

Greater Shepparton Women's Charter Advisory Committee

The Greater Shepparton Women's Charter Advisory Committee (GSWCAC) is an advisory committee of Greater Shepparton City Council and is local mechanism working along side a broader network of Victorian Council's who have endorsed 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 GSWCAC is made up of community representatives and Council Officers, and is supported by Greater Shepparton City Council. The GSWCAC meets monthly, with an annual intake of members.

Background

Since its inception, the GSWCAC has been guided by a 3x3 action plan which outlined the key strategic objectives of the Committee.

The GSWCAC 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 15 members
- increasing opportunities for partnerships with other groups and community minded organisations; and
- strong annual attendance at the International Women's Day (IWD) event, with the event having a wait list in 2016, 2017 and 2018.

The GSWCAC Action Plan will be implemented through the ordinary business of the Committee. To support the implementation of the Action Plan sub-committees may be established from time to time for a specific purpose or activity. This is consistent with the Terms of Reference adopted in 2018.

Building **partnerships** and **capacity** within the community and the provision of **strategic advice** to Council through gender analysis will be a focus for the Advisory Committee throughout the life of this Plan. This approach will be evident in the way the Advisory Committee address its three priority areas; *Gender Equity, Diversity and Active Citizenship*.

Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Priority One: Gender Equity

GOAL: That women and men have an equal right to be representatives in local government, committees and decision making positions.			
Objective	Action	Partners	Timeframe
Celebrate and acknowledge International Women's Day and identify other opportunities to promote gender equity within Greater Shepparton in partnership with others	Hold an event to acknowledge and celebrate International Women's Day	Various	March, annually
	Support and promote 16 Days of Activism in partnership with GVFVPN	GVFVPN	November, annually
Encourage local women to further their education and employment	Support and promote opportunities for women to gain further education and build employment skills through capacity building programs and/or direct links to education, training and employment organisations	Various	Ongoing
	Continue to build on existing partnerships with local education and training providers	La Trobe University GO Tafe University of Melbourne	Ongoing
Build the capacity of the Advisory Committee, community and Council to understand gender equity and the way gender impacts society.	Identify and support training for the broader community in understanding gender equity and applied gender analysis.	Women's Health Victoria Womens's Health Goulburn North East	Ongoing
	Conduct gendered analysis on one Council Plan or Strategy per year, providing guidance on gendered approaches and considerations to inform the consultation, development and/ or implementation.	N/A	Annually
	Provide collective and strategic feedback on behalf of the Advisory Committee on one Council Plan or Strategy annually.	N/A	Annually
	Advocate and support the promotion and advancement of gender equity and the implementation of Victoria's Gender Equality Strategy within Council and the broader community.	Various GSFVPN	Ongoing

Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Support the implementation of Council's Community Safety Strategy and Action Plan and the Gender Equity Strategy and Action Plan	Identify and support activities associated with priority three: prevention of violence against women in the Community Safety Strategy and Action Plan, and the implementation of Council's Gender Equity Strategy and Action Plan	Council Officers and community partners	Ongoing
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In order for gender equality to be achieved, gender equitable strategies and actions may be required, please refer to the definition of gender equality, and gender equity in Appendix A.

Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Priority Two: Diversity

GOAL: 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.

Objectives	Action	Partners	Timeframe
Encourage diversity within the GSWCAC and at GSWCAC events	Ensure the GSWCAC membership public notice states that the GSWCAC is open to all.	Various community organisations	Ongoing
	Ensure that diversity is encouraged and enabled through the application and assessment process of the Women's Award	N/A	Annually
Increase participation of Aboriginal women in the GSWCAC and its activities	GSWCAC members to participate in events of significance to the Aboriginal community (such as, but not limited to NAIDOC Week, Reconciliation Week).	Various community organisations Shepparton Region Reconciliation Group	Ongoing
	Ensure invitations are extended to Aboriginal organisations/communities for GSWCAC events		
Support the implementation of Council's Multicultural Strategy	Support community cultural events and activities (such as, but not limited to Cultural Diversity Week and Refugee Week).	Council Various community organisations	Ongoing
Build the capacity of Advisory Committee members to understand the intersectionality between culture, diversity, sex, sexuality and gender	Identify training to support and increase member understanding in this specific area	Centre for ethnicity and Health Women's Health Victoria Various local organisations	Ongoing
	Apply the learnings from this training to better support and understand diversity and the potential role of the Charter.		
	GSWCAC members to participate in events of significance to the LGBTI+ community (such as, but not limited to Pride Week, Out in the Open Festival).		

