



Moreland City Council

MORELAND GENDER EQUALITY COMMITMENT

ADOPTED 13 MARCH 2019

Moreland Language Link

廣東話	9280 1910	हिंदी	9280 1918
Italiano	9280 1911	普通话	9280 0750
Ελληνικά	9280 1912	ਪੰਜਾਬੀ	9280 0751
عربي	9280 1913		
Türkçe	9280 1914	All other languages	
Tiếng Việt	9280 1915	9280 1919	

Contents

Introduction.....	3
Vision	4
Purpose.....	4
Context	4
Guiding Principles.....	4
Commitments and Recommended Strategies	5
Commitment 1: All genders have equal visibility, access to self-representation and leadership opportunities.....	5
Commitment 2: All genders can access public space, sports and recreation and feel safe.....	6
Commitment 3: All genders receive equal pay for equal work.....	7
Commitment 4: All genders have access to safe and affordable housing	7
Commitment 5: All genders have access to equal formal and community education	8
Commitment 6: All genders are empowered to support the Gender Equality Commitment	9
Commitment 7: Moreland City Council takes the work of Gender Equality seriously and provides measures, accountability, evaluation and reporting.....	9
Implementation.....	10
Monitoring, Evaluation and Review	10
Definitions/ Glossary	12

Introduction

The Moreland Gender Equality Commitment aims to promote, progress and model gender equality. It provides a framework to ensure Council's actions and services are inclusive, culturally safe and respectful for all gender, sexual and cultural identities, in line with Council values and the Moreland Human Rights Policy. The Commitment is a set of guiding principles and strategies with an adaptive framework, operating under responsive time-frames, measurable targets and transparent evaluation. The Commitment and its implementations will be as diverse as our community; intersectional, intergenerational and inclusive.

Gender equality means the equality of rights, opportunities and responsibilities for people of all genders. Gender equality is a pre-condition for the prevention of family violence and other forms of violence against women and girls. At times throughout this Commitment, we will refer to people of different gender identities including women, men and people who identify their gender in any other way (including no gender). We do this to recognise that gender is non-binary, to reflect the Moreland community, and to acknowledge that women, men and gender diverse/ non-binary people experience gender inequality differently. When we refer to 'women' or 'men' we refer to female or male identifying people; this includes transgender, cisgender and others who identify themselves within the spectrum of the gender identity of female or male. Gender diverse/ non-binary is used to refer to people who do not necessarily identify with female or male genders, or view gender in a binary manner. We acknowledge and affirm all terms that people choose to use for themselves.

While socially progressive programs and concepts may invoke resistance and backlash, Moreland City Council acknowledges the important leadership role in our community that takes a stand and facilitates culture change. Council's Commitment recognises the important roles and contributions men play within their families, communities and society in general. Council also recognises those who engage in roles and duties that may be considered by the mainstream as 'non-stereotypical' for their gender. Council recognises men play an important role as allies to achieve gender equality.

Moreland City Council acknowledges the breadth of systematic inequality when it comes to gender identities at all identity intersections for our community; from education to economics, self-representation to safety, and housing to visibility in the public record. We know there is no one size fits all approach to solving gender inequality; our framework was developed in partnership with community and will remain adaptive and responsive to social and cultural changes in this field. We will actively progress gender equality in what we do, and how we do it; as an organisation and with our community.

With unprecedented community engagement and passion, the work has identified the following commitments, principles and actions to guide our Commitment. Community engagement included community forums, events, focus groups and a community working group.

The Moreland Gender Equality Commitment is for everyone; it asks that we all work consciously towards creating a future where all gender identities can flourish in Moreland.

Vision

All gender identities feel able to flourish in Moreland.

All gender identities, and at all intersections of identity, have equitable access to housing, employment, education, public space, recreation and sport as well as representation at all levels of decision making.

Purpose

Moreland's Gender Equality Commitment guides Moreland City Council's actions to promote, progress and model gender equality.

Context

With unprecedented community engagement and energy around gender equality, the Moreland Gender Equality Commitment is designed in partnership with the Moreland Community through forums, focus groups and feedback opportunities.

Moreland's Gender Equality Commitment applies to all areas of Council to inform the planning, development and evaluation of all policies, services, programs and infrastructure.

Moreland's Gender Equality Commitment is aligned internally under the Moreland Human Rights Policy 2016-2026 and replaces the existing Statement of Commitment to Women. It is also connected to the Preventing Family Violence in Moreland Strategy 2016- 2020, Municipal Public Health and Wellbeing Plan 2017-21, Moreland's Active Women and Girls Strategy, Allocation of Sporting Grounds and Pavilion Policy, Social Cohesion Plan (falls under Human Rights Strategy) and Council Plan 2017- 21 (Connected Community).

