Chinese-background**

There would be a broader reach in the community of Council resources

- Consultation, design and testing

Further details are outlined on the following pages in [Table 1](#).



Table 1: Description of Action Plan Activity 2017-2019, Reach and Impacts

**THEME: Community-wide Actions**

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a, 1f	<p><i>Coordinated and delivered a program of community capacity-building activities and communications:</i></p> <p>World Elder Abuse Awareness Day and other activities</p> <p>Men's and Women's events</p> <p>Host annual Call to Action event to mark the International Day for the Elimination of Violence Against Women</p>	<p>Council – CEAD</p> <p>TFER Partners</p> <p>CAN4PVAW</p>	<p>Whitehorse World Elder Abuse Awareness Day activities in June 2021 included:</p> <ul style="list-style-type: none"> <li>Whitehorse News Article</li> <li>'Together We Can Stop Elder Abuse' Banner and purple lighting at the Box Hill Town Hall</li> <li>Social marketing and website information</li> </ul> <p><i>Women's Resilience in Lockdown: Share, learn and laugh together with Georgie Dent</i> in December 2020 featured three local women sharing the different ways women in our community have shown resilience in the face of the many challenges brought about by the COVID-</p>	<p>Community activity and awareness of FV and Elder Abuse, Respect for Gender Diversity</p> <p>72% of people surveyed at White Ribbon Event in 2019 described an action they'd take as a result of attending the event; <i>"Be brave, lead behaviour change"</i> [participant]</p>	A C D E G H I

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		Regional campaign during the 16 Days of Activism against Gender-based Violence		<p>19 pandemic. Live webinar with 59 people logged in for the event and a retention rate of 91.5%. 70 views online post session.</p> <p>Due to COVID-19 pandemic on 25 November 2020 the 16DOA event was a live-streamed Family Violence Information Lunchtime Update in for council and community - with 24 people in attendance</p> <p>In 2020, 16 DOA activities saw 290 total engagements.</p> <p>The White Ribbon Breakfast in 2019 and the 16 DOA had a theme of Action Today and Every Day. At the event 114 men and women heard from eminent PVAW expert Dr Peter Streker (funded by this project) and a local survivor-advocate who is a member of the WHE Speaking Out Program; and they participated in an activity which asked</p>		

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
				<p>them to reflect on stereotyped gender roles as well as their confidence for bystander action.</p> <p>IDAHOBIT Day celebrations in 2020 moved to an online format and ran over the course of a week. Activities included a Zoom Zumba class (for 36 people), Livestream DJ request set (reached 63 streamers) and an online art competition &amp; open mic.</p>		
1.1.3	1a	<i>Promote recognition of local community prevention activities</i>	Council - CEAD Communications CAN4PVAW	A video highlighting Council and community initiatives to prevent family violence, including an introduction by the Mayor, was launched at the White Ribbon Breakfast in 2019 – with over 300 views	<p>Acknowledgement of work in local community to prevent family violence</p> <p>Recognition of Council leadership</p>	A C H
1.1.3	1a	<i>Deliver local activities</i> as part of 16 Days of Activism against Gender-based Violence awareness in line	Council - CEAD WHE Neighbourhood Houses	<p>2019 EMR Totes4Ge Social Marketing Campaign</p> <p>Together for Respect at Home Social</p>	<p>Community awareness</p> <p>Whitehorse CC and partners continue to</p>	C H I

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		with regional and Victorian campaigns		Marketing Campaign in response to pandemic restrictions, April 2020; very successful  2020 EMR 16 Ways in 16 Days Call it Out Social Marketing campaign – WCC reach of 8,563 and with 241 engagements	build on TFER campaigns.	
1.1.3	1g	<i>Provide targeted education and information</i> about family violence and recognising abuse to groups within the community, in particular: <ul style="list-style-type: none"> <li>– women in CALD communities</li> <li>– women living with disability</li> <li>– older women</li> </ul>	Council - CEAD	Community Active bystander training delivered at Louise Multicultural Centre - with 10 attendees. Delivered by Women's Health East.	Tailored information for women in the community  All participants agreed that the training increased their skills and confidence to be an Active Bystander.	G F
1.1.3	1c	<i>Further develop ways of communicating</i> with Chinese background families about family violence and elder	Council - CEAD CHH Chinese Social Services	Information sharing and networking with CAN4PVAW members by Chinese Community Centre for Social Services	Increased networks and information sharing between Council, CAN4PVAW	C G

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		abuse	ECLC WHE WML	<p>Additional networks developed by CEAD department with CCCSSI, Chinese Nurses Association and Centre for Holistic Health.</p> <p>TFER Together for Respect at Home campaign publicized through MCH included translated materials in Mandarin and Cantonese.</p> <p>ECLC has made many resources available, including translations for Chinese community in Inner East.</p> <p>Migrant Information Centre has had successes with their engagement with communities online e.g. live online story time, Chinese senior groups.</p> <p>The WM Libraries have also had success with similar as well as parent groups doing virtual tours.</p>	<p>and Chinese support services</p> <p>Additional access to information for Chinese background families through multiple settings</p>	



Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Continue to build partnerships</i> with key agencies in Whitehorse for primary prevention of family violence	Council - CEAD Health and Family Services CAN4PVAW	<p>Council supports Nadrasca (a local disability service) in its “Stop Abuse” initiatives, including activities for the 16 Days of Activism and their respectful relationships programs.</p> <p>Council participated in the development of the Preventing Abuse of Older People in Melbourne’s East - Primary Prevention Framework and Guide which was launched in June 2021.</p> <p>Council is collaborating in “Tackling Ageism Together- EveryAGE Counts in Melbourne's East’ with all 7 Councils in the EMR and support by IEPCP. Implementation postponed in 2020 due to COVID-19 but resumed in 2021.</p> <p>Council was invited and joined the International Student Support Project (see below) increasing partnership opportunities with Universities.</p> <p>A cross-council meeting with the new</p>	Broader engagement of Council with primary prevention of FV initiatives in Whitehorse	A B C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
				Inner East Orange Door was held in June 2021.		
1.1.1	1a	<i>Increase access to family violence support in emergency response and recovery</i>	Compliance – Emergency Management	Recovery Directory includes information about FV agencies for referral	Information about access to family violence support in emergencies available	B

## THEME: Early Years Settings

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3 GAP	1a	<i>Identify opportunities to further integrate a whole of service approach to gender equity in early years services and maternal child health by identifying information gaps, gender biases, use of language and resources</i>	Council - CEAD Health and Family Services Carrington Health WHE	Consultation Opportunities identified (2019/20)	Services informed of opportunities for increasing whole of service approach to gender equity	C
1.1.3 GAP	1a	<i>Promote whole of service approach that includes use of language, addressing gender bias and use of resources for challenging gender stereotypes, to reach parents and service staff (e.g. Level Playground, No Limitations, Book Lists)</i>	Council - CEAD WHE EDVOS Early Years Network WELS, MCH WML Carrington Health	Seminar or workshop conducted (2020/21)	Services informed of opportunities for increasing whole of service approach to gender equity	C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1g	<i>Source materials and inform new parents, families and grandparents about respectful relationships</i>	WELS MCH	Information resources distributed through usual and new channels	Information available	L
1.1.1	1e	<i>Further develop approaches to service provision and communication with Chinese background families about family violence, elder abuse and prevention</i>	Council - CEAD Carrington Health Health and Family Services - MCH, WELS	Program logic developed for online FV primary prevention culturally sensitive resource for Chinese parents in ante and post-natal settings, involving short modules on particular topics.  Collaborative initiative WCC and Carrington Health	Sustainable approach to reaching new parents of Chinese background	C
1.1.7 GAP	1f	<i>Consider ways to improve support for LGBTQIA+ residents and Rainbow Families of Whitehorse</i>	Council - CEAD LGBTQIA+ Working Group	Strategies identified (2019/20)	Informed approach	C
1.1.3	1a	<i>Increase access to the Arts Space for parents of young children</i>	Arts and Culture	Not pursued		B

**THEME: Schools and Universities**

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Support implementation of Respectful Relationships Education and similar programs in Whitehorse schools through education of parents, teachers and broader community about respectful relationships and all forms of violence</i>	Council – CEAD Health and Family Services – Parent Support, MCH, WELS	<p>The 2021 Parenting Information Forum Program, which has a focus on respectful relationships, has been delivered entirely online and attendance has been strong with an added bonus of being able to have both parents attending some sessions. It has been great to be able to welcome more fathers into our programs as this is a target group Council wanted to engage.</p> <p>In March 2021, schools from the municipality were invited to apply for an intergenerational grant of \$1000 to undertake projects that engaged young people with older people and tackled Ageism. Nine</p>	<p>Education about respectful relationship available in the community</p> <p>Schools supported in programs to reduce ageism</p>	L

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
				Primary Schools applied and six were successful in receiving funding towards their intergenerational project. The Schools approved for funding were: Mitcham PS, Parkmore PS, Rangeview PS, Forest Hill College, Starfish ELC Blackburn South, St Phillips's Primary School.		
1.1.3	1d	<i>Develop partnerships</i> to focus on health and social issues for International Students studying in the City of Whitehorse	Council - CEAD Inner East PCP Tertiary sector, health and welfare organisations	Council joined a new partnership with the International Students Support Project, hosted by the IEPCP and inclusive of universities in the Inner East (Monash, Deakin and Swinburne), Councils (Boroondara, Manningham, Monash and Whitehorse) and health and community service sectors (in particular, the Centre for Holistic Health, MiCare, Access HC, Carrington Health and Link HC) to address issues around students' social and emotional	Council participation in partnership  Additional means of communication to international students and opportunities for future work	C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
				<p>wellbeing, which have taken on new dimensions and complexity with Covid-19.</p> <p>The need to welcome international students into our local community is acknowledged in the draft Whitehorse Social Cohesion Communications Plan.</p>		
1.1.3	1d	<i>Formulate a best approach with key stakeholders for the prevention of violence and promotion of mental health of international students and young migrants living in Whitehorse</i>	Council - CEAD IEPCP International Students Partnership	Recommendations for inclusion of approach submitted for the MPHWP 2021-2025	Best approach identified	C
1.1.8 GAP	1g	<i>Develop information for young renters and international students about:</i> <ul style="list-style-type: none"> <li>– Health and wellbeing for success</li> <li>– The law and accepted</li> </ul>	Council - CEAD Youth Services Leisure and Recreation ECLC	Information pack (virtual and hard-copy) (2020/21)	Information available to young people and students	G L

