



Gender Equality and Preventing Family Violence Strategy

2025-2029



Mildura Rural City Council

Acknowledgment of country

We acknowledge the Traditional Owners and Custodians of the land, which now comprises the Mildura Rural City municipality. We pay our respects to Elders past and present and celebrate and respect their continuing cultures and acknowledge the memories of their ancestors.

We acknowledge the disproportionate impact of family violence on Aboriginal community members as a direct impact of colonisation. We will continue to work alongside the Aboriginal community to address family violence in our community.



Dance group at Corroboree in Mildura 2019



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Front cover image: Walk Against Family Violence' in Mildura, November 2024. Organised by Mildura Council for White Ribbon Week annually.

Mildura Rural City Council acknowledges each and every person who has experienced family violence.

We recognise the life-long impacts of trauma for friends, families and communities that are a result of family violence.



Community members at the 'NO-MORE Community Gathering Against Violence' in Mildura, May 2024.

Commitment Statement

Mildura Rural City Council is committed to advancing gender equality and preventing family violence in our community. Our Gender Equality and Preventing of Family Violence Strategy is our four-year plan designed to drive meaningful, lasting change within our organisation and across our communities.

We are deeply shocked and saddened by the persistently high rates of family violence that continue to impact our residents. This is a reality that we are determined to confront and take positive action towards change.

We believe that every individual in our community has the fundamental right to live safely, to thrive with equal access to resources and opportunities, and have the power to shape their own future in a society free from violence and discrimination.

Gender equality is at the heart of our strategy, and we recognise its crucial role in preventing family violence. Gender equality benefits everyone, not just women and girls, and is a shared responsibility that is everyone's business.

Through our strong connections with service organisations, community groups and residents, we are uniquely positioned to lead the way in driving meaningful action that fosters a safer, more inclusive community for all.

Council upholds a zero-tolerance stance against all forms of violence. We understand that raising awareness, promoting respectful relationships, and challenging harmful attitudes are essential components in shifting societal norms.

By empowering individuals to build healthy relationships based on respect and equality, we can create the change necessary to prevent violence and ensure a brighter, safer future for everyone in our community.



Signed – Mayor



Signed – CEO



Mildura Council Diversity Equity and Inclusion Staff Network with Bree Gorman, November 2024.

Our Vision

We aim to end family violence in our community by working towards gender equality, where all members of our diverse community are respected and safe.

This strategy uses the term 'women' throughout and we acknowledge that the social category of 'women' fails to accurately capture gender diversity and can be limiting. Our Intersectional and long-term approach enables Council to become more inclusive of non-binary and gender diverse people.

Introduction

Aims of the strategy

In 2014, family violence was declared a national emergency in Australia. We know that family violence is preventable and addressing its causes is vital to creating safer communities for all.

As the level of government closest to the community, Mildura Rural City Council has a critical role in addressing the social conditions that enable high rates of local family violence to continue. This Strategy takes a whole-of-organisation approach that reflects our diverse community and creates a knowledgeable workforce that is responsive to addressing family violence.

This Strategy will reinforce and celebrate a gender inclusive culture at Mildura Rural City Council. It is the tool for council to build on existing work so that gender equality is embedded into council's culture.

A whole-of-organisation approach

This Strategy takes a whole-of-organisation approach through engaging all policies, practices and staff, ensuring that every part of our organisation collectively contributes to meaningful change. This strategy will also assess and improve Council's systems and processes, with a focus on embedding gender equality at the core of our operations.

Central to improving gender equality in our systems is the integration of gender impact assessments across the organisation, supported by targeted staff training, resources, and system prompts.

Our whole-of-organisation approach will also empower staff members in their everyday work, ensuring that our strategic efforts are sustained not only over the four-years but well into the future.

While a key focus of this Strategy is on our internal systems, we remain committed to collaborating with external service organisations to expand and enhance our efforts in community.

Why women?

Family violence directly affects one in five Victorian women over the course of their lifetime. One in fourteen men have experience intimate partner violence since the age of 15. It is the leading contributor to preventable death, disability and illness in Victorian women aged 15 to 44 years.

Family violence includes violent or threatening behaviour, or any other form of behaviour that coerces or controls a family member or causes that family member to fear for their own or another person's safety or wellbeing (Family Violence Protection Act (Vic.) 2008).

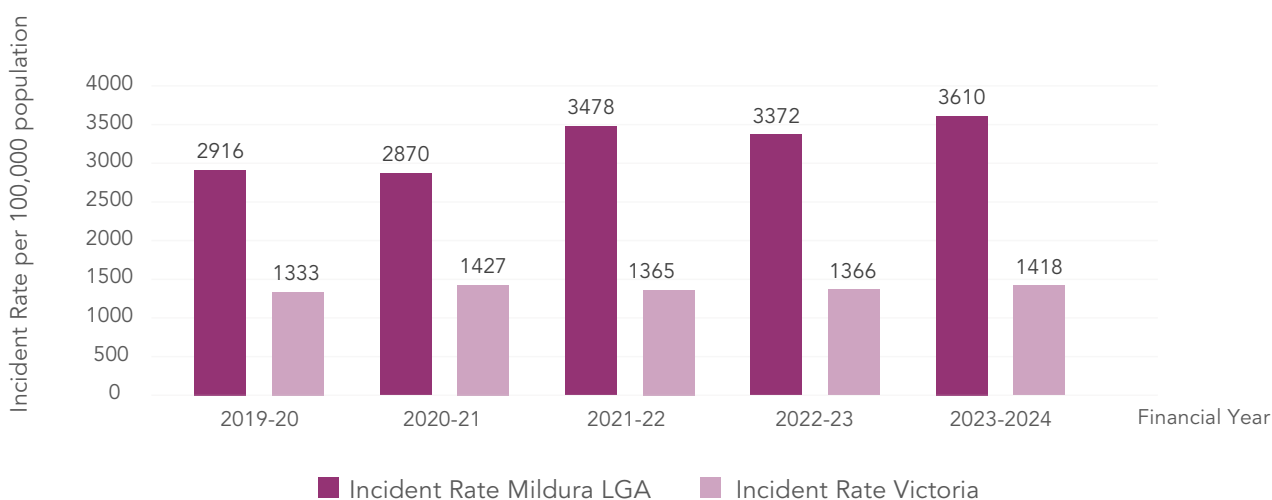
Family violence causes significant physical, emotional, psychological and financial harm to those who experience it. Family violence is the single largest driver of homelessness for women in Victoria, is a common factor in child protection notifications, and results in a police force call-out every two minutes across Australia.

