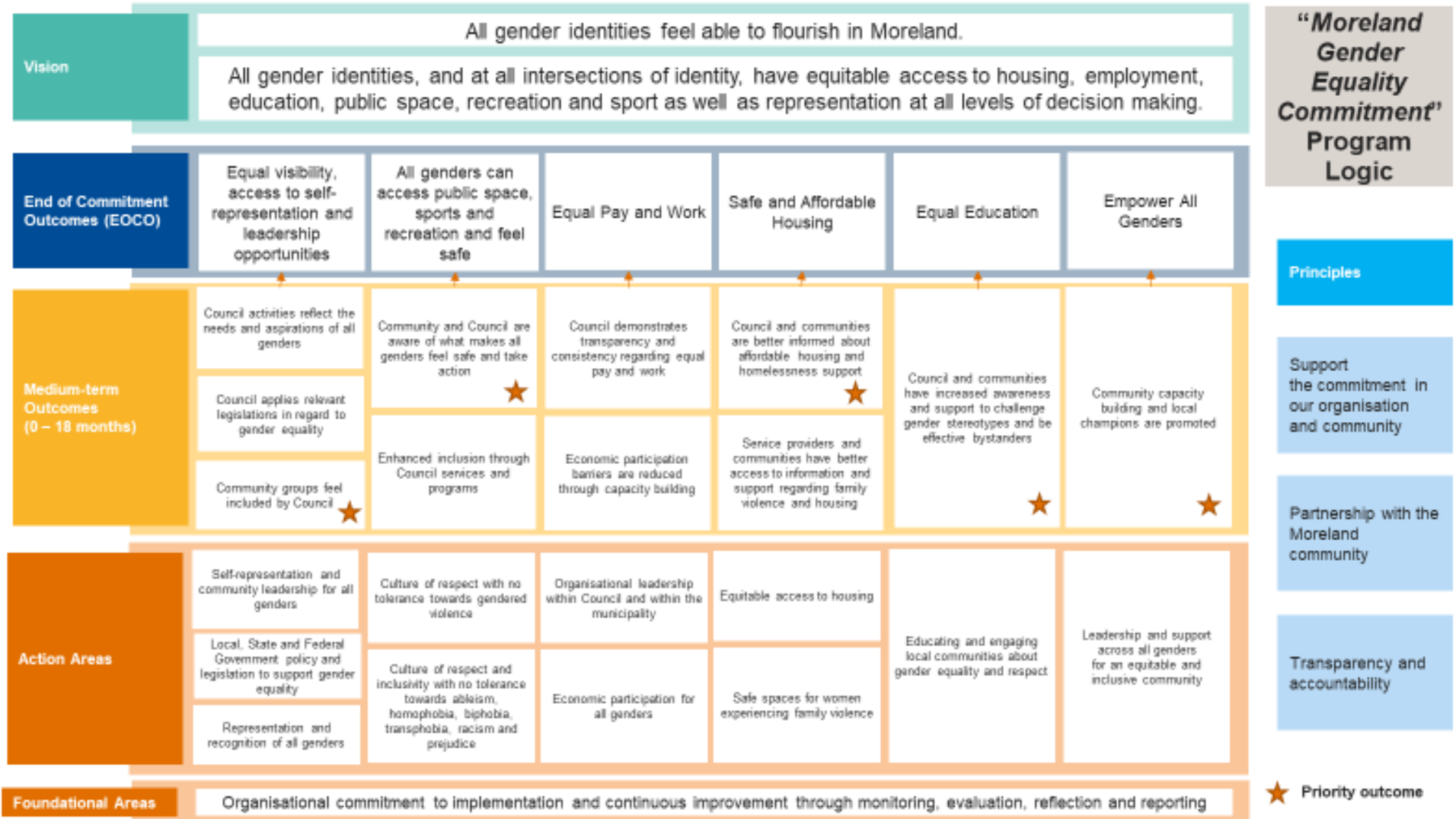


## Program Logic



**Commitment 1: equal visibility, access to self-representation and leadership opportunities**

Action Area	Action No.	Indicators	Output Update August 2020	Outcome
<b>1.1 Self-representation and community leadership for all genders</b>	1. Establish GE Community Reference Group with members of all genders	All genders are represented on Council's Advisory Group	'Recruitment drive' in June/July 2020 involving local networks.	<b>In progress.</b> Increased membership by 6 and almost all of the total 14 members identify as female
	2. Maintain gender lens regarding representation of female and gender diverse artists and arts workers across all festival programming	Incorporated as part of programming decision-making	Maintaining a gender balance continues to be a programming factor for produced festivals. A number of festivals part of the 19/20 season also included gender diverse performers.	<b>Ongoing</b> Festival season cut short and reduced in scale as a result of COVID-19 however gender lens continues to be placed over program.
	3. Encourage applications from diverse gender, sexual and cultural identities within the writers in residence program	Application assessment Selection criteria include Human Rights Policy priority groups	Selection criteria incorporated into selection process for Writer In Residence program based on Human Right Policy priority groups.	<b>Ongoing</b> 100% of 2019 program recipients were female identifying.
	4. <i>Human Rights Policy Implementation Plan:</i> Promote participation in local government from diverse gender, sexual and cultural identities in relation to: - employment - Advisory and Working Group representation	Initiatives developed in collaboration with priority groups and key Council departments, Human Rights Advisory Group.  Membership of Advisory and Working groups includes people from priority groups	Promoted participation in local government campaigns by Australian Electoral Commission and local government peak bodies Victorian Local Governance Association (VLGA) and Municipal Association of Victoria (MAV).	<b>In progress</b> Inclusive Employment Initiative deferred. Total of 244 employees recruited to date for Working For Victoria, 62% males and 38% females.  Committee review deferred until new Council has been elected in October and will be aligned with the new Local Government Act 2020 and Gender Equality Act

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
	5. <i>Human Rights Policy Implementation Plan</i> : Review and update data collection processes for diversity metrics	Select number of forms and data collection processes reviewed and amended	Liaison with HR team about CD&SP Team's Diversity Metrix proposal	<b>In progress</b> Set up of data collection priority this financial year in preparation for Gender Equality Act
<b>1.2 Policy and legislation support gender equality</b>	6. First Draft Action Plan developed under the Gender Equality legislation, informed by workplace audit results, gender impact assessments and consultations	Report recommendations and documents to be submitted endorsed by Councillors	Preliminary discussions with relevant Council Departments and contributors to the current action plan	<b>In progress</b>