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		behaviours – Council facilities and services – Where to go for help				



## THEME: Sport Settings

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Maintain promotion of women's inclusion and leadership in sporting clubs</i>	Leisure and Recreation – Active Communities	Council's club development program  Council has provided resources and information directly to sporting clubs encouraging the empowerment of women in community sport through AllSports Newsletter and other channels (e.g. VicHealth Partnerships, Change Our Game Community Activation Grants)	Awareness of benefits of gender equity in clubs	C E J
3.1.2 GAP	3a	<i>Conduct baseline survey of sports facilities utilization</i>	Leisure and Recreation – Active Communities	Baseline data (2019/20)	Information available to identify patterns and diversity of use	B
1.1.3	1a	<i>Seek opportunities to</i>	Leisure and	The Whitehorse Gender Equality	Sporting club engaged in	B C E

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		<i>implement</i> best practice project/s in sporting clubs for gender equity	Recreation – Active Communities  Council - CEAD – Health and Wellbeing  Sporting Clubs	Sports Club Pilot ran 2019-2021. It produced a case study and the engagement of Sports and Life Training to deliver tailored training in support of the pilot club charter. Training was delivered to a local club with 30-35 participants in each session. 69 girls and 65 boys in the age groups 11-15 years and 16+ were reached. The pilot will inform future work and increase potential for external grant funding of Council and local sports clubs to promote gender equity, prevent violence against women and adapt to social change.	gender equity project.  Case Study produced	

## THEME: Faith Communities

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Support the Whitehorse Interfaith Network</i> and members in prevention initiatives	Council - CEAD Whitehorse Interfaith Network	Whitehorse Interfaith Network prevention activity	Continued engagement of Whitehorse Interfaith Network members in prevention and responding to FV	M N O
1.1.3	1a	<i>Pursue opportunities</i> to progress outcomes of the Inner East Interfaith Networks Unite for Safety and Respect Project	Council - CEAD Whitehorse and IE Interfaith Networks	Inner East Interfaith Unite for Safety and Respect Project Reconnect session held in November 2020 - with 15 participants from Whitehorse, Monash, Manningham and Boroondara IFNs.  Faith relevant resource list produced.	Continued engagement of Faith Communities in prevention and responding to FV  Faith relevant resources made available to Interfaith Networks	C

**THEME: Advocacy**

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Advocate for a stronger, more accessible and coordinated service response for women and children affected by family violence</i>	Health and Family Services Council - CEAD  RFVP	Pandemic impact needs assessment for FV sector carried out twice in 2020 and once in 2021.  Council membership on RFVP	Pandemic response and recovery plans informed of impacts of COVID-19 restrictions on women and children affected by family violence, and the FV service sector.	C
1.1.1 GAP	1a	<i>Explore partnerships and evidence for a strategic sector response to the co-occurrence of harmful drug and alcohol use, mental illness and family violence presenting to Council</i>	Health and Family Services  RFVP	Engagement activities  Evidence available (2020/2021)	Informed response for future advocacy	C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		MCH services				
1.1.3	1e	<i>Provide information and education to relevant services about the distinct barriers facing people who live with a disability or those who identify as LGBTQIA+ and ways to overcome these.</i>	Council - CEAD DAC Disability Services FAN Q-EAST Network ECLC	Council's Accessible Communication Guide was promoted to the Regional Family Violence Partnership Intersectionality and Inclusion Working Group	Awareness of Accessible Communications for people with a disability by members of RFVP	C
1.1.8	1g	<i>Increase capacity of people who live with a disability and people who identify as LGBTQIA+ to advocate for equity of access to family violence and support services</i>	Council - CEAD DAC Disability Services FAN Q-EAST Network ECLC	<p>Council co-convened the Q-East Alliance for 2019-2020 with eight meetings held.</p> <p>Q-East Alliance hosted first major collaborative event in November 2019, called the Rainbow Formal, with 93 young people in attendance.</p> <p>A planning workshop was conducted with Alliance members in Feb 2020 resulting in updated mission, aims and objectives for 2020. During the year there was an increase in membership with new representatives from Eastern Health, Neami, Monash City Council and Women's Health East. Q-</p>	Increased membership and improved governance of the Q-East Alliance	C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
				East representatives from two LGAs presented about the Alliance to a regional coordinator's meeting.		
1.1.3	1a	<i>Advocate for gender equity principles and practices</i> to be upheld across the community in a broad range of settings including but not limited to workplaces, recreation, education and social arenas.	Council - CEAD TFER Partners WHE	Participation in the TFER strategy		C
1.1.3	1b	<i>Advocate with Regional Partnerships</i> to ensure safe houses/refuges and services for women are suitable for women and children with disabilities	Council - CEAD DAC RFVP ECLC	In 2019 self-assessment accessibility checklists were provided to the RFVP to disseminate to members: <a href="https://www.and.org.au/pages/access-inclusion-index.html">https://www.and.org.au/pages/access-inclusion-index.html</a>  Opportunities to advocate for greater accessibility of services including refuges continue to be sought		C