Family Violence in Our Municipality

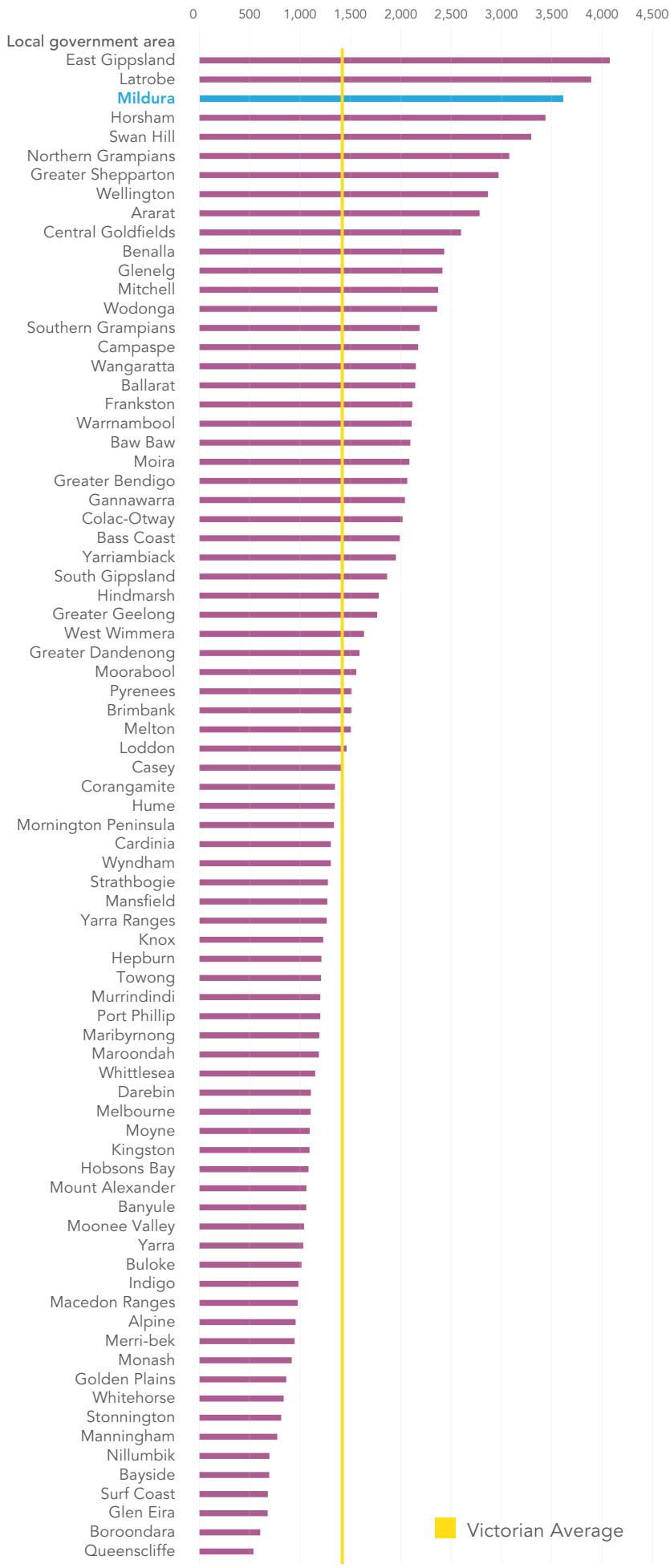
Family violence is a significant issue for Mildura and surrounding communities. Violence experienced in families prevents those affected from fully participating in our community and impacts individuals, families, workplaces, the community, and the economy. We recognise that improving gender equality is crucial to preventing family violence and helps to make our community safer, healthier, and more prosperous.

Sadly, people in our community continue to experience extremely high rates of family violence. The following table shows the number of family violence incidents in Mildura compared with the state-wide Victorian rate. Alarmingly, the rate of family violence is consistently more than 40% higher than for the rest of Victoria.

The following data from the Women’s Health Atlas highlights significantly higher rates of family violence in our community over the past five years;



Family Violence - Reported incidents							
Time period	Mildura		Loddon Mallee Region Estimate		Victoria State Estimate		
	Female	Male	Female	Male	Female	Male	All
2023	1552	481	562	181.8	885.1	302.8	593.9
2022	1441	433	530.5	159.2	870.8	294	582.4
2021	1433	453	532.7	175.7	859.3	290	574.9
2020	1217	363	508.7	159	870.5	296.7	583.6
2019	1334	418	504.9	154.6	801.9	265.3	533.6



Rate (per 100,000 population) of family violence incidents 2023/24 by Local Government Area

The Victoria Crime Statistics Agency collates family violence rates for local government areas based on population, as a per 100,000 people measure.

This graph shows that Mildura Rural City Council has one of the highest rates of family violence across Victoria per 100,000 people.

The data shows that family violence is a serious issue affecting our community and Council is committed to taking a strong stand and working towards preventing family violence before it starts.

Victorian Average

Gender Equity Action Sunraysia member
during the 16 Days of Activism.



Drivers of Family Violence

This Strategy is shaped by Our Watch's four drivers of family violence. Our Watch is Australia's leader in the primary prevention of violence against women. We work to embed gender equality and prevent violence where Australians live, learn, work and socialise. Our Watch are an independent not-for-profit organisation established in 2013 with all State and Territories Governments as members.