The term 'Diversity' represents diversity in all its forms (refer to Appendix A)

Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Priority Three: Active Citizenship

GOAL: 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.

Objectives	Action	Partners	Timeframe
Promote women's participation	Support Advisory Committee member/s to attend a conference or educational opportunity relating to gender equity; diversity and or active citizenship continuing to build their understanding of the concepts and application at a local level.	N/A	As the opportunity arises, annually
	Have an annual GSWCAC Membership Drive	N/A	Annually, as per the Terms of Reference
	Identify and promote opportunities for women in Greater Shepparton to participate in their local communities through leadership programs, governance training and on boards and advisory committees where there is greater potential for decision making and strategic influence including the 2020 Local Government elections.	Community Leadership Program Fairley Leadership Program GoWomen; Advisory Committees	Ongoing
	Explore, identify and address barriers that may limit women's participation; eg. education, training, lack of opportunity, child care at events, transport, etc.	Various	Ongoing
	Identify pathways and opportunities to support young women to build leadership, skills and education increasing the likelihood of them taking on leadership roles and senior positions	Various	Ongoing
Acknowledge women's participation	Identify opportunities to acknowledge women at a local, regional and State level who take on leadership roles and are paving the way for women in Victoria. (Eg. local Victorian Honour Roll Recipients, Women in senior leadership positions in Victoria etc.)	Various	Ongoing
	Continue to implement the GSWCAC Women's Award recognising significant local contribution to advancing women and the three Charter principles	Various	Annually

Greater Shepparton Women's Charter Advisory Committee Action Plan

2018-2021

Create and maintain strong partnerships	Identify and build strategic partnerships with other organisations/groups with similar intent to the Charter and provide a potential platform for learning and collective action	Other associations/ advisory committees/ groups linked to the Charter. MAV Womens Health Goulburn North East Victorian Women's Trust	As opportunities arise
	GSWCAC members to attend and promote the work and intent of the Charter at other community activities	Various	Ongoing

Appendix A: Definitions

Active Citizenship

Active citizens do many 'things' to improve the lives of others. They contribute to social justice in their community by taking action on issues in order to make a difference. They question the way things are done by discussing, learning, upskilling, influencing, facilitating, uniting, connecting and making change.¹

Diversity

Diversity encompasses all the differences between people in how they identify in relation to their age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation and socioeconomic background (social identity), as well as their profession, education, work experiences and organisational role (professional identity).²

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.³

Gender equity

Entails the provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addressed in a manner that rectifies gender related imbalances.⁴

Intersectionality

People's experiences are shaped by the intersection of a number of social conditions, such as gender, ethnicity, ability, sexuality, gender identity, religion, aboriginality, age, education, occupation type and income. Each of these factors, or identity attributes, influences and has an impact on our lives and our experiences. Social structures and systems, and the way they intersect, play a large role in creating social conditions that result in power and privilege or discrimination and oppression, thus shaping the ways in which people experience inequality, disadvantage and violence.⁵

¹ Victorian Electoral Commission <http://passport.vec.vic.gov.au/what-does-it-mean-to-be-an-active-citizen/>

² Department of Environment, Land, Water and Planning. https://www2.delwp.vic.gov.au/_data/assets/pdf_file/0020/5492/DELWPDiversityInclusionStrategy.pdf

