

# Gender Equity Framework

June 2018



**Vision:** The Nillumbik community is gender equitable, safe and inclusive for all people.

**Our Commitment:** Advance gender equity and respectful relationships: Reduce violence against women and children in our community.<sup>1</sup>

Strategic Alignment	
Global	
United Nations Sustainable Development Goal 5: <i>Achieve gender equality and empower all women and girls</i>	
Federal	State
<p>Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia</p> <p>National Plan to reduce Violence against Women and their Children 2010–2022</p>	<p>Victoria’s Charter of Human Rights includes the right to be treated equally, to be safe from violence and abuse, to be part of a family, and to have our privacy respected</p> <p>Royal Commission into Family Violence Report and Recommendations (2016)</p> <p>Safe and Strong: A Victorian Gender Equity Strategy (2016)</p> <p>Ending Family Violence: Victoria’s Plan for Change (2016)</p> <p>Free from Violence: Victoria’s strategy to prevent family violence and all forms of violence against women (2017)</p> <p>Building From Strength: 10-Year Industry Plan for Family Violence prevention and Response (2017)</p>
Regional	Local
<p>Women’s Health in the North: <i>Building a Respectful Community Strategy 2017–2021</i></p>	<p>Nillumbik Health and Wellbeing Plan 2017–2021</p>

1. Nillumbik Health and Wellbeing Plan 2017–2021

## Principles

Challenge condoning of violence against women	Promote women's independence and decision-making
Challenge gender stereotypes and roles	Strengthen positive, equal and respectful relationships

## Scope

Workplace	Programs & Services	Community
Leadership on gender equitable culture and practices	Gender equitable and inclusive	Awareness, safety, collaboration

## Strategies

1. *Improve gender equity, safety and respectful relationships in the workplace*
2. *Ensure our services and facilities are gender equitable, safe and inclusive*
3. *Raise community awareness of gender equity and respectful relationships*
4. *Increase the promotion of gender equitable and non-violence messages through communications and social marketing*
5. *Collaborate with other organisations and community groups to collectively work towards preventing violence against women*

## Outcomes

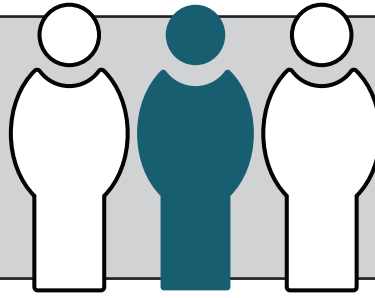
- Improved understanding and capacity within Council, including services and facilities, of the prevention of violence against women and gender equity.
- Increased profile of women's participation in under-represented areas.
- Increased community support for gender equality in relationships
- Increased capacity outside Council to prevent violence against women.

## LOCAL STATISTICS



The number of family violence incidents reported by police in Nillumbik in 2016-17.

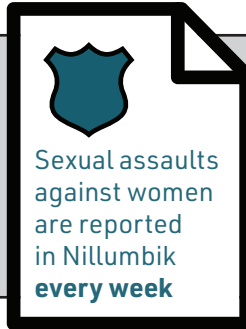
Police attend such incidents (against women) in Nillumbik **every day**



**1 in 3 people** in Nillumbik do not believe in equal relationships between men and women



36% of women in Nillumbik do 15 hours or more of **unpaid domestic work** compared to 11% of men



**19% of men** in Nillumbik earn over \$100k p.a...



compared to only **5%** of women

## NATIONAL STATISTICS

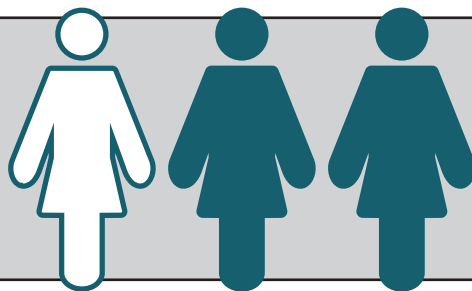


**Every 2 minutes** family violence results in a police call-out across Australia



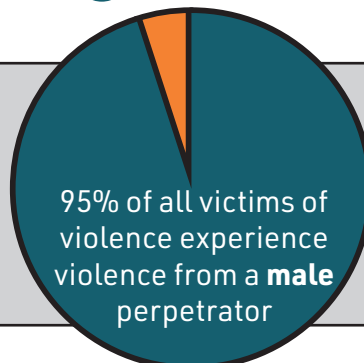
The cost to Australia of violence against women **each year**