We understand that violence against women occurs because of gender inequality. Research shows that violence against women has four distinct gendered drivers that create the social conditions that lead to violence.

Driver 1

Condoning of violence against women.

This could be trying to shift blame onto the victim - what was she wearing?

Driver 2

Men's control of decision making and limits to women's independence in public life and relationships.

This can look like men controlling money, decisions or freedom of movement in the household.

Driver 3

Rigid gender roles and dominant forms of masculinity.

This is the idea that women and men, and girls and boys, should act in certain ways – boys/men should not cry.

Driver 4

Male peer relationships and cultures of masculinity that emphasise aggression, dominance and control.

This refers to the way some groups of men seek to prove their 'manhood' or 'masculinity' through actions that are sexist, disrespectful, hostile or aggressive towards women.

What is Primary Prevention?

To achieve our goal of ending family violence in our community, Council is prioritising primary prevention of violence. A 'primary prevention' approach addresses the underlying, gendered drivers of violence against women. The aim of primary prevention is to stop violence before it happens.

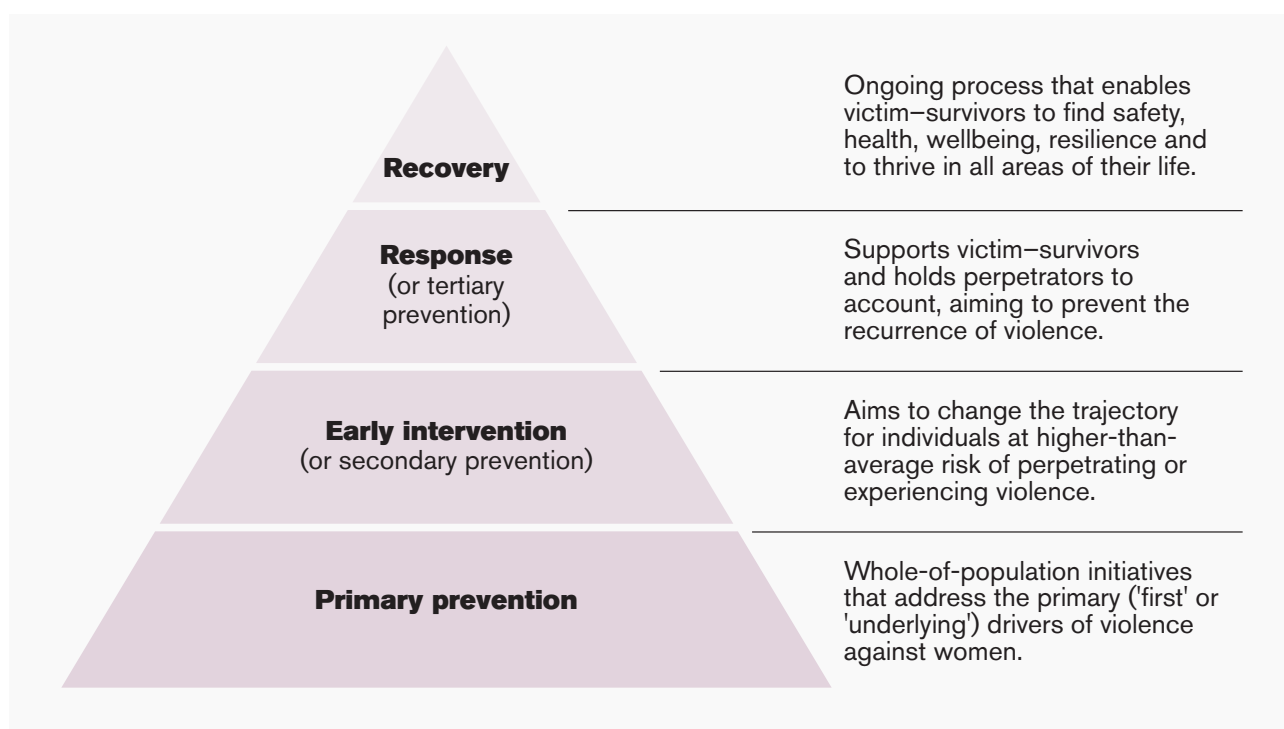
Because the drivers of violence play out at every level of society, primary prevention activities also need to be implemented at every level of society. Prevention requires a holistic approach involving on-the-ground efforts that engage individuals and communities; whole-of-setting approaches in organisations and institutions and change to laws and government policies.

Examples of primary prevention initiatives include:

- An action plan for workplaces to recruit and retain women in leadership positions
- Working with male sports teams to build their understanding of sexual consent
- Calling out sexism and discrimination in your workplace or within the community

The Primary Prevention Pyramid

This pyramid shows the relationship between primary prevention and other work to address violence against women.



Mildura Rural City Council Organisational Context

Mildura Rural City Council has a critical role in creating a safe and inclusive community. As an organisation with a community-based focus, we are committed to ongoing improvements to our collective gender equality work, both within our internal organisation and as leaders in the community.



The Community Vision 2021-2040 engagement resulted in consistent community feedback in support of gender equality and preventing family violence.

This is embedded across the Community Theme: We will be a healthy, respectful and connected community.

The Council Plan sets strategic priorities for Council to deliver to contribute to realising the Community Vision. It guides our actions over the next four years, ensuring that initiatives we undertake are in alignment with our overarching Community Vision.

Among the priorities outlined in the Council Plan are our commitment to collaborating with local partners to prevent family violence, and to promote gender equality. By working together with our stakeholders, we will actively contribute to a safer, more equitable community.

In addition to the Council Plan, the Community Health and Wellbeing Plan plays a pivotal role in identifying and addressing the priorities for enhancing the health and wellbeing of our community. This plan is a key requirement under the Public Health and Wellbeing Act 2008 and serves as a strategic framework for promoting a healthier, more resilient population.