³ Safe and Strong: A Victorian Gender Equality Strategy. <https://www.vic.gov.au/women/gender-equality/a-victorian-gender-equality-strategy.html>

⁴ Safe and Strong: A Victorian Gender Equality Strategy. <https://www.vic.gov.au/women/gender-equality/a-victorian-gender-equality-strategy.html>

⁵ VicHealth Gender equality, health and wellbeing strategy 2017-19 <https://www.vichealth.vic.gov.au/media-and-resources/publications/gender-equality-health-and-wellbeing>

Supporting Women's Participation in Victorian Local Governments

Victorian Local Government Women's Charter

Local governments, in their capacity as the governments closest to communities, are in a unique position to contribute to the global goal of gender equity for women.

This Charter is consistent with state, national and international protocols which highlight equal rights and opportunities as central to good local governance including: the Declaration on the Role of Australian Local Government (1997), the Worldwide Declaration on Women in Local Government (1998), the Victorian Code of Good Governance (2000) and the National Framework for Women in Local Government 2007, Victorian Human Rights and Responsibilities Charter 2006.

RECOGNISING the need for increased women's participation in the key decision making forums in the community and in democratic governance, we, the local governments of Victoria, on behalf of our communities support the following principles:

GENDER EQUITY

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

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.

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.



GENDER EQUITY:

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

Action Plan Objectives	Action/ Event Planned	Partners	Timeframe	Achievements
Celebrate and acknowledge International Women's Day and identify other opportunities to promote gender equity within Greater Shepparton in partnership with others	Hold an event to acknowledge and celebrate International Women's Day	<ul style="list-style-type: none"> • LaTrobe University • Primary Care Connect • University of Melbourne • Ethnic Council of Shepparton and District • The Advsier • GAME Traffic and Contracting • FIX Muscle Performance • GO Tafe 	March, annually	<p>The 2019 International Women's Day Event was held on Thursday 7th March 2019. Approximately 300 community members attended. The 2019 theme was #balanceforbetter that included celebrations, conversations and performance. The Facilitator for the evening was local community member Georgina Poort who took the attendees through the evening and introduced guest speakers; Christina Vithoulkas, Antoinetta - Taskforce Africa, Dr Remi Kehinde, Noura (Nadal's Kebab Shop)</p> <p>Performances from Notre Dame students, Clifton Boschetti, Pasifika Dancers. The evening also includes an acknowledgement of local women inducted into the Victorian Aboriginal Honour Roll - Aunty Cherie Marie Waight (deceased) & Aunty Geraldine Atkinson. The Annual Womens Award was presented to Jeihan Elmaz. Catering by Nedal Kebabs and One Sweet Baker</p> <p>The 2020 International Women's Day Event was held on Thursday 12th March 2020. Approximately 100 community members attended, the commencement of COVID-19 could be a factor effecting the attendance numbers. The 2020 theme was #EachforEqual an equal world is an enabled world.</p> <p>Two Charter members hosted the evening Lauren Barker and Diane Baglin, they took those in attendance through the evening and ensured the event flowed and was on time. Our Guest Speaker was Leanne Rovers.</p> <p>Performances from Marrung Dancers, Clifton Boschetti and presentation from local Girl Guides. The evening also includes an acknowledgment of local women inducted into the Victorian Aboriginal Honour Roll – Frances Mathysen</p>