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3	1a	<i>Advocate to reduce increased risk of family violence through harmful use of alcohol</i>	Council - CEAD	Inclusion of harmful use of alcohol as a risk factor for FV in communications and initiatives, e.g. Action on Alcohol Flagship Communique developed for Health Planners.	Understanding of link between FV and alcohol use	A

## THEME: Gender Equity in the Built Environment

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.3 GAP	1a	<i>Consider ways to implement gender equity and family violence prevention lens in planning for new developments</i>	Council - CEAD – Special Projects	Conduct preliminary research into guidelines or tools for Consultation and Design Briefs (2020/21)	Understanding of available tools or guidelines	P
2.1.4	2b	<i>Employ guidelines for Sports Pavilions to encourage female participation</i>	Major Projects	Inclusion of separate change facilities, cubicle showers and other features in new Sporting Pavilions	Redevelopments of Sporting Pavilions consider gender	P
2.1.6	2a	<i>Increase consideration of gender differences when conducting safety initiatives in high-use areas of the community</i>	Engineering and Environmental Services	Design of safety initiatives in Box Hill consider gender	Gender differences accounted for in safety initiatives at Box Hill Mall	P
2.1.6	2a	<i>Assess applications for new developments for community safety at the interface between development and</i>	Planning and Building	Applications are assessed for community safety	Perceptions of safety accounted for in new development assessments adjoining	P



Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
		public space			public space	

**THEME: Council Leadership and Capacity Building**

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
1.1.3	1a	<i>Continue to collaborate</i> in Together for Equality and Respect Regional strategy	Council - CEAD	Contribution to TFER Evaluation Working Group, Evaluation Framework and Tools  Contribution to EMR Sexual and Reproductive Health Strategy.	Ongoing commitment of Council as active partner of TFER  Local government and practitioner perspectives integrated into Evaluation strategy and resources, and SRH strategy	A C P
1.1.3	1a	<i>Implement and evaluate</i> Whitehorse Strengthening Local Action for Family Violence Prevention project	Council – CEAD, H&FS CAN4PVAW	In collaboration with partner agencies, Council developed a coordinated plan of action for the prevention of family violence.  Ten organisations regularly participated in the Project Reference Group, designing a Community Action Planning workshop and contributing to partnership actions	Increased capacity of Council and Community to prevent family violence and VAW:  Plan of action in place  Regular participation by Council officers from	A B C D E F

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<p>in the plan.</p> <p>A review of the Terms of Reference in February 2020 ensured the group had a role in implementing partnership actions of the plan.</p> <p>The Family Violence Prevention (FVP) Action Plan encompasses 32 key actions across 15 areas of Council (87 members of staff), in collaboration with 10 partner agencies and consultation with community members attending the action planning workshop.</p> <p>The Whitehorse Strengthening Local Action for Family Violence Prevention Project Final Report and Evaluation Report were submitted on time in February 2020.</p> <p>Training delivered:</p> <ul style="list-style-type: none"> <li>Active Bystander 3-hour session</li> </ul>	<p>CEAD and H&amp;FS and other members of CAN4PVAW</p> <p>The evaluation found that:</p> <p>90-94% of participants in community-based training reported an increase in knowledge about prevention of family violence, including bystander skills.</p> <p>Members of the Project Control Group reported increased understanding of primary prevention of family violence as a result of being involved in the project.</p>	

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<p>facilitated by No To Violence for 17 Council employees was held at the Civic Centre on 4 April 2019. The three hour session was adapted from the 4-hour session normally run by NTV to attract as many participants as possible.</p> <ul style="list-style-type: none"> <li>Action Today, and Every Day 1-hour session facilitated by Dr Peter Streker for 45 Council employees was held at the Operations Centre on 26 November 2019. This was an activity conducted during 16 DOA.</li> <li>Three 2-hour Unconscious Bias sessions were conducted by Diversity Australia for 33 staff at the Civic Centre during October – November 2019 in the lead up to 16 DOA.</li> </ul>		

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<ul style="list-style-type: none"> <li>• A community Active Bystander 4-hour workshop on Saturday 19 October 2019 was conducted by No To Violence at SportLink, Vermont South for 11 people.</li> <li>• A community Active Bystander 1.5-hour workshop (CALD focus) on 3 December 2019 was conducted by Women's Health East at Louise Multicultural Centre, Box Hill for 18 people, as a part of the 16 DOA. Women's Health East (WHE) is an Our Watch endorsed training organisation, and tailored the Putting the Prevention of Violence Against Women into Practice training for this community workshop in consultation with Council and Louise Multicultural Centre.</li> <li>• A PVAW and Gender Equity e-learning module tailored for</li> </ul>		