The Community Health and Wellbeing Plan outlines specific measures aimed at preventing family violence and promoting gender equity. The plan incorporates a range of actions that include strategic partnerships with local organisations, and targeted efforts within our own workplace. By fostering collaboration and embedding these priorities within the organisation, we aim to create a stronger, more supportive environment for those affected by family violence, ultimately contributing to the overall health and wellbeing of our community.

Mildura Rural City Council has demonstrated leadership and commitment to gender equality and inclusion for many years and in diverse ways, including:

- Establishing a Gender Equality Councillor Portfolio
- White Ribbon Accreditation since 2016
- Acknowledging days of significance – e.g. 16 Days of Activism
- Implementation of Gender Equality Act obligations since 2020
- Obtaining external funding for specific projects and initiatives
- Support of Gender Equity Action Sunraysia

A critical factor to our recent success is that Mildura Rural City Council was one of 15 Victorian Councils to be successful in receiving \$250,000 funding from the Free from Violence local government grants program 2022-2025. This funding has allowed us to deliver several community initiatives, training sessions, and workshops, and has played a key role in the development of this Strategy.

Total funding in recent years has included:

- Free From Violence \$81k (2018)
- Free From Violence \$250k (2022 - 2025)
- Preventing Violence in Sport Grant \$215k (2022-2025)
- Victorian Women's Public Art Program \$109k

We are committed to building on these initiatives to further meet our obligations under the Gender Equality Act 2020 while also embedding gender equality in our systems. The Act provides a legislative framework that enables us to take proactive steps towards achieving gender equality in the workplace. Key requirements of the Act include a duty to promote gender equality, mandating gender impact assessments for significant community projects, policies and programs and implementing a Gender Equality Action Plan. Council's Gender Equality Action Plan is a vital internal document that aligns with this Strategy and supports our broader efforts.

Mildura Rural City Council is also a proud signatory of the Victorian Local Government Women's Charter . The Charter works towards gender equity encouraging diversity in representation and participation, as well as fostering women's active citizenship. Its objectives align closely with the aims of this strategy.

The Strategic Context

The 2015 Victorian Royal Commission into Family Violence mandated that Councils are required to 'report on the measures they propose to take to reduce family violence and respond to the needs of victims.' The Royal Commission led to the Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia framework championed by Our Watch.

This Gender Equality and Preventing Family Violence Strategy follows the Change the Story framework and The Local government guide for preventing family violence and all forms of violence against women - A practical guide to a whole-of-council model for addressing the underlying drivers of violence and promoting gender equality.

The Local Government Guide shows that everyone in our council has a role to play in preventing family violence and all forms of violence against women. This includes Councillors, executive leaders, managers, prevention specialists and people working at all levels in council from front-line service staff and technical roles to policy officers and administrators – and everyone in between.

This strategy is shaped using the four domains from this local government guide – Council as: 1. Workplace, 2. Connector, 3. Service Provider, 4. Leaders/Decision Makers.

This Gender Equality and Preventing Family Violence Strategy also follows the direction and momentum of the Victorian Strategy - Our equal state: Victoria's gender equality strategy and action plan 2023–2027.

Our equal state offers an overall vision: All Victorians live in a safe and equal society, have access to equal power, resources and opportunities, and are treated with dignity, respect and fairness.

Our equal state takes a life course approach to gender equality, focusing on: Childhood and youth; Adulthood; Older age.

The National Plan to End Violence against Women and Children 2022–2032 (National Plan) is a commitment by all governments to ending violence against women and children in Australia in one generation.

The National Plan signifies a national collective agreement that women and children have the right to live free from fear and violence, and to be safe in their homes, workplaces, schools, in the community and online.

The priority areas for action are evidence-based and span the continuum of prevention, early intervention, response, and recovery and healing. Comprehensive prevention aims to influence laws, policies, and the practices and behaviours of organisations, groups and individuals. This whole-of-society approach engages people of all ages in all the places they live, work, learn, socialise and play.



How this strategic plan was developed

This strategy has been shaped by consultation with internal staff and community service organisations and has been informed by a comprehensive review of other local government strategic plans, as well as state and national frameworks.

In March 2023, a literature review explored the national and Victorian context for gender equality and recommendations for primary prevention of violence against women. This process also included a review of other strategic plans from other Councils across Victoria. While examining the work of other Councils, as well as state and national plans, careful consideration was given to understanding the unique needs of our local community, ensuring that the Strategy is tailored to reflect the Mildura municipality as well as our internal Council operations.

The Free from Family Violence Local Government Project facilitated an organisational “HealthCheck” in November 2022. Facilitated conversations were held with Councillors, leaders and staff gauging a baseline for capacity and commitment to gender equality and preventing family violence. The “Healthcheck” found a strong commitment to preventing violence against women.

Staff engagement found that leaders have experience and confidence to enact the Council’s family violence leave provisions in support of staff members and shared they were proactive in doing so.



This commitment is further illustrated in the ongoing accreditation as a White Ribbon workplace, supporting the Gender Equality Project Worker in Sport and Recreation, strong links with Gender Equity Action Sunraysia and the Collective Action for Respect and Equality (CARE) Partnership with Women’s Health Loddon Mallee (WHLM). Further staff consultation was undertaken through a Staff Ideas and Experiences Survey and an in-person staff consultation event on International Women’s Day in March 2024.

Our consultation with service organisations to inform this Strategy has been through surveys, workshops, and feedback sessions. Gender Equity Action Sunraysia group members responded to a survey and contributed feedback through an in-person workshop. Further consultation was also held through feedback sessions with Mallee Family Violence Executive, Ngiwa Yarna (Council’s Aboriginal Advisory Committee), the Sunraynbow LGBTQIA+ community group and the Disability Inclusion Advisory Committee.

We acknowledge and thank Gender Equity Action Sunraysia, Mallee Family Violence Executive, Ngiwa Yarna Committee, Sunraynbow community group, the Disability Inclusion Advisory Committee and all Mildura Rural City Council Councillors and staff who shared their insights and strong support for gender equality.