				<p>Briggs, Deborah Cheetham AO, Karen Heap and Zeta Thomson.</p> <p>The Annual Women's Award was presented to Thelma Bull. The event was catered for by Europa Deli and Wasai Sushi.</p> <p>The 2021 International Women's Day Event was held throughout March 2021. With the impacts of the COVID-19 pandemic, the GSWCAC partnered with GO Tafe and FIX Muscle Performance to provide online promotion and events. GO Tafe developed short snippet videos promoted throughout their social media channels, promoting staff and students working in non-traditional female fields of work/study. FIX run virtual classes including kinetic link training, pilates, yoga and meditation. They also hosted an online info session speaking about the health benefits of women participating in exercise.</p> <p>The Annual Women's Award was presented during a small ceremony in the Queens Gardens, and was presented to Maria Brown-Shepherd.</p>
	Support and promote 16 Days of Activism in partnership with GVFVPN	GVFVPN	November, annually	<p>Promotion of calendar of events through to Charter members and 'Friends' list</p> <p>In 2019 Charter engaged Humankind Enterprise to deliver the StoryPod through funding secured through Municipal Association of Victoria, with this activation occurring across multiple location throughout Shepparton.</p> <p>The StoryPod was presented through the Voice of Change community activation, with the StoryPod facilitators asking participant two questions one reflective "Have you ever be told you could do something because of your gender" and an aspiration question "What would a Gender equitable future</p>

				<p>look like?"</p> <p>During the activation 27 community members participated and shared their stories and opinions of Gender Equity within the StoryPod with the resulting footage to be utilised in the 2020 16 days of Activism Campaign.</p> <p>2019's 16 days campaign also show the commencement of a partnership with GV Library with the first View and Chat event occurring on the 29th of November.</p> <p>This partnership enabled the creation of a safe and supportive environment that community members engage in discussion with regarding gender equity and female representation in the media and other social issues that have a gendered impact on our community.</p>
Encourage local women to further their education and employment	Support and promote opportunities for women to gain further education and build employment skills through capacity building programs and/or direct links to education, training and employment organisations	Various	Ongoing	<p>Supporting Women's Charter member with financial contribution towards participation in the Fairley Leadership program.</p> <p>Sharing opportunities with members and friends network, such as Community Leadership and Fairley Leadership.</p> <p>Supported VLGA to host in person and virtual sessions promoting and educating women wishing to stand in the 2020 Victorian Local Government Elections.</p>
	Continue to build on existing partnerships with local education and training providers	La Trobe University GO Tafe University of Melbourne	Ongoing	<p>LaTrobe University and University of Melbourne were financial partners for the 2019 International Women's Day celebration.</p> <p>The University of Melbourne was financial partner for the</p>

Greater Shepparton Women's Charter Advisory Committee Annual Report

2018-2020

				<p>2020 International Women's Day celebration.</p> <p>GO Tafe partnered with GSWCAC as part of International Women's Day in 2021.</p>
Build the capacity of the Advisory Committee, community and Council to understand gender equity and the way gender impacts society.	Identify and support training for the broader community in understanding gender equity and applied gender analysis.	Women's Health Victoria Womens's Health Goulburn North East	Ongoing	<p>The GSWCAC partnered with Shepparton Chamber of Commerce to host an event featuring Jan Fran. Jan spoke to a room full of local's including students, business owners, professionals, Councillors and Council Officers about gender and the impacts in life, the workplace etc. (June 2019)</p> <p>The GSWCAC partnered with LaTrobe University to host an event featuring Professor Clare Wright. Clare spoke with Alana Johnson about women as suffragettes and their monumental achievements. Discussions also included Clare speaking about her books. (October 2019)</p>
	Conduct gendered analysis on one Council Plan or Strategy per year, providing guidance on gendered approaches and considerations to inform the consultation, development and/ or implementation.	N/A	Annually	<p>GSWCAC members were consulted on Council's Volunteer Strategy and Multicultural Strategy. Members used a 'Gender Lens' to review these documents and provide feedback to Officers.</p> <p>During 2019/2020 GSWCAC were involved in reviewing and providing feedback on the Affordable Housing Strategy.</p> <p>Opportunities are shared with members to provide feedback on Council Plans and Strategies each month. Examples of these include Playspace Strategy, Council Vision/Council Plan.</p>
	Provide collective and strategic feedback on behalf of the Advisory Committee on one Council Plan or Strategy annually.	N/A	Annually	As above