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<p>WCC was finalized and is available for staff through DevelopMe.</p> <p>Through the course of the project nearly 300 people were reached to gain knowledge about violence against women and its primary prevention, including the White Ribbon Breakfast and other activities.</p>		
1.1.3	1a	<i>Coordinate</i> the FV&PVAW Collaborative Action and Networking Group, and Reference Group – now called CAN4PVAW	Council - CEAD	<p>Council coordinated six meetings of the CAN4PVAW annually. An additional meeting to address FV and CALD and Chinese community projects was held in 2021.</p> <p>Several new member organisations increased the breadth and diversity of community organisations engaged in prevention, including Family Access Network and the Chinese Community Centre for</p>	Maintained engagement and value of 10 community stakeholders in collaborative action	A B C P

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				Social Services. The group now has 23 member organisations with 10 core contributing members.		
1.1.1	1e	Support Customer Service staff with identification, response and referrals for women and children experiencing violence or those at risk.	Civic Services  Family Violence services	Customer Services are in negotiations with family violence specialist service for delivery of online training to be conducted with Customer Service Team throughout 2021.  A review of formal procedures around responding to family violence situations on hold due to pandemic response.  Women's Safety Cards available.	Increased availability of community information	G
1.1.1	1e	Support front-line Local Laws staff with identification, response and referrals for women and children experiencing violence or those at risk	Compliance	Support the Polished Man initiative with Compliance staff engaged  Plans to consult with family violence specialist service, review protocols and formal procedures around	Increased awareness of FV and impacts on children	G

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				responding to family violence situations on hold due to COVID-19		
1.1.1	1e	<i>Implement refresher training about Elder Abuse for staff of WHACS</i>	WHACS	<p>In response to reporting concerns of elder abuse, family violence and occupational violence, work procedures were updated and staff provided with information to raise awareness and provide guidance about how to respond.</p> <p>Support Workers are encouraged to provide feedback about FV/EA to management and work through case studies at regular support meetings.</p> <p>Staff from various service areas of WHACS participated in weekly reflective practice sessions leading to service improvements, new initiatives and suggestions to enhance customer experience and quality consumer outcomes.</p>	Front-line staff supported to identify and respond appropriately to people experiencing FV and Elder Abuse	D F G K



Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				A number of procedures and practices were improved and strengthened in response to elder abuse, family violence and complex care matters.		
1.1.1	1e	<i>Support continuous professional development to strengthen the response and early intervention capacity of Health, Family and Youth staff</i>	Health and Family Services	<p>All Maternal Child Health Nurses (MCHNs) have received training in how to apply the additional family violence consultations funded by the state government and now included in the key ages and stages program.</p> <p>All MCHNs have attended 16 hours of specialist training regarding trauma in children due to family violence.</p> <p>Council's MCHNs work closely with the Eastern Domestic Violence Service to provide secondary consultations and support for at risk families.</p> <p>All Early Years and Youth staff</p>	Front-line staff are supported to identify and respond appropriately to people experiencing FV	D F G K

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<p>received training about family violence and in particular, identification of signs and referral pathways for intervention support.</p> <p>Whitehorse Early Learning Service (WELS) staff received child protection training and Child Safe Standards training to assist with the identification of child abuse and the skills to refer and report.</p> <p>WELS staff follow policy in relation to the monitoring, referral and reporting of any child abuse or family violence scenarios that may present at the WELS centres.</p>		
1.1.3 GAP	1a	<i>Promote family violence “recognize, respond and refer (3Rs)” information to all staff across Council.</i>	Council - CEAD Communications EDVOS	Communications via Intranet	Staff aware of 3Rs information	G
1.1.3 GAP	1a	<i>Promote Council Statement for the Prevention of Family</i>	Council - CEAD Communications	Communications via Intranet	Staff aware of Council resolution	A

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
		Violence and Violence Against Women to all staff across Council				
1.1.3	1a	Review and assess current systems, policies and practices in relation to gender equity	People and Culture	<p>Council has undertaken preparatory actions required to meet our obligations of the Gender Equality Act (2020) including;</p> <ul style="list-style-type: none"> <li>• Conduct Gender Audit effective 30 June 2021</li> <li>• Pilot projects identified for initial Implementation of Gender Impact Assessments</li> </ul> <p>Employees were surveyed about wellbeing and remote working in June 2020 with a follow-up survey planned for August 2021. The review is using a gender equity lens to identify gender differences and appropriate action. Outcomes will inform the review of workplace flexibility policy and which takes into</p>	<p>Implementation of the Victorian Gender Equality Bill has commenced</p> <p>Increased understanding of current systems, policies and practices and impacts on workforce</p> <p>A dedicated part time role to coordinate implementation has been appointed in Council's People and Culture team</p>	P