<b>1.3 Representation and recognition of all genders</b>	7. <i>Partial overlap with Human Rights Policy</i> : Celebrate local champions, stories and achievements through local media, events and Moreland community awards	Tools may include: Co-design in planning and implementation. Positive participant feedback. Council promotion includes: - Images reflect diversity - Access symbols and language link - Information in plain English - Targeting multi-cultural media, if relevant.	<b>Children's Week 2019</b> Picnic and activities on 24 October by Council and Sussex Neighbourhood House partners at Rogers Reserve.  <b><u>IWD March 2020</u></b> Event at Brunswick Library, Town Hall and Counihan Gallery involved a cross-Council organising committee, 3 activities, including students interviewing participants for a <a href="#">podcast</a> , and a panel to encourage debate.  <b><u>Refugee Week 2020</u></b> Amnesty Refugee Network and Council hosted 2 conversations on 14 and 15 June between people who have come to Australia seeking peace and safety with those who have helped welcome them,	<b>Completed</b>  <b>IWD</b> participant feedback identified 3 areas for improvement: promotion, diversity of presenters, synergies with Council's key initiatives.

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
		Community Awards aligned with Gender Equality Commitment.	<p>organised by</p> <p><b>Youth Summit September 2019</b> Event involved co-design in planning and implementation. Application for 2020 Youth Week Grant for youth-led event was submitted but event cancelled due to COVID.</p> <p><b><u>Community Awards 2020</u></b> Promoted to networks and encouraged contacts to nominate.</p>	<p><b>Youth Summit 2019</b> Evaluation makes 12 recommendation to strengthen youth-led action and leadership</p> <p><b><u>Community Awards 2019</u></b> Female leaders were recognised in 8 of the 10 categories for nominations of individuals.</p>
	8. Increase awareness of the significant contributions of female local champions and encourage participation in public consultation processes to name community spaces and streets	<p>Potential local partners and funding opportunities identified to support local research/ history project and application submitted.</p> <p>Participation in naming public consultation processes promoted in a timely manner.</p>	<p>Put on hold due to COVID.</p> <p>Naming opportunities shared with networks and contacts from the relevant suburbs</p>	<p><b>Not started</b> Put on hold due to COVID.</p> <p><b>Ongoing</b></p>
	9. Promote gender equality through the Moreland Art Collection and exhibitions at the Counihan Gallery in Brunswick	The new Gallery Strategic Plan (in development) includes a commitment to under-represented groups and measures for specific actions.	<b><u>Gallery Strategic Plan</u></b> endorsed and year 1 actions have commenced. 50% of new works acquired into the Moreland Arts Collection to be by female identifying artists. Gender balance also exists in gallery programming	<p><b>Ongoing</b> Gallery closed for 3-4 months in the past reporting cycle and continues to be closed. Gallery closures in the future will determine if gender balance can be reached.</p>

