

# Communique

## December 2015

TOGETHER FOR EQUALITY & RESPECT

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### Updated Together for Equality & Respect Action Plan

The TFER Action Plan is a dynamic document which will be updated annually to reflect any changes in PVAW initiatives across the region. The second edition of the Action Plan, which has been updated to reflect work planned or underway July 2015 – June 2016, can be viewed and downloaded at the [TFER website](#).

### Gender Equity Audit Tool

The TFER Gender Equity Audit Tool is a practical resource available to partner organisations which provides guidelines for undertaking a Gender Equity Audit, gaining internal support, selecting areas to audit, interpreting findings and identifying opportunities for improvement. In addition, two gender equity audit self-assessment tools at both an organisational and regional level have been developed to be used in conjunction with the Audit Tool. These self-assessment templates provide organisations with an understanding of the systems it has in place to support gender equality. It also provides a platform for discussion of gender equality beyond the specific audit criteria. Download the tool and self-assessment templates at the [TFER website](#).

TOGETHER FOR EQUALITY & RESPECT  
Leaders Breakfast

TOGETHER FOR  
EQUALITY & RESPECT



On 2<sup>nd</sup> December over seventy Mayors, CEO's, Directors, Councillors, School Principals and Managers from across the Eastern Metro Region, attended the Together For Equality & Respect Leaders' Breakfast.

At the breakfast participants heard presentations from The Honourable Minister Fiona Richardson, Minister for the Prevention of Family Violence and Minister for Women, Ms Catherine Andrews, ambassador for the Stella prize for women's literature, Dr Victor Sojo from the Centre For Ethical Leadership at the University of Melbourne and Daniela, Advocate with the Speaking Out program. Held during the 16 Days of Activism Against Gender-based Violence, the focus of the morning was to build on the already strong commitment to the prevention of violence against women in the EMR. Forum participants were invited to share their leadership commitment to PVAW and they also contributed to the EMR #HandsUp for Gender Equality campaign for the 16 Days of Activism.

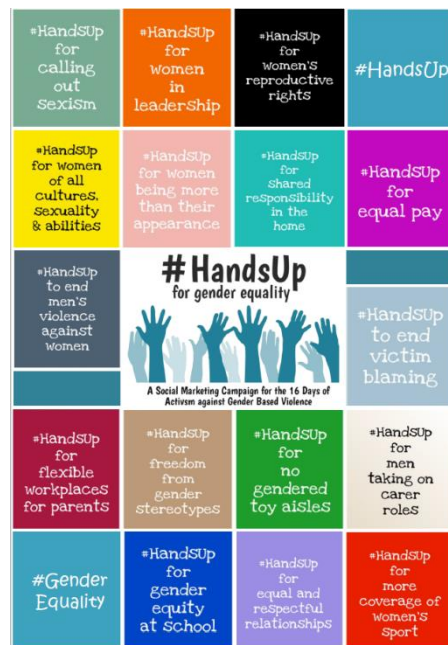
## 16 Days of Activism against Gender Based Violence

We have had a fantastic response to the regional campaign for the 16 Days of Activism this year. The #HandsUp for Gender Equality campaign message spread far and wide! It is fantastic to see so much enthusiasm from our partners in the East, along with community members, in raising awareness of gender inequality and encouraging people to think about why gender equality is important to them.

Although the 16 Days campaign has formally concluded, you might still like to use the resources for other events. So head to the [WHE website](#) to check out the campaign resources and more information, or give us a call.



Above: #HandsUp contributions from Maroondah CC, Manningham CC and Inspiro



L: Leaders' Breakfast participants contribute to the #HandsUp for Gender Equality campaign



## Victorian Gender Equality Strategy

As discussed by Minister Richardson at the breakfast The Victorian Government is developing a Gender Equality Strategy and are seeking input. The TFER Leadership Group will be facilitating the development of a regional response in the first week of February (submissions are due by the 19<sup>th</sup> February 2016). Invitations will be circulated shortly. Partners are also encouraged to make your own submissions, for more information click [here](#).

As with previous submissions if your organisation makes a submission and you would like to share that with other TFER partners, please forward a copy to [srosenhain@whe.org.au](mailto:srosenhain@whe.org.au) and we will post it on the TFER website.

**For further information about 'Together for Equality & Respect' contact Project Manager Sue Rosenhain at WHE on 9851 3700 or [srosenhain@whe.org.au](mailto:srosenhain@whe.org.au). Please also visit the TFER website at [www.whe.org.au/tfer/](http://www.whe.org.au/tfer/)**



- Seeking and committing resources to PVAW – Sally Missing IEPCEO
- Build on Council's good work to embed efforts to achieve gender equity and prevent violence against women and children into the 'core business' of Council over the long term – Cr Stefanie Perri, Mayor City of Monash
- Support and challenge other men to understand more about the importance of gender equality – Jim Allen Program Manager Anglicare
- More overt leadership rather than just support activities – Ronda Jacobs CEO Carrington Health
- Be a proactive bystander – challenge rigid gender stereotypes Meg Beilken OECYAP
- Not to be silent when I witness behaviour that is not equitable – James Collins Yarra Ranges Council

Some of the commitments made by Leaders at the breakfast on 2<sup>nd</sup> December – the future looks promising!