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				<p>account the experiences of our workforce during the pandemic period of remote working.</p> <p>Council conducted the VAGO Sexual Harassment in Local Government survey and developed and commenced implementation of a plan in response to the outcomes. The plan includes a review of the current compliance training and a move to 2 year refreshers for relevant training for all staff.</p>		
1.1.3	1a	<i>Raise awareness and increase knowledge</i> of staff about PVAW, Gender Equity and unconscious bias	People and Culture	<p>Integrated online GE/PVAW module undertaken by 8 staff in 2020/21</p> <p>In-service education programs delivered include Beyond Diversity – Unconscious Bias Foundations and Managing Unconscious Bias at Work to 33 people in 2019.</p> <p>Further, 60 employees have</p>	<p>Increased understanding of GE/PVAW</p> <p>Increased understanding of unconscious bias</p>	D G H I K M N O

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicators
				attended “Successful Managing EO, Bullying and Diversity in the Workplace” training in 2020/21.		
1.1.3	1a	<i>Consider future opportunities to advance gender equality and respectful relationships in the workplace, for example, gender equity self-assessment (or impact) process in accordance with the with the Victorian Gender Equality Bill</i>	People and Culture	Council has undertaken preparatory actions required to meet our obligations of the Gender Equality Act (2020) including commencing development of a Gender Equality Action Plan by 1 December 2021.	Planning commenced	P

## THEME: Communicating with the Community

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.8 GAP	1g	<i>Broaden the reach of Council's Women's Safety Cards</i>	Council - CEAD	Women's Safety Cards adapted for LGBTQIA+ community and people of Chinese-background	Additional FV information	G
1.1.8	1g	<i>Strengthen communications by the Local Laws Team for people at risk of FV</i>	Compliance	<p>The Compliance group support people at risk of family violence by:</p> <ul style="list-style-type: none"> <li>• Sending Women's Safety Card in correspondence responding to applications seeking a waiver of infringements due to family violence</li> <li>• Providing domestic animal care free of charge for victims of family violence</li> <li>• Providing exemptions in infringement appeals for victims of family violence</li> <li>•</li> </ul>	Timely information about FV supports	G
1.1.8	1g	<i>Improve access to FV and prevention information by developing central portal on</i>	Council – CEAD Council - SMC	Ongoing development of Council's Family Violence Prevention webpage:	Additional access to FV and prevention information	B G

		Council website.		<ul style="list-style-type: none"> <li>• Link to local and other services and resources</li> <li>• FV Information Updates</li> <li>• Promote key messages and engagement opportunities</li> </ul>		
1.1.8	1g	<i>Collaborate to develop consistent and reliable messaging</i> and communications for FV prevention that can be used across platforms and Council staff.	Council - SMC Council - CEAD	Communications Plans developed for 16 DOA in 2019 and 2020	Consistent and reliable messaging about FV prevention used at Council	B
1.1.8	1g	<i>Effectively message and broaden reach</i> across the community about the prevention of family violence by employing tools, expertise, materials design and analytics.	Council - SMC	Marketing strategies, Analytic reports, and Materials design employed in 16DOA and FVP Projects	Improved reach and quality of communications about FV prevention	B

**THEME: Promoting Women's Leadership and Voices**

Reference to Council Plan Strategic Direction and Approach	Reference to Health and Wellbeing Objective	2017-2019 Activity	Partners (internal and external to Council)	Local reach	Impacts	Indicator/s
1.1.8	1g	<p><i>Ensure women's voices are heard by:</i></p> <ul style="list-style-type: none"> <li>– incorporating survivor/ advocate's participation in projects, tasks &amp; actions of Action Plan</li> <li>– promoting Speaking Out Program to women in Whitehorse</li> </ul> <p>NOTE: Advocates program no longer runs</p>	<p>Council - CEAD</p> <p>Women's Health East</p>	A local survivor-advocate who is a member of the WHE Speaking Out Program was guest speaker at 2019 White Ribbon Day Event reaching 114 people.	Increased awareness of impacts of FV on women	C D G
5.1.6	5a	<p><i>Coordinate and deliver Annual Whitehorse Women in Business event and plan ways to broaden inclusion of women from diverse backgrounds</i></p>	Investment and Economic Development and Ion Group	Whitehorse Business Week, Women in Business Luncheon 2019	Knowledge development and networking opportunities for women.	E