Intersectionality

An Intersectional approach is a core principle for the implementation of this strategy and must be inclusive of gender diversity to genuinely advance visibility and inclusivity for our organisation and the community we serve. Through the development of the Gender Equality and Preventing Family Violence Strategy we aim to facilitate a framing of gender and equality that is inclusive, safe and embedded in the everyday work of Council and intersectional inclusion is critical to our success.

Intersectional complexities relating to gender inequality such as race, indigeneity, ethnicity, disability, sexuality, class and socio-economic factors, and caregiver status must always be considered in our work towards gender equality.

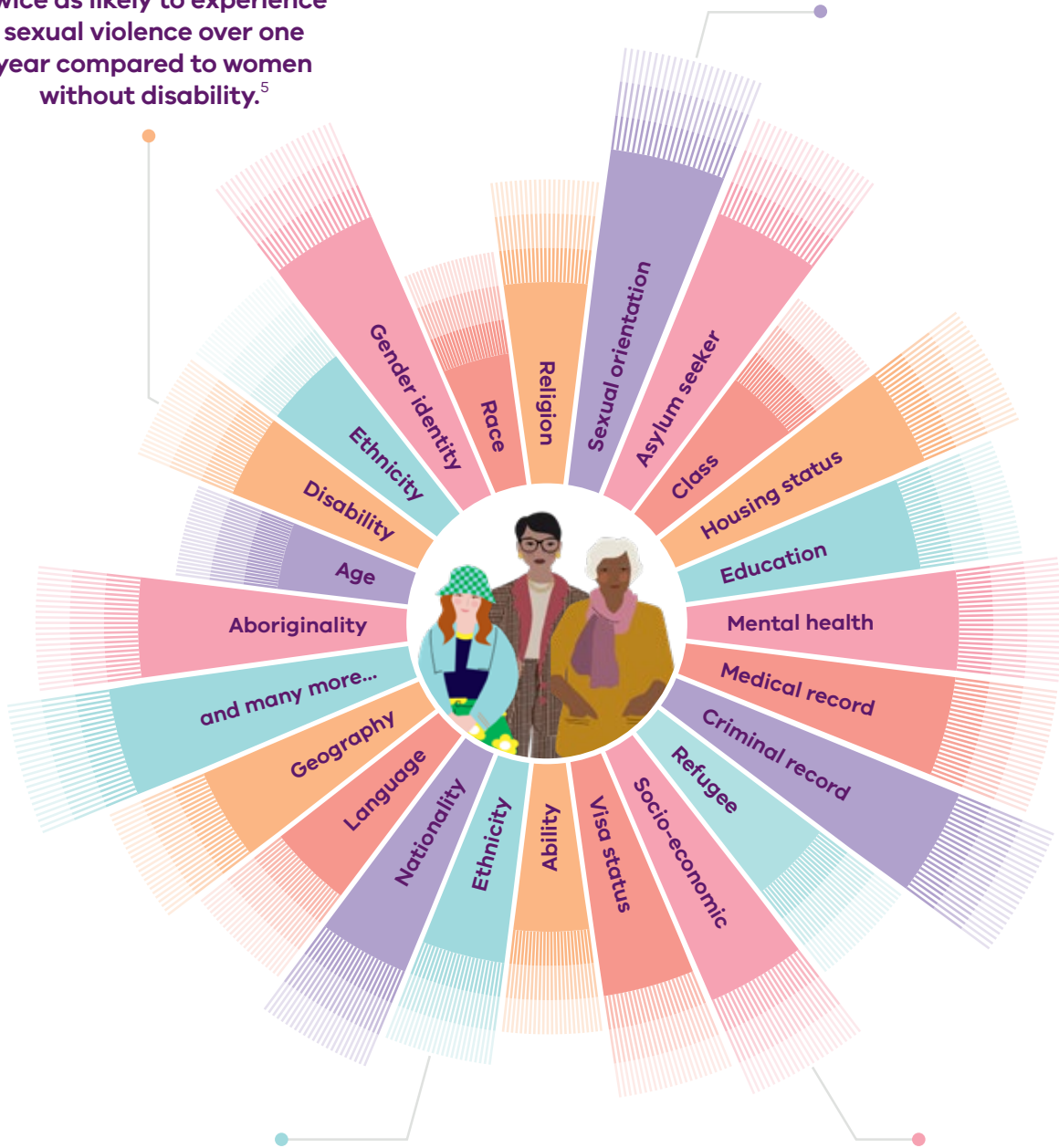
Intersectionality helps us to understand privilege and power. It shows how society's systems and structures, such as health, education, social security, immigration, and legal and justice systems, routinely privilege certain groups and members of our community, while oppressing and disadvantaging others based on factors such as disability, class, gender, ethnicity and sexuality.

This strategic plan was created with an intersectionality framework recognising that individuals experience layers of over-lapping disadvantage and discrimination in differing social conditions. We understand that members of our community are often shaped by social norms, structures and practices they experience, and which too often create conditions that result in family violence. We acknowledge the scope of work across our organisation that contributes to intersectional inclusion and this Gender Equality and Preventing Family Violence Strategy is designed to be implemented in conjunction with broader work, including our:

- Anti-Racism Strategy (in development)
- Disability Action Plan
- Healthy Ageing Plan
- Reconciliation Action Plan (in development)
- Community Plans
- Youth Engagement Strategy 2024-2029
- Gender Impact Assessments
- Community Climate Response Plan 2024-2029
- Community Health and Wellbeing Plan
- Recruitment and Retention Strategy (in development)
- Child Safe Standards Action Plan

Women with disability are twice as likely to experience sexual violence over one year compared to women without disability.⁵

More LGBTQ+ women aged between 50 and 74 have never had a mammogram, in comparison with the proportion of heterosexual, non-LGBTIQ+ women.⁷



The ethnic gender pay gap is double the national average gender pay gap, estimated to be around 33 to 36%.⁶

More than a third of single mothers (37%) are living below the poverty line compared to 18% of single fathers.⁸


Violence against women

is tragically common across all Australian communities.