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

Action Area	Action No.	Indicators	Output Update August 2020	Outcome
2.1 Culture of safety and respect with no tolerance towards gendered violence	10. Foster community awareness and knowledge of family and gendered violence to educate and minimise harm	Community participants of activities and/ or training have increased knowledge of gendered and family violence and what action to take	<p><b>Elder Abuse Prevention 2019-2020:</b></p> <p>Implemented staff training (level 1) and finalised Elder Abuse Awareness Tool Kit. Now focus on (other units' staff and externals.</p> <p>Community education and Elder Abuse Awareness Day activities embedded within staff and seniors' regular settings.</p> <p>Week without Violence 2019: Public workshop and staffed info stall by Moreland FV Network at Coburg Library on 17 October.</p>	<p><b>Ongoing</b></p> <p>Elder Abuse Prevention 2019 – 2020: continued participation in northern metro region <a href="#">Elder Abuse Prevention Network convened by Merri Health</a> but Network's continued funding unclear.</p> <p>Week without Violence 2019: both activities not well attended, with bad weather a contributor. Planning for 2020 underway, within context of COVID restrictions.</p>
	11. Publicly acknowledge acts of gendered violence and commemorate the loss of women, gender diverse/ non-binary people and children to violence	<p>Community participation and support for No To Violence march on 25 November implemented by Director-led internal working group.</p> <p>Council support for community-led events.</p>	<p><b>16 Days 2019:</b></p> <p><a href="#">No To Violence Against Women March on 22 Nov</a></p> <p><b>Community 2019 - 2020:</b></p> <p>Council facebook promoted Reclaim Merri Creek event on 8 December.</p> <p>Letters of support for <a href="#">Full On Theatre's</a> applications to Transurban and Darebin community grants and connected them with CERES and Merri Creek communities as well as local PVAW leaders.</p>	<p><b>Completed</b></p> <p><b>16 Days 2019:</b></p> <p>Outcomes of Council highlighted in MAV booklet, to be shared when available. Planning for 2020 campaign has commenced.</p> <p><b>Community 2019-2020:</b></p> <p>Both Full On Theatre applications were unsuccessful but following up with Council partners and communities about other potential funding opportunities</p>

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
	12. Facilitate staff training and capacity building to prevent or respond to gendered violence and family violence	<p>Revised family violence workplace policy endorsed by Executive Group.</p> <p>Training plans approved and implemented.</p> <p>Training participants have increased knowledge about the issues and what action to take.</p>	Updated FV workplace policy and action/ training plan to be finalised	<b>In progress</b>
	13. Continue to promote and lead female participation and equitable/ inclusive access of Council facilities through applying a gender and inclusion lens	Identified issues are addressed through actions, programs and service policies and outcomes reported.	<p>In August 2019 Council celebrated <a href="#">10 years of Active Women and Moreland Strategy</a> and the increase in female sports participation from 8% to 25%.</p> <p>State funded <a href="#">Count Me In Too project (2019)</a> completed and final report submitted.</p> <p>By August 2020 all sports clubs are compliant with the Allocation and Use of Sporting Facilities, Grounds and Pavilions Policy and all clubs who applied to access Council sports facilities in 2020 had planned to field at least one women/ girls team and have women on their club committees.</p> <p>6 facilities being upgraded, including female friendly change rooms (Coburg City Oval, Cole Reserve, Fleming Park, Glencairn Tennis Club, Reddish Reserve, Sumner Park Pavilion.</p> <p>The new <a href="#">Fawkner Netball Club</a> received Council funding for operations and facilities and has grown from 0 to 14 teams and the</p>	<p><b>Ongoing</b></p> <p>Merri Health successful in securing additional funding for <a href="#">Count Me In Too volunteer pathways project</a></p>

