***Local Government Women's Charter Project:***

***3x3 Action Plans & Charter Champions***

*Women's Participation in Local Government Coalition (WPILGC)*

**Examples of actions in 3 x 3 Action Plans from various**

**Victorian Local Governments**

**Baw Baw Shire Women's Charter Action Plan**

Contact: Councillor Diane Blackwood Mobile: 0419 562 872 E:

[diane.blackwood@bawbawshire.vic.gov.au](https://webmail.bawbawshire.vic.gov.au/OWA/UrlBlockedError.aspx)

Baw Baw Shire has planned and actioned the following in its Women's Charter 3 x 3

Action Plan:

**Gender Equity**

 Pre-election workshops, we will contact the MAV and ask for them to include us in

their 2012 workshops early.

 Designate a Council Committee to increase women's participation, (we have

excellent women's participation)

 Council policies - ensure they are family friendly (done).

**Diversity**

 Establish high level and cross portfolio links with women leaders / representatives of

Aboriginal groups to encourage participation (Aboriginal women leaders involved in

opening of the Nangara Reserve in Jindivick)

 Invite schools to participate in a growing local democracy program with Councillors

and Officers visiting schools - identifying key issues (Youth Action Committee - YAC

formed and proactive, have set themselves a target to set up a Junior School Council

called Yacklets)

 Recruit Councillors and senior officers as mentors for women of diverse backgrounds

interested in taking on greater roles (speaking to schools about this)

**Active Citizenship**

 Ensure Council's governance and administrative policies, processes and practices

are open and transparent and emphasise the public's right to know and encourage

participation

 Ensure active women citizens have opportunities and resources to participate in the

formation, implementation and evaluation of local public policies (formation of Council

advisory bodies, most recently the 'Environmental Voice Committee')

 Avoid overly bureaucratic processes, procedures and meetings that create barriers

and make it difficult for women to participate (have established a RED TAPE

Committee).

**Yarra Ranges Council Women's Charter Action Plan**

Contact: Rebecca McKenzie, Director Corporate Services T 9294 6454 E

r.mckenzie@yarraranges.vic.gov.au

Yarra Ranges Council has developed a Women's Charter Action Plan. Key actions

underway include:

 adoption of the Women's Charter and appointment of a Councillor Charter

Champion

 establishment of a Women in Local Government Working Group with a

Councillor sponsor

 regular networking events to bring women leaders in the municipality together

(80+ women participated at community event in November 2010 to hear the

experiences and views of Naomi Simson from Red Balloon, together with a

Jenny Ashby & Associates Pty Ltd 1 May 2011

***Local Government Women's Charter Project:***

***3x3 Action Plans & Charter Champions***

*Women's Participation in Local Government Coalition (WPILGC)*

panel of local influential women on how women can make a difference in

community leadership. The event was so successful a further event is being

planned for June this year)

 an on-line Women in local democracy (WILD) forum was held between

January 25 - February 18. There were 268 visitors to the site, 65 comments

and 38 downloads of documents which included the Women's Charter. A rich

discussion ensued with participants ranging from mid 20s to mid 60s age

group. Themes from the forum will be shared with local stakeholders

including Women's Health East and the 12 member houses of the Yarra

Ranges Neighbourhood House network

 a Promoting Respectful Relationships forum has been established. Draft

Terms of Reference are in progress and members are working on developing

the action plan

 internal and external discussions about our approach to White Ribbon 2011

are underway

 a pilot program Baby Makes 3 supporting new parents is being launched in 3

sites across the municipality.

Yarra Ranges is also currently exploring plans to host a pre election workshop for women before the 2012 elections.

**Darebin Council Women's Charter Action Plan**

Contact: Mandy Bathgate, Coordinator, Equity and Diversity

T 8470 8365 E mandy.bathgate@darebin.vic.gov.au

Darebin Council has the following actions in its Women's Charter 3 x 3 Action Plan:

**Gender Equity**

 Strategic capacity building of the Gender Equity Working Group

 Embedding a gendered approach (includes gender equity training and

piloting gender lens tools)

 Workforce equity (Home Care Workers) & Darebin Enterprise Agreement 5

(gender equity focus)

**Diversity**

 Gender equity and diversity review of Council Committees and Advisory

Groups

 Council Plan includes a dedicated strategy to support women's participation

and inclusion

 Advocacy through the Gender Equity Working Group and Darebin Women's

Advisory Committee

**Active Citizenship**

 Engagement with Darebin Women through the Darebin Women's Forums

 Establishment of the Darebin Women's Advisory Committee

 Establishment of the Darebin Women's E-List (150 subscribers).

Jenny Ashby & Associates Pty Ltd 2 May 2011