The term 'intersectionality' was originally coined by Kimberlé Crenshaw using the metaphor of a traffic intersection. She explained:

"Consider an analogy to traffic in an intersection, coming and going in all four directions. Discrimination, like traffic through an intersection, may flow in one direction, and it may flow in another. If an accident happens in an intersection, it can be caused by cars traveling from any number of directions and, sometimes, from all of them. Similarly, if a Black woman is harmed because she is in the intersection, her injury could result from sex discrimination or race discrimination."

Source: From the article in *Feminist Theory and Anti-Racist Politics* (1989).

1 in 3 

women has experienced physical and/or sexual violence perpetrated by a man they know.

1 in 2 

women has experienced sexual harassment in their lifetime.

Biphobia

Cisgenderism

Gender inequality creates the conditions in which this violence occurs, is tolerated, justified and condoned.

Homophobia

Racism

Workplace sexual harassment was higher among those identifying with

diverse

sexual orientation (52%).

Intergenerational trauma

Colonisation

Ableism

Aboriginal and Torres Strait Islander women are

11 times more likely

to be killed due to family violence compared with non-Indigenous women.

To end violence against women, multiple intersecting forms of discrimination and disadvantage must be disrupted.

Driver 1 Condoning of violence against women

Driver 2 Men's control of decision-making and limits to women's independence in public and private life

Driver 3 Dominant forms of masculinity and rigid gender stereotyping

Driver 4 Male peer relations and cultures of masculinity that emphasise aggression, dominance and control

Women living in regional and remote areas experience

higher rates

of intimate partner violence compared with women in capital cities (21% compared to 15% since age 15).

Domestic violence is a

leading cause

of homelessness in Australia.

Geographic disadvantage

Systemic discrimination



This results in higher rates of violence being perpetrated against particular women and gender diverse people, often in complex ways, with severe impacts. This can also make it more difficult for these women to access support.

Housing insecurity



Ageism



Immigration law and uncertain visa status result in unique patterns of abuse among

migrant and refugee women.

80% of incarcerated women reported prior experience of family, domestic and sexual violence.

In 2017–18, more than

10,900 calls

were made to elder abuse helplines across Australia.

In 2017, young women

aged 15–34

accounted for more than half of all police-recorded female sexual assault victims.

2 in 5 ●●●●

women with disability have experienced physical violence after the age of 15.





Community members and staff from Mildura Council and local services at the Challenging LGBTQIA+ Resistance Workshop with Daniel Witthaus from Rural Pride Australia during the 16 Days of Activism, December 2024.

Our Strategic Objectives



Develop a workforce that is committed to preventing family violence.



Embed Gender Equality in our everyday work through policies, processes and systems.



Work with partners to create a community where people of all genders are thriving – free from discrimination and violence

Mildura Rural City Council

Actions for Change

Objective 1: Develop a workforce that is committed to preventing family violence			
Outcome	Action	Responsibility	Timeframe
Staff are equipped with knowledge and confidence in understanding and applying gender equality and the prevention of family violence into their everyday work.	Deliver an annual whole-of-organisation training program that covers basic foundations, as well as specialised training for leaders and select staff.	Community Partnerships People	Year 1, 2, 3 and 4
	Evaluate Annual Training Program.	Community Partnerships People	Year 1, 2, 3 and 4
Staff who provide care services to children understand their responsibilities to assess and manage risk.	All coordinators, team leaders and relevant staff in early years, maternal child health and youth services to complete Multi-Agency Risk Assessment and Management (MARAM) training relevant to their role and responsibilities.	Community Care	Year 1, 2, 3 and 4
	Align policies, procedures, practice guidance and tools for prescribed Council services to the MARAM Framework and report to the Child Safe Standards Working Group.	Community Care	Year 1 and 2
	Participate in the Mallee Family Violence Executive - MARAM Alignment Project.	Community Care	Year 1, 2, 3 and 4
Diversity is respected and a commitment to equality and inclusion made visible within the organisation.	Establish a Diversity, Equity and Inclusion Staff Network, deliver bi-monthly meetings and two training workshops.	Community Partnerships	Year 1
	Evaluate the Diversity, Equity and Inclusion Staff Network and outline next steps.		
	Communications Plan created to share stories of diversity, equity and inclusion across the organisation, Such as: promotion of women's leadership, success stories from gender impact assessments, staff in nontraditional gender roles.	Community Partnerships Communications	Year 1, 2, 3 and 4
Staff are equipped with knowledge and confidence to work with and for the LGBTIQ+ communities.	Implement the Rainbow Ready Roadmap.	Community Partnerships	Year 1, 2, 3 and 4

Objective 2: Gender Equality is embedded in our everyday work through policies, processes and systems.

Outcome	Action	Responsibility	Timeframe
All legislated requirements of the Gender Equality Act 2020 are met.	Continue to implement the Gender Equality Action Plan (GEAP) 2021-2025 and Workplace Gender Audit.	People	Year 1 and Year 3
	Develop and implement a new Gender Equality Action Plan 2026-2030.	People	Year 2, 3, and 4
Processes and systems have prompts to undertake gender impact assessments	Review and evaluate the impact of Gender Impact Assessment resources and processes in branch plans.	Organisational Performance Community Partnerships	Year 1
	Embed a prompt for Gender Impact Assessment in the creation and revision of services, policies and programs.	Corporate Performance Project Development Office Governance and Risk	Year 1, 2, 3 and 4
Demonstrate continuous commitment to providing an inclusive and respectful workplace for all employees.	Complete requirements for White Ribbon accreditation.	People	Year 1, 2, 3 and 4