5.1.6	5b	<i>Ensure gender balance among presenters</i> at business promotional events, speaking panels and career development events for students	Investment and Economic Development	Women in Business luncheon 2019 keynote speaker Emma Welsh, CEO and co-founder of Emma & Toms Foods. The MC was Louise O'Connor, Executive Director of Eastern Health (at the time of the event).	Visibility of women in business and leadership roles	E
5.1.6	5a	<p><i>Explore and implement ways to increase access</i> to business leadership and mentoring programs and opportunities for:</p> <ul style="list-style-type: none"> <li>– Young women</li> <li>– Women with disability or with experience of mental health issues</li> <li>– Older women</li> <li>– Migrant women</li> <li>– Women in and out of the workforce</li> </ul>	<p>Investment and Economic Development Knox City Council Small Business Victoria Whitehorse Business Group</p> <p>MEREDG Councils</p> <p>Partners In Wellbeing - EACH</p>	<p>Collaboration with Knox City Council and Small Business Victoria (through a funding opportunity) for a Business Accelerator program for Women</p> <p>Promote Whitehorse Business Group's Women in Business lunch 2021 → keynote speaker is the Founder of Fitted for Work, an organisation assisting women in need from all different backgrounds with support to get back into the workforce.</p> <p>Promote Women in Business events in the region (including Knox City Council, Monash, Yarra Ranges and Maroondah City Council throughout 2019-2021</p> <p>Regular promotion of mental health support services and Financial</p>	Increased opportunities for diverse women to access business leadership and mentoring programs	E

				Counseling services for businesses and employees from April 2020 onwards.		
			Small Business Victoria	Dissemination of translated COVID19 information resources and services from September 2020 onwards		
			Multicultural Vic/DJPR	Promotion of COVID compliance webinars in a range of languages		

## Appendix 1: Objectives of the Whitehorse Health and Wellbeing Plan 2017-2020 supported by the Family Violence Prevention Action Plan



### **Council Strategic Direction 1: Support a healthy, vibrant, inclusive and diverse community**

#### **Health and Wellbeing Goal 1: Connected, safe, respected and resilient people, families and communities**

##### Council Plan Approaches:

- 1.1.1 In partnership, plan and deliver high quality responsive services and advocate for our diverse community based on current and future needs
- 1.1.2 Encourage and facilitate connections across the diverse age groups through activities and social interaction in our community
- 1.1.3 Continue to work with the community and stakeholders in relation to community safety, including family violence, mental health, drugs and alcohol
- 1.1.4 Work with community organisations to encourage social connections and support community participation
- 1.1.5 Continue to encourage and support volunteering to enable community participation opportunities
- 1.1.6 Continue to provide opportunities for people to engage in the arts, festivals, recreation and sports leading to social connectedness and cultural diversity
- 1.1.7 Increase awareness of and celebrate the diversity of our community

##### Health and Wellbeing Objectives:

- a) Collaboratively plan and deliver evidence-based strategies to increase capacity of Council and the community to respond to and prevent family violence and violence against women
- b) In partnership with community organisations, disability services, and other Councils develop strategies to prevent violence against women with a disability and children with disability
- c) Continue to safeguard the rights, dignity, health and independence of older people through action to prevent elder abuse
- d) Explore partnerships and opportunities for collaboration to prevent violence against women and promote the sexual health, safety and wellbeing of young people, in particular newly arrived young people, and the growing population of international students in Whitehorse
- e) Continue to enhance workforce capacity of direct service providers to respond to elder abuse, family violence and child safety concerns

- f) Coordinate regional activities to promote understanding about respectful relationships, gender and sexual diversity
- g) Increase health literacy for men and women in identified health and wellbeing priority areas, including mental health, harmful use of alcohol and violence prevention



**Strategic Direction 2: Maintain and enhance our built environment to ensure a liveable and sustainable city**

**Health and Wellbeing Goal 2: Accessible, safe and welcoming places for all people**

**Council Plan Approaches:**

- 2.1.1 Development which respects our natural and built environments and neighbourhood character while achieving a balanced approach to growth in accordance with relevant legislation
- 2.1.2 Advocate for greater housing diversity, including affordable and social housing
- 2.1.3 Advocate for enhanced transport accessibility and improved transport routes and modes (including active transport)
- 2.1.4 Maintain, renew and sustainably invest in our community infrastructure that is relevant, modern and accessible, and can accommodate multi-purpose usage
- 2.1.5 Maintain, enhance and create shared community spaces that promote the neighbourhood character and provide a safe and enjoyable meeting place for everyone
- 2.1.6 Provide and maintain an infrastructure network that meets the needs of development growth while supporting residents, businesses and visitors in their daily activities
- 2.1.7 Continue to encourage sustainable and quality retrofit of existing infrastructure (Council facilities, street lighting)

**Health and Wellbeing Objectives:**

- a) Increase community safety for residents, businesses and visitors of Whitehorse
- b) Plan for the needs of multiple users of Council managed facilities to promote a shared, welcoming community



**Strategic Direction 3: Protect and enhance our open spaces and natural environments**  
**Health and Wellbeing Goal 3: A sustainable environment and shared open spaces**

Council Plan Approaches:

- 3.1.1 Continue to sustainably manage, enhance and increase trees and vegetation in Council's streetscapes, parks and gardens, with species that enhance neighbourhood character, support biodiversity and are adaptable to a changing climate
- 3.1.2 Continue to retain, enhance and increase the amount of open spaces to meet the needs of our diverse community with amenities that encourage opportunities for shared use
- 3.1.3 Continue to educate and create awareness of the importance of sustaining our natural environment including the importance of trees and vegetation in an urban environment