**1 in 3 women** have experienced physical violence...

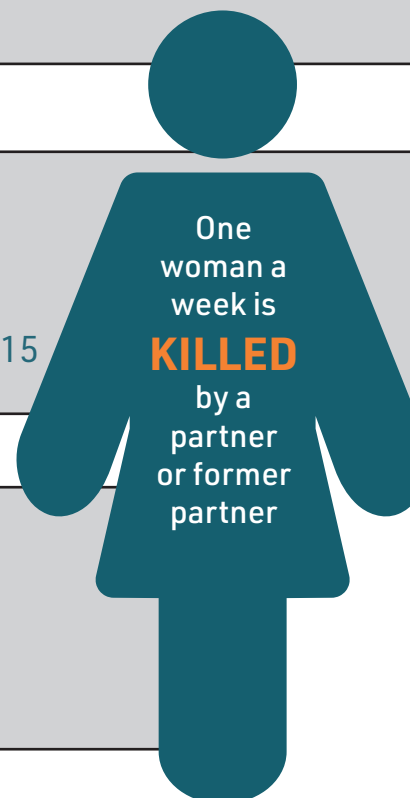


...and **1 in 5** have experienced sexual violence since the age of 15

Intimate partner violence is the **leading preventable cause of death**, disability and illness in women aged 15-44



95% of all victims of violence experience violence from a **male** perpetrator



One woman a week is **KILLED** by a partner or former partner

## DEFINITIONS OF KEY TERMS

These definitions have been sourced from *Building a Respectful Community Strategy 2017-2021* (Women's Health in the North 2017)

### Family violence

Under the Victorian *Family Violence Protection Act 2008*, family violence is defined as:

(a) Behaviour by a person towards a family member of that person if that behaviour:

- i. is physically or sexually abusive; or
- ii. is emotionally or psychologically abusive; or
- iii. is economically abusive; or
- iv. is threatening; or
- v. is coercive; or
- vi. in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or

(b) Behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in paragraph (a).

**Gender** — the socially learnt roles, behaviours, activities and attributes that any given society considers appropriate for men and women; gender defines masculinity and femininity (Australian Women's Health Network, 2014). Gender expectations vary between cultures and can change over time (World Health Organization, 2015).

**Gender-based violence** — an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between men and women. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty (UN Inter-Agency Standing Committee, 2015).

**Gender equity** — the provision of fairness and justice in the distribution of benefits and responsibilities between women and men (United Nations Development Program, 2001). It is not about the equal delivery of services or distribution of resources; rather, equity recognises diversity and disadvantage and seeks to direct resources and services towards those most in need to ensure equal outcomes for all (Australian Women's Health Network, 2014).

**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 (State of Victoria, 2016b).

**Primary prevention** — action that seeks to prevent violence against women before it occurs by addressing its underlying causes (VicHealth, 2007). This means changing the social and structural conditions that enable violence against women to occur by addressing the 'gendered drivers,' as identified in *Change the Story* (Our Watch et al., 2015).

**Violence against women** — any act of gender based violence that causes or could cause physical, sexual or psychological harm or suffering to women, including threats of harm or coercion, in public or in private life (Council of Australian Governments, 2011; United Nations General Assembly, 1993). This definition encompasses all forms of violence that women experience (including physical, sexual, emotional, cultural/spiritual, financial, and others) that are gender based (Our Watch et al., 2015). It also includes violence against women that occurs in institutional settings, such as care facilities and prisons.

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