Outcome	Action	Responsibility	Timeframe
Training programs for new staff and new roles is programmed within the online learning system.	Gender Equity Online training modules implemented and embedded within system.	People	Year 1
	Gender equality and prevention of family violence in-person training for new managers, supervisors and team leaders is scheduled in the learning system.	People	Year 1, 2, 3 and 4
Contractors align with Council commitment to gender equality and prevention of family violence.	Investigate the implementation of training module to be completed by new contractors and all existing long-term contractors.	People (OHS)	Year 2
Zero tolerance to sexual harassment across the organisation.	Develop and endorse a standalone Sexual Harassment Policy focused on zero-tolerance.	People	Year 2
	Investigate and report on options and benefits for an external workplace sexual harassment reporting system.	Community Partnerships	Year 3
Clear understanding of staff demographics to inform intersectional approaches to decision-making	Review and improve internal systems and processes to manage workforce Intersectional data aligned to the Gender Equality Act 2020.	People	Year 1
	Develop whole-of-organisation baseline data to understand the demographics of the current workforce.	Organisational Performance	Year 1

Objective 3: Work with partners to create a community where people of all genders are thriving – free from discrimination and violence

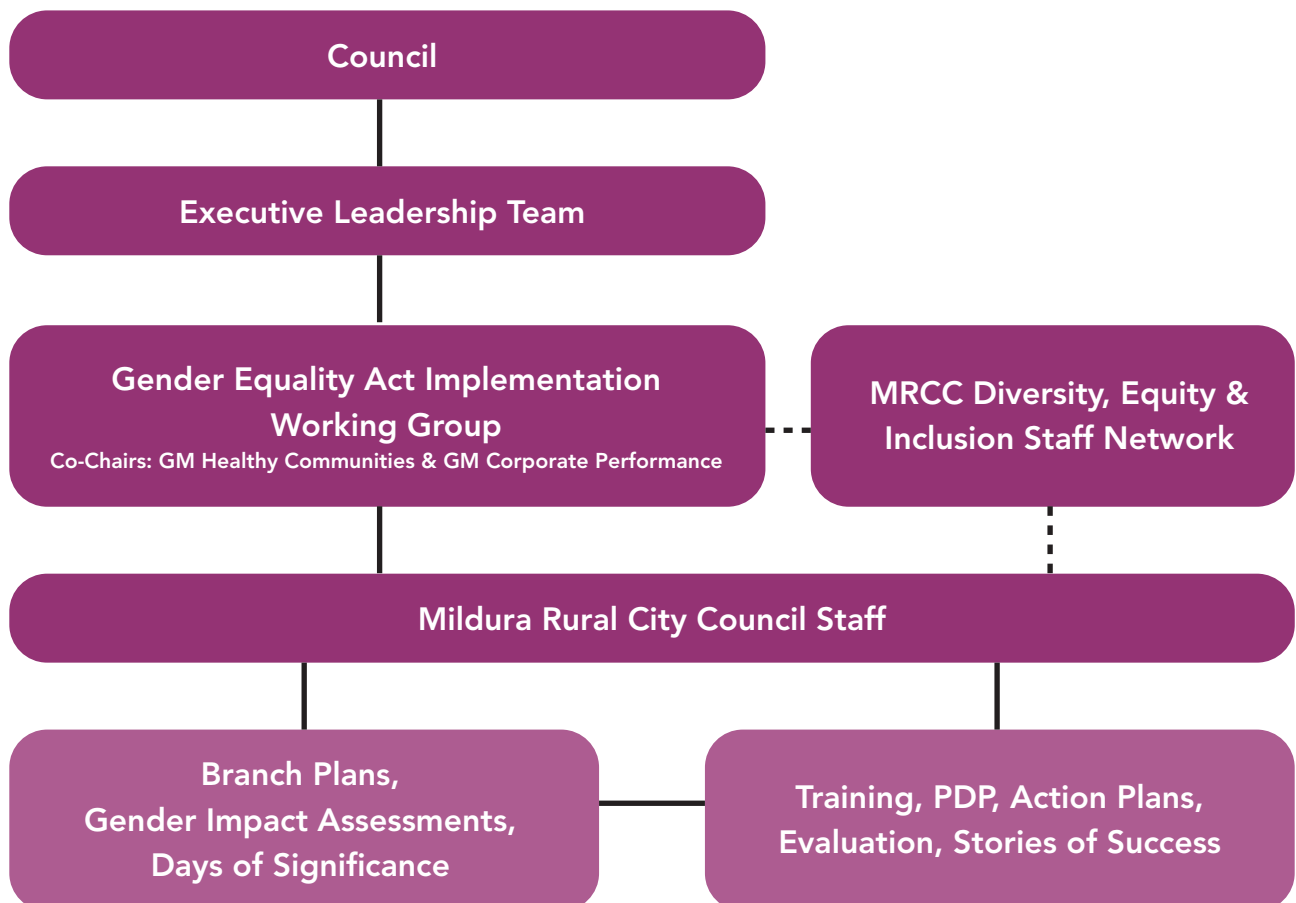
Outcome	Action	Responsibility	Timeframe
Strong relationships with community and service organisations with a multi-agency commitment to gender equity and preventing family violence in our community.	Support Gender Equity Action Sunraysia (GEAS) through attending bi-monthly meetings and implementing annual action plan.	Community Partnerships	Year 1, 2, 3 and 4
	Participate in the Mallee Family Violence Executive (MFVE) through attending quarterly meetings and engaging in activities.	Healthy Communities Department	Year 1, 2, 3 and 4
	Facilitate the Rainbow Ready Roadmap Community of Practice with local organisations.	Community Partnerships	Year 1, 2, 3 and 4
	Implement the Fair Access Policy, including sporting club intersectional equity audits and training.	Parks & Recreation	Year 1, 2, 3 and 4
Gender equality and prevention of family violence is visible in the community through events.	Work with community partners to organise, promote and participate in days of significance, including: <ul style="list-style-type: none"> • International Women’s Day • 16 Days of Activism • White Ribbon Annual Walk • Ochre Ribbon Week • IDAHOBIT 	Community Partnerships People	Year 1, 2, 3 and 4
Community has an increased understanding of gender equality and prevention of family violence, and LGBTIQ+ communities through our communications.	Communications Plan developed to detail key messages and timeframes for awareness raising throughout the year.	Community Partnerships Marketing and Communications	Year 1, 2, 3 and 4
Women and gender-diverse people are represented in the names of roads and public places.	Engage with local developers to increase understanding and commitment to equal representation in the naming of roads and places.	Community Partnerships Organisational Performance Statutory Planning	Year 1, 2, 3 and 4
	Promote ‘Put Her Name on It’ campaign to increase representation of women and diverse people on roads and public places.	Organisational Performance	Year 1, 2, 3 and 4

Equal and Safe banner installed for International Women's Day in 2024. The banner was an initiative of Gender Equity Action Sunraysia in partnership with ten local organisations. The artwork was created by local women and girls.