Health and Wellbeing Objectives:

- a) Increase access to shared spaces for physical activity and sports participation, in particular for the sports of soccer and cricket
- b) Plan for the needs of multiple users of Council-managed open spaces to promote a shared, welcoming community



**Strategic Direction 4: Strategic leadership and open and accessible government**  
**Health and Wellbeing Goal 4: Communicating, actively engaged Council**

Council Plan Approaches:

- 4.1.1 Continue to ensure financial sustainability and continue business improvement programs
- 4.1.2 Promote and enhance good governance practices and conduct
- 4.1.3 Progress the implementation of the Local Government Act Review
- 4.2.1 Promote leadership and development opportunities for Council employees
- 4.2.2 Continue to maintain and develop a high performing workforce that supports Council's ability to deliver services efficiently and effectively
- 4.2.3 Continue to participate in the Resilient Melbourne Strategy; working collaboratively to deliver actions that will help make Whitehorse a viable, livable and prosperous city, long into the future

- 4.2.4 Continue to provide a high standard of customer service while improving the customer experience
- 4.3.1 Communicate Council services, facilities and initiatives through a wide range of accessible channels
- 4.3.2 Undertake a digital transformation that improves the customer experience, business processes and provides operational benefits

Health and Wellbeing Objectives:

- a) Communicate health and wellbeing information in community languages through Council customer services to increase health literacy and access to services.
- b) Continue to enhance the health and performance of Council's workforce through organisational development initiatives
- c) Support employees experiencing family violence in line with Collective Agreement



**Strategic Direction 5: Support a healthy local economy**

**Health and Wellbeing Goal 5: People in Whitehorse have economic opportunities**

Council Plan Approaches:

- 5.1.1 Working in partnership to support the development of a sustainable and growing local economy which contributes to economic activity and employment growth
- 5.1.2 Working in partnership to support the commercial, private and public sector investment opportunities
- 5.1.3 Working in partnership to support the growth of the health, education and commercial sectors
- 5.1.4 Maintain a regional presence through engagement with a range of Melbourne's eastern stakeholders
- 5.1.5 Encourage and partner with local businesses to work with the community to create, participate in, and sponsor events which promote a sense of place

Health and Wellbeing Objectives:

- a) Design and deliver affordable business skills education and mentoring opportunities for new and emerging business people, with a focus on women returning to the workforce, work-life balance and the promotion of entrepreneurship
- b) Continue to facilitate knowledge sharing for business people, including cross-cultural investment opportunities and the link between employee health and productivity

## Appendix 2: Indicators supporting the Family Violence Prevention Action Plan

Together the indicators below provide a suite of options to measure the impact of a number of actions in this plan and to provide a line of sight to the regional and Victorian strategies aiming to prevent family violence and violence against women.

### **Free from Violence Strategy<sup>9</sup>**

In 2019 Whitehorse City Council participated in the Victorian Government's Local Government Free from Violence Program and agreed to use the following six indicators for evaluation of the Whitehorse Strengthening Local Action for Family Violence Prevention:

- A. Increased public commitment to primary prevention initiatives in local government
- B. Increased collaboration and coordination within council
- C. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas
- D. Increased knowledge among participants about the drivers of family violence and all forms of violence against women
- E. Increased support for gender equality
- F. Increased confidence for bystander action

### **Together for Equality and Respect (TFER) Strategy<sup>10</sup>**

Indicators from the Evaluation Framework of the regional prevention strategy Together for Equality and Respect 2017-2021 relevant for this Action Plan are:

#### *Community and Workforce*

- G. Increased awareness of the issue of family violence (including what constitutes family violence)
- H. Increased awareness of the link between gender inequality and violence against women
- I. Increased awareness of the issue of gender inequality
- J. Increased knowledge about gender equality
- K. Increased knowledge of the drivers of family violence and men's violence against women
- L. Increased knowledge of respectful and equal relationships
- M. Increased confidence in skills to undertake gender equitable action in relevant setting (live/work/play)
- N. Increased confidence in skills to challenge gender inequality in relevant setting (live/work/play)
- O. Increased confidence in skills to support and promote equal and respectful relationships

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<sup>9</sup> Victoria State Government. 2017. Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women, pp.50-51, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

<sup>10</sup> Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

## *Organisation*

- P. Increasing number of TFER partners that demonstrate achieving at least 50% of the ten quality criteria as outlined in TFER Gender Equity audit tool. These quality criteria are:
- people in senior positions demonstrate commitment to and leadership on gender issues
  - organisation has written policy/policies that affirm a commitment to gender equity
  - organisation has procedures that enact the policy/policies
  - budget allocation for staff training or other workforce development activity in gender equity
  - designated responsibility for promoting gender equity in the organisation
  - sex-disaggregated data is used for workforce/HR planning
  - action taken to recruit, mentor and retain a representative number of women on the board of the organisation or as local Councillors
  - sex disaggregated data used for planning projects, programs and services
  - gender impact of projects, programs and services monitored and evaluated
  - feedback from community consultation analysed by gender