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
			<p><a href="#">Glenroy Netball Club</a> was supported to establish themselves successfully within an existing footy club and now has two teams.</p> <p>Active Moreland promotes women in leadership positions at sports clubs – <a href="#">Females of Moreland</a> series.</p> <p>Council participated in <a href="#">This Girl Can VIC</a> campaign, put on hold since March due to COVID but funding to be reallocated to November 2020.</p>	
	14. Council actions and advocacy facilitate public spaces that are equitable, safe and accessible for all	Gender Lens/ Impact assessment template endorsed by all relevant Council units	<a href="#">Merri Creek Safety Survey</a> including one targeting women, completed in July and now collaboration with relevant units to develop Council's response/ action plan and incorporating gender lens	<b>In progress</b>
<b>2.2 Culture of respect and inclusivity with no tolerance towards ableism, homophobia, biphobia, transphobia, racism and prejudice</b>	15. Foster opportunities for shared learning and celebration through the implementation of the Social Cohesion Plan 2018-2020	Funded projects promote gender equality and inclusion.	2 of the 5 funded projects in 2019-2020 have been for women only: <a href="#">Connecting Women in Moreland</a> by VICSEG. Participants also benefitted from their training program and <a href="#">Second Stitch Refugee Enterprise</a> for employment pathways. <a href="#">Stepping Stone Small Business Program</a> by BSL with 14 participants graduating in June at the end of the 7-week program (see also action 19 below).	<b>Completed</b> VICSEG project implementation was cut short by COVID restrictions as transferring activities to Zoom didn't suit participants but Second Stitch workers have experienced increased demand due to COVID for their cloth face masks.

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
	<p>16. Continue to foster an inclusive service and programs that make non-traditional families and young people from all genders feel welcome and understood</p>	<p>Evidence- based and community-led and inclusive processes and programming in response to demand. Professional development to address identified gaps.</p>	<p><b><a href="#">Maternal and Child Health Service</a></b> is developing a father-inclusive service, including <a href="#">Dads of Moreland social groups</a>, <a href="#">Relatewell parenting support program</a> and expanding service hours (weekends). <b>Children’s Services</b> provide <a href="#">professional development for early years educators</a> and <a href="#">parent education</a>. Sessions planned for 2020 addressed family violence, gender equality, respect and engaging fathers but due to COVID all sessions have been cancelled until further notice. <b>Youth Service</b> Professional development program implemented in response to identified training needs to strengthen staff capacity for inclusion and gender equality. Youth programs that challenge gender stereotypes and increase opportunities include <a href="#">FReeZA live events</a>, <a href="#">female only boxing</a> and <a href="#">YGLAM Queer Youth Theatre</a> <b>Moreland Libraries</b> The Library’s programs, events and collections promote inclusion and gender equality. Examples of hosted and co-hosted activities are below. <b>2019:</b> Women’s wellbeing program, Launch of Moreland Gender Equality Commitment, Refugee Week, Week without Violence, 16 Days of Activism.</p>	<p><b>In progress</b> Application to the VicHealth Healthier Masculinities Grant in February 2020 to expand MCHS work was unsuccessful. Children’s Services explore opportunities to build on the successful <a href="#">Think Equal Australia pilot program</a> from 2019. Opportunities in relation to the development of the Early Years and Youth Plan 2021-2025.</p> <p>Libraries are currently closed due to COVID and only online services are available.</p>



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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
			2020: Midsumma Festival, International Women's Day	

**Commitment 3: Equal Pay and Work**

Action Area	Action No.	Indicators	Output Update August 2020	Outcome								
<b>3.1 Organisational leadership within Council and within the municipality</b>	6. First Draft Action Plan developed under the Gender Equality legislation, informed by workplace audit results, gender impact assessments and consultations	Report recommendations and documents to be submitted endorsed by Councillors	Preliminary discussions with relevant Council Departments and contributors to the current action plan	<b>In progress</b>								
	17. Promote gender equality and inclusion through Council's procurement and expenditure	Commitment to gender equality included in new Procurement Policy	Procurement Policy 2020-2021 endorsed in June, with gender equality and women's safety included as social sustainability commitment.	<b>Completed</b>								
	18. <i>Human Rights Policy Implementation Plan</i> : Monitor and report on the equality/ reach of Council's Community Grants	Percentage of annual community grants funding spent on projects 1) addressing Commitment priorities 2) targeting females	<table border="1"> <thead> <tr> <th>Category/ Year</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td><b>Commitment priorities</b></td> <td>33% (6)</td> <td>20% (4)</td> </tr> <tr> <td><b>Targeting females</b></td> <td>24% (5)</td> <td>10% (2)</td> </tr> </tbody> </table>	Category/ Year	2019	2020	<b>Commitment priorities</b>	33% (6)	20% (4)	<b>Targeting females</b>	24% (5)	10% (2)
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<b>Targeting females</b>	24% (5)	10% (2)										