Governance

The governance model that supports the Gender Equality and Preventing Family Violence Strategy (GE and PVAW Strategy) is held by the Gender Equality Act Implementation Working Group. Council will inform external service organisations of the progress of the strategy at relevant meetings aligned with Objective 3 of the Strategy. This group is an established internal monitoring and advisory group with knowledge and expertise in gender equality. This strategy is owned by the Executive Leadership Team (ELT).



Community members at Mildura Council's International Women's Day event, March 2024.



Monitoring and Evaluation of our Progress

Monitoring and evaluation are critical to the success of this strategy; if it matters, we must measure it. An Annual Monitoring, Evaluation and Learning Report will be submitted to ELT & Council Forum. This report will provide an overview of each Outcome Measure listed in the Actions and Measures Table. The annual report will provide data and a reflective evaluation of the outcome impact to enable an understanding of our success over the course of this 4-year strategy and beyond. We will outline our intersectional approach to this strategic work and report on the demonstrated change Council is contributing to across the four Domains of Influence - Connector; Service Provider; Workplace; and Leaders/Decision Makers. We will draw on surveys, post activity reflections, refer to relevant available data, local stories of change and case studies and collectively map our learnings and impact.

Results Based Measurements:

- How much did we do, how many did we reach, what diversity of reach?
 - Number of programs, activities, events conducted
 - Did diverse community members attend?
- How well did we do it?
 - Planning and delivery, staff morale, unit cost, service standards, customer satisfaction, timely, percentage of youth completing programs, activities
 - Is our organisation more educated and community safer?
 - Attitudes and opinions, behaviours, improved perception of safety
 - Have we increased awareness and application of gender equality and intersectional inclusion?
 - Knowledge and skills, confidence and capacity, more diverse engagement

All Abilities Sports Day at Mildura Sporting Precinct for International Day of People with Disability, December 2024.

Councils are uniquely placed to be effective in primary prevention work through their connection to residents across their entire lifespan.

Everyone in our council has a role to play in preventing family violence and all forms of violence against women.

This includes Councillors, executive leaders, managers, prevention specialists and people working at all levels in council from front-line service staff and technical roles to policy officers and administrators – and everyone in between.



Glossary of Terms

Ableism

Ableism is the system of beliefs, processes and practices that privilege people without disabilities, and disadvantage and exclude people with disabilities. These beliefs include dominant ideas and expectations about typical abilities of people's bodies and minds.

Biphobia

Biphobia is aversion toward bisexuality and bisexual people as a social group or as individuals. Biphobia is a source of discrimination against bisexuals, and may be based on negative bisexual stereotypes.

Cisgender

When a person's gender identity and gender expression aligns with the sex they were assigned at birth.

Cisgenderism

Refers to the cultural and systemic ideology that denies, denigrates, or pathologises self-identified gender identities that do not align with assigned gender at birth as well as resulting behaviour, expression, and community.

Homophobia

Homophobia refers to the fear, dislike, or prejudice against people who are LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and others). It can manifest as negative attitudes, discrimination, or violence directed at individuals based on their sexual orientation or gender identity.

Gender Equality

Gender equality is the equal rights, responsibilities and opportunities for people of all genders. Equality does not mean that everyone is the same but that everyone's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of all genders are taken into consideration, recognising the diversity of different groups of people and also the diversity of individuals within those groups.

Gender Equity

The process of being fair to men and women, boys and girls, and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes.

LGBTIQIA+ community

The "LGBTQIA+" meaning of the letters represents different facets of the community. Each one stands for a gender or sexual identity, with the "+" at the end standing in for the many gender identities that aren't included in this version of the acronym. The collective term stands for lesbian, gay, bisexual, transgender, intersex, queer, asexual and others.

References

State and Federal Government Legislation.

Relevant state and federal legislation that applies to this Gender Equality and Preventing Family Violence Strategy (2025-2029).

Dhelk Dja - Safe Our Way - Strong Culture, Strong Peoples, Strong Families Agreement

Changing the landscape - Women with Disabilities Victoria

Free from Violence - Second Action Plan 2022-2025

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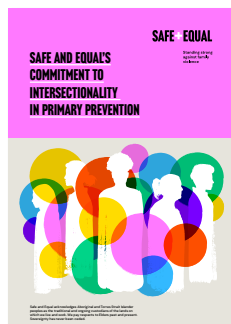
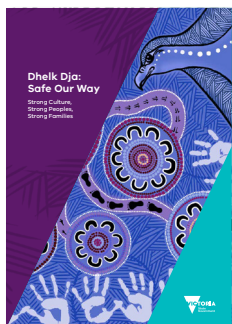
The National Plan to End Violence against Women and Children 2022–2032, Commonwealth of Australia

www.services.dffh.vic.gov.au/what-family-violence

www.victorianwomenshealthatlas.net.au

www.crimestatistics.vic.gov.au

www.ourwatch.org.au





Mildura Rural City Council

Deakin Avenue Service Centre
76 Deakin Avenue, Mildura

Madden Avenue Service Centre
108 Madden Avenue, Mildura

Ouyen Service Centre
79 Oke Street, Ouyen

Phone: 03 5018 8100
PO Box 105, Mildura VIC 3502
www.mildura.vic.gov.au