Moreland's Gender Equality Commitment is guided by the State Government's Safe and Strong Victorian Gender Equality Strategy and Free from Violence Strategy and will also respond to current Federal and State initiatives, such as the Victorian Government's Gender Equality Bill.

Guiding Principles

Moreland City Council will demonstrate and support commitment to Gender Equality in our organisation and in our community.

The Moreland Gender Equality Commitment:

- *Evolves as our community and organisational culture evolve*
- *Values and respects all genders equally*
- *Promotes equal representation at all levels of Council's decision-making*
- *Guides Council's actions to foster a more equitable organisation and community and contributes to systemic change*

The Moreland community is a partner with the Council in achieving Gender Equality.

The Moreland Gender Equality Commitment:

- *Uses an intersectional approach to address discrimination and promotes inclusion*
- *Acknowledges that culture change requires support from everyone*
- *Empowers people to take a proactive role in creating gender equality in their homes, workplaces and community*
- *Promotes local leadership and partnerships*

We evaluate, recognise and celebrate our community progress with transparency and accountability

The Moreland Gender Equality Commitment:

- *Creates measurable goals and holds Council and the community accountable*
- *Keeps gender equality in the foreground of our practices through celebration, evaluation and continuous improvement*
- *Evaluates progress in equal representation in all services and systems.*

Commitments and Recommended Strategies

Commitment 1: All genders have equal visibility, access to self-representation and leadership opportunities

Why we need this (community quotes):

“We want to speak for ourselves.”

“We need to ensure women of all cultures are respected and encouraged to participate.”

“Don’t just support women into leadership, support them when they are there.”

“The thing with gender equity often what we are talking about is not a binary of men and women but the people who are less privileged.”

Recommended Strategies:

- ❖ *Moreland City Council commits to supporting self-representation and creating more participatory democracy and community leadership opportunities for diverse gender, sexual and cultural identities*
- ❖ *Moreland City Council advocates for local, State and Federal policy and legislation to support gender equality*
- ❖ *Moreland City Council increases representation and recognition of all genders by:*
 - *Improving visibility of all genders in public spaces and online platforms*

- Elevating and celebrating stories of historically under-represented people
- celebrating the achievements of all genders in our community, with a particular focus on First Nations people and other identified underrepresented priority groups in Moreland’s Human Rights Policy (women, LGBTQIA+, people with a disability, migrant and refugee communities and new/ arising communities)
- promoting Moreland businesses that partner and co-fund initiatives to enhance women’s leadership, education and public visibility in the community.

Commitment 2: All genders can access public space, sports and recreation and feel safe

Why we need this (community quotes):

“Messaging is continually that women need to change their behaviour to stay safe rather than have higher expectations of men.”

“Women with disability are very vulnerable and rates of assault and abuse need to be acknowledged.”

“The bike path near me is now lit, I feel so much safer.”

“I deal with family violence in my day job and have experienced it. I want non-violence to be a way that we live.”

Recommended Strategies:

- ❖ Moreland Council commits to creating a culture of respect and inclusivity and a culture of no tolerance towards gendered violence, ableism, homophobia, biphobia, transphobia, racism and prejudice by:
 - fostering community awareness on the realities of family and gendered violence – from economic and educative loss to acts of violence
 - publicly acknowledge acts of gendered violence and commemorate the loss of women, gender diverse/non-binary people and children to violence
 - continuing its work on gendered and family violence through the Moreland Family Violence Network and advocates on their behalf
 - creating and maintaining community spaces that are equitable, safe and accessible for all our community including by advocating for more frequent night time public transport
 - Continuing to provide equitable access for women and girls to play sport, use recreation spaces and be physically active.

Commitment 3: All genders receive equal pay for equal work

Why we need this (community quotes):

“We don’t want double standards for men and women.”

“Why do women do all the grass roots work and men carry all the higher positions?”

Recommended Strategies:

- ❖ Moreland City Council commits to being a leader in the Moreland community by:
 - supporting equal pay and equal recognition for all types of paid work within the organisation
 - working with the business community to create gender equality in Moreland’s workplaces
 - making Council’s Community Grants more accessible and equitable to ensure projects are driven by and benefit all genders.
 - promoting gender equality through procurement and expenditure

Commitment 4: All genders have access to safe and affordable housing

Why we need this (community quotes):

“We have a right to housing or it seems we have a right to homelessness.”

“Council can show leadership in new accessible developments.”