	Advocate and support the promotion and advancement of gender equity and the implementation of Victoria's Gender Equality Strategy within Council and the broader community.	Various GSFVPN	Ongoing	<p>GSWCAC members and Council Officers attended the Gender Equality Stakeholder Forums hosted by the State Government in August 2018.</p> <p>GSWCAC members have been kept informed regarding the Gender Equality Act 2020 and the requirements for both public and private sector organisations.</p>
Support the implementation of Council's Community Safety Strategy and Action Plan and the Gender Equity Strategy and Action Plan	Identify and support activities associated with priority three: prevention of violence against women in the Community Safety Strategy and Action Plan, and the implementation of Council's Gender Equity Strategy and Action Plan	Council Officers and community partners	Ongoing	<p>GSWCAC has continued to support the delivery of the Community Safety Strategy (CSS) and Gender Equity Strategy and Action Plan (GES), with specific actions including:</p> <ul style="list-style-type: none"> • CSS – 1.1 – Continued coordination, promotion and support of initiatives that promote social cohesion, active citizenship and space activation. • CSS – 3.1 – Actively support the facilitation of key networks, groups and committees that focus on the primary prevention of family violence and gender equity • CSS – 3.2 – Deliver primary prevention events to increase awareness of family violence and gender equity including International Women's Day, White Ribbon and 16 days of Activism. • GES – 1.4 – Continue to support the work of the Greater Shepparton Women's Charter and Council's commitment to the Victorian Local Government Women's Charter and its principles. • GES – 1.5 – Support for Women to stand for Council through LGWomen Workshop.

In order for gender equality to be achieved, gender equitable strategies and actions may be required, please refer to the definition of gender equality, and gender equity in Appendix A.

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.

Objectives	Action	Partners	Timeframe	Achievements
Encourage diversity within the GSWCAC and at GSWCAC events	Ensure the GSWCAC membership public notice states that the GSWCAC is open to all.	Various community organisations	Ongoing	<p>Recruitment held in March/ April 2019, appointing 6 new members and 5 returning members, from a total of 18 applications.</p> <p>Recruitment was delayed in 2020 due to COVID-19, in August 2020 4 new members were appointed, from a total of 7 applications.</p> <p>Recruitment held in April 2021, appointing 8 new members and 3 returning members, from a total of 13 applications.</p> <p>Attendance at the International Women's Day 2019 and 2020 was diverse with various cultures represented.</p>
	Ensure that diversity is encouraged and enabled through the application and assessment process of the Women's Award	N/A	Annually	A number of opportunities are provided to complete the Award nomination including submission using a video. GSWCAC Members are also offer to support community members to complete nominations where required.
Increase participation of Aboriginal women in the GSWCAC and its activities	GSWCAC members to participate in events of significance to the Aboriginal community (such as, but not limited to NAIDOC Week, Reconciliation Week).	Various community organisations Shepparton Region	Ongoing	<ul style="list-style-type: none"> - Welcome to Country delivered at IWD events by YYNAC - Acknowledgement of the local inductees on the Victorian Aboriginal Women's Honour Roll 2018, 2019 and 2020
	Ensure invitations are extended to Aboriginal organisations/communities for GSWCAC events	Reconciliation Group		<p>A number of contacts on the Charter 'Friends List' are representative of this community, although this could be further built on.</p> <p>A young group of local Aboriginal women performed at the 2020 International Women's Day event.</p>

