

# **ATTACHMENT TO AGENDA ITEM**

**Ordinary Meeting**

**20 December 2016**

|                        |  |            |
|------------------------|--|------------|
| <b>Agenda Item 8.8</b> | <b>Greater Shepparton Women's Charter Alliance - Action Plan</b> |            |
| <b>Attachment 1</b>    | <b>Final GSWCAAC Women's Charter Action Plan 2016-2018.....</b>  | <b>354</b> |

## Greater Shepparton Women's Charter Alliance Advisory Committee Action Plan | 2016-2018

### Greater Shepparton Women's Charter Alliance Advisory Committee

The Greater Shepparton Women's Charter Alliance Advisory Committee (GSWCAAC) is an advisory committee of the Greater Shepparton City Council and is part of a broader network of Local Government Area (LGA) advisory committees across the state that are guided and informed by the Victorian Local Government Women's Charter. The Charter recognises the need to increase women's participation in key decision making forums in the community and in democratic governance.

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

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

### Background

Since its inception, the GSWCAAC has been guided by a 3x3 action plan which outlined the key strategic objectives of the Committee. This action plan is updated on a regular basis.

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

- being more recognisable in the broader community,
- having a 'Friends' following of over 200 people,
- achieving consistent membership capacity of 20 members, and; increasing opportunities for partnerships with other groups and community minded organisations.

In 2015 it was decided the action plan be presented in a different format to better reflect the current direction of the GSWCAAC. It was also important the new format encapsulate some of the core values the GSWCAAC considers when undertaking its work.

In 2015 the GSWCAAC undertook three surveys as part of their community consultation. As well as relying upon feedback provided to the GSWCAAC (from events, feedback forms, etc.). A survey was conducted on each of the three principles of Gender Equity, Diversity, and Active Citizenship. The three surveys had 257 respondents in total.

As with any survey process there were some limitations to the surveys, but the GSWCAAC tried to be aware of these limitations.

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The GSWCAAC had to be mindful, when finalising their action plan, of the resources available to them to deliver the actions outlined in the plan.

### Timeframe

It is anticipated this action plan will be in place from July 2016 until July 2018.

### Method

The GSWCAAC Action Plan will be implemented through the ordinary business of the Committee. To support the Committee in managing its commitments, four working groups will be established. The working groups will be:

- Annual International Women's Day
- Annual Membership Drive
- Annual Women's Award
- Bi-annual Terms of Reference Review

The direction of these working groups is established in the action plan with operational recommendations been considered by the full Committee at the relevant time.

### Values

The GSWCAAC has identified core values that it adheres to for every event or activity it undertakes. These values are reflective of the three principles.

The core values are:

- Make 'Know the Line' (sexual harassment campaign) resources available at every GSWCAAC event
- Have relevant resources available at GSWCAAC events and links on the GSWCAAC page on the Greater Shepparton City Council website
- Ensure GSWCAAC marketing reflects the GSWCAAC is open to all (where appropriate)
- Encourage GSWCAAC members to become mentors both inside and outside of the Committee
- Ensure all meetings and events are accessible, including the use of hearing loops where necessary
- Being mindful of the language used in GSWCAAC reports, correspondence, and media releases
- Be mindful of the demographics that the GSWCAAC currently engages with, and foster diversity where possible

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**Action Plan: July 2016 to July 2018**

**Gender Equity:**

**That women and men have an equal right to be representatives in local government, committees and decision making positions.**

| Action Plan Objectives                              | Activity/Event Planned  | Possible Key Partners (not limited to)  | Timeframe       |
|---|---|---|-----------------|
| Celebrate and acknowledge International Women's Day | Hold an event to acknowledge International Women's Day with a theme to be selected each year. The event will be a public event for no more than 230 people. | The Shepparton Festival   | March, annually |
| Encourage local women to further their education    | Provide educative links on the GSWCAAC webpage<br>Have educational resources at GSWCAAC events<br>Invite educational institutions to attend GSWCAAC events  | <ul style="list-style-type: none"> <li>▪ Goulburn Ovens Institute of TAFE</li> <li>▪ La Trobe University</li> <li>▪ 10thousandgirl</li> </ul> | Ongoing         |

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### Diversity:

The inclusion of different experiences and perspectives in local governments and community decision-making strengthens local democratic governance and helps build cohesive communities. Councils and communities encourage and welcome the participation of all women.

| Action Plan Objectives  | Activity/Event Planned   | Possible Key Partners (not limited to)   | Timeframe              |
|---|--|--|------------------------|
| Encourage diversity within the GSWCAAC and at GSWCAAC events                      | Ensure the GSWCAAC membership public notice to state that the GSWCAAC is open to all   | Council  | Annually (March/April) |
| Increase participation of Aboriginal women in the GSWCAAC and its activities      | Encourage GSWCAAC members to participate in events of significance to the Aboriginal community (such as NAIDOC Week).  | <ul style="list-style-type: none"> <li>▪ Council's Aboriginal Partnership's Officer</li> <li>▪ Reconciliation Group</li> <li>▪ Yorta Yorta Nation</li> <li>▪ Bangerang</li> <li>▪ Rumbalara</li> </ul> | Ongoing                |
|   | Ensure invitations are extended to Aboriginal organisations/communities for GSWCAAC events   |  |                        |
| Support the implementation of Council's Cultural Diversity and Inclusion Strategy | Support the Council's activities for Refugee Week by providing support towards a women's focused activity and members of the GSWCAAC as volunteers to the activity | <ul style="list-style-type: none"> <li>▪ Council's Cultural Development Officer</li> <li>▪ Local cultural groups</li> </ul>  | June 2017              |

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### Active Citizenship:

Local governments will work with the community to increase the numbers and participation of women in public life, so that decision making more clearly represents and reflects the interests and demographics of communities.

| Action Plan Objectives                  | Activity/Event Planned   | Possible Key Partners (not limited to)   | Timeframe                            |
|---|--|--|--------------------------------------|
| Promote women's participation           | Annual GSWCAAC Award program as per the award guidelines   | Soroptimists International Shepparton Inc.   | October to March annually            |
|   | Have a GSWCAAC scholarship to enable interested member/s to attend a conference or educational opportunity relating to women |  | As the opportunity arises, annually  |
|   | Have an annual GSWCAAC Membership Drive, in line with the Terms of Reference.  |  | Annually in March/April.             |
| Acknowledge women's participation       | Consider nominating a local woman for the Victorian Honour Roll of Women   |  | August, annually                     |
|   | Send out a media release encouraging others to nominate a woman for the Victorian Honour Roll of Women                       |  |                                      |
|   | Create a new Honour Board which lists the GSWCAAC Award recipients   | <ul style="list-style-type: none"> <li>▪ Greater Shepparton Heritage Advisory Committee</li> <li>▪ Council</li> <li>▪ Women's organisations</li> </ul> | 2016/17 financial year, and annually |
| Create and maintain strong partnerships | Explore opportunities for partnerships with other organisations/groups   |  | As opportunities arise               |
|   | Encourage GSWCAAC members to attend other community activities   |  | Ongoing                              |
|   | Explore opportunities to support and work with other advisory groups/committees  | <ul style="list-style-type: none"> <li>▪ Greater Shepparton Heritage Advisory Committee</li> <li>▪ Disability Advisory Committee</li> </ul>            |                                      |