Recommended Strategies:

- ❖ Moreland City Council commits to creating equitable access to housing by:
 - providing ongoing advocacy for access to affordable housing.
 - acknowledging the impact of housing insecurity at all stages of life.
 - continuing to support and convene the Moreland Housing Advisory Committee.
 - continuing to support and convene the Moreland Family Violence Network to advocate for housing, resources, funding and cultural change to create safe spaces for all gender identities and their children to escape violence.
 - Advocating for housing and housing developments to meet accessibility needs.

Commitment 5: All genders have access to equal formal and community education

Why we need this (community quotes):

“People identify in different ways (gender) and we still haven’t caught up with that. We need community education.”

“I would love to see a difference in the way families are raised.”

“We need to stop sexist attitudes when they are first forming. We need to make sure we all call out everyday sexism.”

“Health care can be very challenging for people who are transgender because of a lack of education and discrimination.”

“Our commitment to gender equity needs to start with children. We need to ensure that they can affirm who they are from the start”.

Recommended Strategies:

- ❖ Moreland City Council recognises social forces that can keep women and girls out of school such as childcare and family care but commits to encouraging aspiration among girls and gender diverse/ non-binary children into any field of education they choose, to provide equal opportunity in all fields by:
 - seeking opportunities, including bequests and partnerships, to support further leadership, self-care and learning opportunities.
- ❖ Moreland City Council acknowledges the essential role of community education, discussion and collaborative action in making change by:
 - facilitating community education and workshops through existing services, using existing assets, and through community partnerships (e.g. through Council’s libraries, Community Houses and Oxygen Youth Space)
- ❖ Moreland City Council commits to supporting education for all genders of all ages around respect, including by:
 - providing staff training opportunities and information regarding gender equality and respectful community culture as part of staff induction
 - ensuring consistent and clear messages to staff to raise awareness of the importance of this topic
 - supporting leadership and education through the development of gender equality programs with young people through the Oxygen Youth Space

Commitment 6: All genders are empowered to support the Gender Equality Commitment

Why we need this (community quotes):

“I see myself as an ally and wonder what role I can play.”

“Patriarchy is a widespread issue that does not serve any gender, and binary approaches don’t work.”

“Men can play a role as role-models for the ‘boys’ of Moreland. How can we create structures, spaces, processes to amplify this?”

Recommended Strategies:

- ❖ Moreland City Council commits to supporting formal and informal networks as well as education to encourage boys and men to participate in creating gender equality by:
 - facilitating leadership programs for all ages that support the normalisation of gender equality allies, challenge binary expectations of gender and gender stereotypes and support bystander actions.
 - supporting the work of allies and welcoming all genders to participate in creating an equitable and inclusive community
 - advocating internally and externally for all key concerns in gender equality.
 - broadening initiatives such as the Active Fathers project.

Commitment 7: Moreland City Council takes the work of Gender Equality seriously and provides measures, accountability, evaluation and reporting

Why we need this (community quotes):

“There is a sense of urgency about this. We want you to take this up in the same way you took up environmental issues. This too, is of equal significance in terms of wellbeing, economy and community culture.”

“We need to recognise that by ensuring everyone is included we won’t be losing anything or taking away from anyone. There are no limitations when it comes to equality, there is enough pie for everyone.”

Recommended Strategies:

- ❖ Moreland Council commits to supporting and implementing the Gender Equality Commitment in partnership with the community and will:
 - ensure provision of staff and resources to implement actions and facilitate community development and support

- ensure the Gender Equality Working Group is representative of all genders
- facilitate whole-of-Council engagement across all departments
- Promote accountability by establishing measures and reporting processes
- Support continuous improvement through evaluation
- Facilitate responsiveness to community needs through community engagement when reviewing actions.

Implementation

The Moreland Gender Equality Commitment will inform practice across Council for all of our organisation and community, with a specific focus on identified priority groups from the *Moreland Human Rights Policy 2016-2026*.

The resources required to implement the Moreland Gender Equality Commitment will be detailed in the biennial action plan. Responsible units across Council will develop measurable goals and cost actions within their annual planning and budgeting cycle. If additional resourcing is required it will be sourced through grants, sponsorships, partnerships or a budget bid by the appropriate area of Council.

Confirmed first year implementations:

- An internal steering committee covering all relevant Directorates will be established to agree on Council-wide actions and monitor implementation of a shared action plan.
- The Gender Equality Working Group will continue to be convened to provide advice to Council to guide the implementation of the Commitment. This working group will be strengthened by ensuring all genders are represented and supported to provide a voice for our community.
- By July 2019 the first biennial, shared action plan will be led by the Community Wellbeing Branch.
- Progress on actions for achieving the Commitment outcomes will be reported annually to Council as part of the Human Rights Policy reporting.