## Moreland Gender Equality Commitment – Action Plan 2019-2021 – Progress Update, September 2020

<b>3.2 Economic participation for all genders</b>	19. Support community partners to implement capacity building programs with identified priority groups	The Council funded Stepping Stone project has been implemented successfully by BSL.	<a href="#">Stepping Stone Small Business Program</a> by BSL with 14 participants graduating in June at the end of the 7-week program (see also action 15 above).	<b>Completed</b> Stepping Stone participants were successfully connected with suitable training by Council's <a href="#">Business Moreland</a> team.
	20. Continue to support and empower female business leaders through the Moreland Business Women's Network	Membership of closed facebook group increases by 20% by February 2021.  Average attendance rate of 80%+ at all scheduled events.	Membership increased to 430 to date, almost doubled over the last 12 months, facilitated by COVID-19. Events replaced with weekly online chats. First round of <a href="#">COVID business development grants</a> in August	<b>Completed</b> Opportunities regarding recovery phase survey and response.

## Commitment 4: Safe and Affordable Housing

Action No.	Action No.	Indicators	Output Update August 2020	Outcome
<b>4.1 Equitable access to housing</b>	21. Continue awareness raising, advocacy and partnerships for affordable housing to reduce housing insecurity and homelessness	Annual report for the Moreland Affordable Housing Action Plan with housing needs broken down by sex/ gender.	Report to Council in September for the <a href="#">Affordable Housing Action Plan 2019-2020</a> . No use of gendered data but women and youth identified as groups at risk of rough sleeping/ homelessness.	<b>Not started</b> Updated Action plan to be considered by Council in February 2021
	22. Develop Moreland Homelessness Protocol	Homelessness protocol developed in partnership with key agencies.  Moreland staff are informed of the protocol.	Commenced in December 2019 but has been put on hold due to COVID until late 2020.  Extensive liaison with DHHS and relevant services to ensure timely response to COVID impacts.	<b>In progress</b> The protocol will consider a gender analysis through its development.
	23. Ensure that the Moreland Housing Advisory Committee includes gender parity for	Updated Terms of Reference endorsed by Advisory Committee	Implementation delayed until after election due to alignment needed to Local Government Act changes and	<b>In progress</b> Review of Council Advisory Committees in line with Local

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Action No.	Action No.	Indicators	Output Update August 2020			Outcome									
	community members on the Committee		updated Council Governance Rules..			Government Act and Gender Equality Act be undertaken after the Council elections in October 2020.									
<b>4.2 Safe spaces for women experiencing family violence</b>	24. Continue to convene the Moreland Family Violence Network to facilitate service collaboration and advocacy for safe spaces for all genders and their children experiencing family violence	Average attendance of 10+ at bi-monthly network meetings.  Active participation or leadership by network members for joint advocacy and awareness raising	<table border="1"> <thead> <tr> <th>Attendance/ Year</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>10+</td> <td>5</td> <td>4</td> </tr> <tr> <td>Under 10</td> <td>1</td> <td>0</td> </tr> </tbody> </table>	Attendance/ Year	2019	2020	10+	5	4	Under 10	1	0	<b>2019:</b> Week without Violence <b>2020:</b> COVID FV Subgroup		<b>Completed</b>
	Attendance/ Year	2019	2020												
10+	5	4													
Under 10	1	0													
	25. Information about family violence and housing support and service pathways is available in plain English on Council's website	Information on Council's <a href="#">family violence</a> and <a href="#">emergency housing</a> websites kept up to date and accessed by stakeholders.	Website content focuses on service changes related to COVID. Website analytics have been requested.			<b>Ongoing</b>									