Support the implementation of Council's Multicultural Strategy	Support community cultural events and activities (such as, but not limited to Cultural Diversity Week and Refugee Week).	Council Various community organisations	Ongoing	Promotion of events to Committee members and 'friends'. Support for key activities across Refugee Week and Cultural Diversity Week. In 2021 GSWCAC promoted and members were invited to attend the Racism, Understanding Your Rights Session.
Build the capacity of Advisory Committee members to understand the intersectionality between culture, diversity, sex, sexuality and gender	Identify training to support and increase member understanding in this specific area	Centre for ethnicity and Health Women's Health Victoria Various local organisations	Ongoing	Committee members are supported to attend events and activities that build their skills and knowledge, these include; <ul style="list-style-type: none"> • Jan Fran Event • Professor Clare Wright Event • Tatura Women's Breakfast • Soroptimists International Women's Day Breakfasts <p>Guest speakers are also invited to attend Committee Meeting's, such as: Zahra an Afghani woman, who spoke about culture and women in the Afghani community.</p>
	Apply the learnings from this training to better support and understand diversity and the potential role of the Charter.			When involved in the review of a Council Strategy members are able to apply their own experiences and knowledge to ensure feedback is appropriate. This includes placing a Gender Lens over strategy's and consultations.
	GSWCAC members to participate in events of significance to the LGBTI+ community (such as, but not limited to Pride Week, Out in the Open Festival).			Information regarding these events are shared with GSWCAC members and friends.

The term 'Diversity' represents diversity in all its forms (refer to Appendix A)

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.

Objectives	Action	Partners	Timeframe	Achievements
Promote women's participation	Support Advisory Committee member/s to attend a conference or educational opportunity relating to gender equity; diversity and or active citizenship continuing to build their understanding of the concepts and application at a local level.	N/A	As the opportunity arises, annually	Financial support of GSWCAC member to participate in the Fairly Leadership program during 2019.
	Have an annual GSWCAC Membership Drive		Annually, in March/ April	<p>2019 - Media release, website, public notices, social media and networks used to promote membership drive. Resulted in 18 applications, 6 new members appointed and 5 returning members successfully appointed, leading to full Committee.</p> <p>2020 – Membership drive held off due to COVID-19. Membership applications were promoted through a media release, Council website, social media and public notices as well as the well-developed networks of Committee Members. Resulted in 7 applications, 4 new members were appointed, leading to a full committee.</p> <p>2021 - Media release, website, public notices, social media and networks used to promote membership drive. Resulted in 13 applications, 8 new members and 3 returning members to be appointed, leading to a full Committee.</p>

	<p>Identify and promote opportunities for women in Greater Shepparton to participate in their local communities through leadership programs, governance training and on boards and advisory committees where there is greater potential for decision making and strategic influence including the 2020 Local Government elections.</p>	<p>Community Leadership Program Fairley Leadership Program GoWomen; Advisory Committees</p>	<p>Ongoing</p>	<p>Opportunities for women to participate in programs are shared with GSWCAC members and 'Friends List'.</p> <p>GSWCAC was involved in promoting and encouraging attendance for the VLGA Local Government Elections sessions in 2020.</p> <p>GSWCAC members were invited to Parliament House in Melbourne by Suzanna Sheed (28 August 2019), during this day members sat in both the Upper and Lower Houses, shared lunch with Suzanna Sheed and then met with The Hon. Gabrielle Williams Minister for Women.</p> <p>Throughout 2020 The Victorian Women's Trust held online sessions, members were encouraged to engage with these opportunities.</p> <p>During 2020/2021 current members of the GSWCAC were involved in a full review of the terms of reference.</p>
	<p>Explore, identify and address barriers that may limit women's participation; eg. education, training, lack of opportunity, child care at events, transport, etc.</p>	<p>Various</p>	<p>Ongoing</p>	<p>Members of GSWCAC take into consideration barriers that may limit opportunities for women and include these in planning for activities and events. These are also considered when providing feedback on strategies and during consultation.</p> <p>At the November 2020 meeting of the GSWCAC members were presented to about the 'This Girl Can' program and regularly promote the Women's Only Swimming Sessions held at Aquamoves.</p>