Monitoring, Evaluation and Review

Council is committed to the ongoing evaluation and review of our whole-of-organisational approach to gender equality. The Gender Equality Commitment implementation will be embedded in all Council Service Units Plans as part of the Moreland Human Rights Policy. Learning through ongoing monitoring will inform future iterations of this Commitment and will serve to continuously enhance the vital role Council plays in advancing gender equality in Moreland.

Strategies:

- Continue the Gender Equality Working Group which provides advice to Council to guide the future planning, implementation, monitoring and evaluation of the Commitment.
- Establish organisational accountability processes for implementing the Gender Equality Commitment under the Human Rights Policy.
- Publicly report on Gender Equality Commitment progress and impacts of the shared action plans on an annual basis in conjunction with the Moreland Human Rights Policy.

Definitions/ Glossary

Accountability: Accountability is about transparent decision-making, open governance and accessible information and communication across all areas of Council's work.

Accessibility: Accessibility means that Council services, programs and facilities should be made accessible to all people in our diverse community. It also refers specifically to the design of services, products or environments for people with disabilities.

Agender: Denoting or relating to a person who does not identify themselves as having a particular gender.

Capacity Building: Capacity building is about Council's contribution in supporting groups and individuals to harness community knowledge and experience, address exclusion and strengthen capacity for active citizenship.

Cisgender: Denoting or relating to a person whose sense of personal identity and gender corresponds with the sex they were assigned at birth.

Diversity: Diversity refers to the variety of differences between people. Harnessing the potential of our diversity requires acceptance and respect. It is based on an understanding that each individual is unique, and recognition of our individual differences.

Equality: Equality affirms that all human beings are born free and equal, having the same rights and are entitled to the same level of respect.

Equity: Equity means that Council services and programs should deliver outcomes for diverse communities on par with those that other members of our community can expect to receive.

Female identifying: Refers to someone who identifies as female. It recognises that gender is a self-identification that does not necessarily match the sex of an individual; physical appearance and genitalia are not the only determinants of gender. It also recognises that there are many ways to experience and express the identity of 'female'. It is intended to include Trans women, cisgender women and others who identify themselves within the spectrum of the gender identity of woman.

Gender: The socially-constructed differences between men and women, which are separate from 'sex', which refers to their biological differences.

Gender diverse/non-binary people: An umbrella term used to describe all those whose gender identity may not correlate with their biological sex assigned at birth.

Genderqueer: A person who identifies as a gender that is not necessarily male, female or viewed in a binary manner. Genderqueer people may identify as masculine, feminine, androgynous, bi gendered or partially male or female in varied ratios. Genderqueer people may be third gendered or reject gender roles altogether.

Gender equality: means equality of rights, opportunities, responsibilities and outcomes between people of different genders

Gender Identity: is the personal sense of one's own gender. Gender identity can correlate with the assigned sex at birth or can differ from it.

Identity Intersections: An individual's identity consists of multiple, intersecting factors, including gender, race, ethnicity, class, and sexuality.

Inclusion: An inclusive society is based on fundamental values of equity, equality, social justice, human rights and freedom, as well as on the principles of tolerance and embracing diversity. An individual who experiences inclusion has access to resources, opportunities and capabilities to learn, work (including paid, voluntary or family/carer responsibilities), engage and have a voice in decisions that affect them.

Intersectional / Intersectionality: An approach that considers the overlapping or intersecting social identities and related systems of oppression or discrimination. For example, an intersectional approach considers how the intersections of gender, sexual, class and cultural identities affect individuals.

Intersex An umbrella term used to describe people born with sex characteristics (including genitals, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies.

Male identifying: Refers to someone who identifies as male. It recognises that gender is a self-identification that does not necessarily match the sex of an individual; physical appearance and genitalia are not the only determinants of gender. It also recognises that there are many ways to experience and express the identity of 'male'. It is intended to include Trans men, cisgender men and others who identify themselves within the spectrum of the gender identity of man.

Participation: Participation is about meaningful engagement with the Moreland community to enable people to genuinely participate in shaping their own futures. Community participation relies on Council having a good knowledge of people living in the municipality, communicating effectively and responding appropriately to individuals and communities.

Self-Representation: Ability to advocate on behalf of oneself and community

Sex: Refers to the biological differences between sexes, such as the genitalia and genetic differences.

Sexual identity: Sexual identity is how one thinks of oneself in terms of to whom one is romantically or sexually attracted.

Sport/ Physical Activity: Sport is an individual or group competitive activity involving physical exertion or skill, governed by rules, and sometimes engaged in professionally. Physical activity is any movement produced by skeletal muscles that requires energy expenditure. It includes sport, fitness, play and active transport.

Trans and Gender Diverse: An umbrella term used to describe those whose gender identity does not match the sex they were assigned at birth.