## Commitment 5: Equal Education

Action Area	Action No.	Indicators	Output Update August 2020	Outcome
5.1 Educating and engaging local communities about gender equality and respect	26. Facilitate local capacity building to: <ul style="list-style-type: none"> <li>- challenge condoning of violence against women;</li> <li>- promote women's independence and decision-making in public life and relationships;</li> <li>- foster positive personal identities and challenge gender stereotypes and roles;</li> <li>- strengthen positive, equal and respectful relations between and among women and men, girls and boys;</li> <li>- promote and normalise gender equality in public and private life</li> </ul>	Community capacity building projects are informed by <a href="#">Change The Story framework</a> and connected to the prevention network	<p><b>Moreland Community Grant recipients:</b></p> <p><b>2019:</b>  <a href="#">And Also Presents</a>  <a href="#">Australian Skateboarding Federation</a>  <a href="#">Girls Rock! Melbourne</a>  <a href="#">Project Respect</a></p> <p>QRAC - Queer Refugee and Asylum Seeker Connections (Uniting)</p> <p><b>2020: 0</b></p> <p>Moreland Thrive Community Grant recipients: to be confirmed</p> <p><b>Sport &amp; Recreation:</b>  <a href="#">Count Me In Too project (2019)</a></p>	In progress
	27. Foster young gender equality champions through leadership opportunities	Emerging leaders supported in sports, education and community settings	<p><b>Sport &amp; Recreation:</b>  <a href="#">Count Me In Too participants participated in CMY Game Changers program for young women</a></p> <p>Northern Saints FC player nominated for Moreland Youth Ambassador Program</p>	

## Commitment 6: Empower All Genders

Action Area	Action No.	Indicators	Output Update August 2020	Outcome
6.1 Leadership and support across all genders for an equitable and inclusive community	28. Facilitate community programs that address identified needs and foster constructive gender roles and gender equality leadership	Funding application submitted with partners' input for programs that facilitate change. Programs in partnership with community leadership  Number of formal partnerships has increased.	<b>Funding application:</b> Unsuccessful - <a href="#">VicHealth Healthier Masculinities Partnership Grant 2020</a>  <b>Community programs:</b> <a href="#">Dads of Moreland (Dads Group)</a> <a href="#">Men of Moreland (YMCA), 2019</a>  <b>Number of formal partnerships:</b> 2 (YMCA, Dads Group)	In progress
	29. Continue to engage and support fathers regarding parenting, challenging rigid gender roles and respectful relationships	Number of participants in Dads Groups  Participant feedback	5 <a href="#">online dads' networks</a> in West Brunswick, Fawkner, Glenroy and Moreland with a total 417 members and a range of 26-200 members per group.  Survey deferred due to COVID	In progress

## Commitment 7: Accountability, Evaluation and Reporting

Action Area	Action No.	Indicators	Output Update August 2020	Outcome
7.1 Organisational commitment to implementation and continuous improvement	30. Support Council's commitment through staff and financial resources	Staff resourcing Budget	<b>Dedicated staff roles</b> Female Sport Participation (1.0 EFT) Social Policy (0.6 EFT) <b>Budget</b> Within base budget	Ongoing

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Action Area	Action No.	Indicators	Output Update August 2020	Outcome
7.1 Organisational commitment to implementation and continuous improvement	30. Support Council's commitment through staff and financial resources	Staff resourcing Budget	<b>Dedicated staff roles</b> Female Sport Participation (1.0 EFT) Social Policy (0.6 EFT) <b>Budget</b> Within base budget	<b>Ongoing</b>
	1. Establish GE Community Reference Group with members of all genders	All genders are represented on Council's Advisory Group	'Recruitment drive' in June/July 2020 involving local networks.	<b>In progress</b> Increased membership by 6 and almost all of the total 14 members identify as female
	31. Establish an internal working group to ensure that Council is ready for requirements and reporting under the new Victorian Gender Equality legislation	Working Group established and Chair confirmed	Preliminary discussions with relevant Council Departments and contributors to the current action plan	<b>In progress</b>
	32. Promote accountability by establishing an action plan with timelines, responsibilities and resourcing	Final Action Plan endorsed by Community Reference Group Progress Updates reported for review	Action Plan endorsed at February meeting with amendments. This Action Plan Update shows changes related to COVID but does not address emerging COVID issues.	<b>Completed</b>
	33. Support continuous improvement through responsiveness to community needs, monitoring and evaluation	Responsiveness to emerging needs (e.g. COVID)  Monitoring and evaluation inform future actions.	COVID FV Subgroup established for improved advocacy/ link to Emergency Management Coordination Group. Further actions to be advised.  To be advised	<b>In progress</b>