Greater Shepparton Women's Charter Advisory Committee Annual Report

2018-2020

	Identify pathways and opportunities to support young women to build leadership, skills and education increasing the likelihood of them taking on leadership roles and senior positions	Various	Ongoing	<p>GSWCAC supports a scholarship that is provided through Kaiela Arts to support women looking at developing business from their art.</p> <p>Discussions have been held within the Committee about supporting a young female with a 1 year scholarship, this is being further researched and hope to finalise in June 2021.</p>
Acknowledge women's participation	Identify opportunities to acknowledge women at a local, regional and State level who take on leadership roles and are paving the way for women in Victoria. (Eg. local Victorian Honour Roll Recipients, Women in senior leadership positions in Victoria etc.)	Various	Ongoing	<p>Letters of support sent to female candidates standing for the Shepparton District seat for the State Election held in 2018, these included successful Suzanna Sheed, as well as Nickee Freeman and Cheryl Hammer.</p> <p>Letters were sent to all successful candidates following the Local Government Elections in 2020. This letter welcomed the Councillors and gave them an introduction to the aims of the GSWCAC.</p>
	Continue to implement the GSWCAC Women's Award recognising significant local contribution to advancing women and the three Charter principles	Various	Annually	<p>10 nominations were received in 2019 with the Award Recipient being Jeihan Elmaz.</p> <p>3 nominations were received in 2020 with the Award Recipient being Thelma Bull.</p> <p>2 nominations were received in 2021 with the Award Recipient being Maria Brown-Shepherd.</p>
Create and maintain strong partnerships	Identify and build strategic partnerships with other organisations/groups with similar intent to the Charter and provide a potential platform for learning and collective action	Other associations/ advisory committees/ groups linked to the Charter. MAV Womens Health	As opportunities arise	<p>VLGA</p> <p>Women's Health Goulburn North East</p> <p>MAV</p> <p>The Victorian Women's Trust</p>

Greater Shepparton Women's Charter Advisory Committee Annual Report

2018-2020

		Goulburn North East Victorian Women's Trust		
	GSWCAC members to attend and promote the work and intent of the Charter at other community activities	Various	Ongoing	Members are provided with opportunities to attend events and promote the Charter. During 2020 and 2021 these options were limited due to COVID-19.

Greater Shepparton Women's Charter Advisory Committee Annual Report

2018-2020

Financial Year	Approved Budget \$	Expenditure	Activities Delivered With Budget implication
2018 -19		6001.95	International Women's Day Event
	1000		International Women's Day partnership (Melbourne University)
	500		International Women's Day partnership (Primary Care Connect)
	1000		International Women's Day partnership (LaTrobe University)
	500		International Women's Day partnership (Ethnic Council of Shepparton and District)
	300		International Women's Day partnership (GAME Traffic & Contracting)
		220.00	Women's Award
		296.73	Promotions (badges and banner)
		500	Sponsorship for Fairley Leadership participant (GSWCAC member)
		1000	Tickets/support for lunch with Julia Gillard (event)
		520	Membership recruitment (advertising)
		590.91	Healthy Masculinities Forum
		2073	Kaiela Arts Scholarship
		909.99	Her Place Museum Exhibition contribution
	3300	12212.58	

Greater Shepparton Women's Charter Advisory Committee Annual Report

2018-2020

2019-20	Income	Expenditure	Activities
2019 - 20		1850	Story Pod Project, community participation about Gender Equity.
		5376.38	International Women's Day
	1000.00		International Women's Day partnerships (income – Melbourne University)
		185.46	Women's Award
		756.17	Charter membership recruitment
		34.23	Promotions (badges)
		1000.00	Claire Wright Event
	1000	8412.83	
2020 - 21	Income	Expenditure	Activities
		1455.44	International Women's Day Virtual Activations in partnership with FIX Movement Performance and GOTafe
		65.45	Women's Award
		2000	Greater Shepp Foundation Scholarship
		1300	Intro to Gender Equity
		1061.44	Charter membership recruitment
	0	5882.33	

Figures in this table do not include GST