CITY OF
MONASH

COMMUNITY SAFETY

FRAMEWORK
2022-2026

ACKNOWLEDGEMENT
OF COUNTRY

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander peoples.

CONTENTS

INTRODUCTION

Safety is an important determinant of health and wellbeing. When people feel safe within their communities, they are more likely to connect with friends, engage in community life and social activities. Neighbourhoods which are perceived as safe inspire community activity and participation, physical activity and community connectedness. They pave the way for positive community health and wellbeing outcomes.

The safer people feel, the more likely they are to participate in, and enjoy community life, all of which leads to greater health and prosperity of local communities and environments. Monash Council is committed to working with our community to create safe and inclusive neighbourhoods and places and spaces where people feel happy and empowered to lead fulfilling lives[1].

Community safety is a shared responsibility. Partnerships are a key ingredient to the success of safe communities. This framework outlines Council's ongoing commitment to creating safe and welcoming public spaces, events and programs, and working with our key partners and stakeholders. This framework is aligned with the Monash Health and Wellbeing Plan 2021, and the Gender Equity Framework 2021, and the LGBTIQA+ Action Plan.

A safe Monash will continue to be achieved through collaborative and dynamic partnerships within our city including with business, residents, community groups, Victoria Police, emergency services, peak bodies, and federal, state and local governments. Through these partnerships Monash Council will continue to identify local solutions to local issues to create a safe, accessible and inclusive city for everyone[2].

FRAMEWORK
LANGUAGE

As language in this space evolves and changes, people may respond to terms differently. In this framework, Council acknowledges that the category of women is a socially constructed one, and part of a binary system of sex and gender categories that does not represent the gender diversity of the population.

The framework's definition of a 'woman' includes anyone who identifies as a woman or female, which includes cisgender, trans women and others who identify themselves within the gender identity of a woman. Similarly, when referring to a 'man' it refers to male identifying people, which includes cisgender, trans men and others who identity themselves within the gender identity of a man[3].

In this framework we also use the terms 'non-binary people' and 'gender diverse people', who may identify as non-binary, transgender, genderqueer, genderfluid or with any other term.

Council uses the language 'violence against women' to be consistent with Victoria's Free From Violence Framework, and Our Watch's Change the Story (second edition). This is in acknowledgement of the international use of this language (for example by the United Nations) and of the fact that women make up the overwhelming majority of victims of family and domestic violence and sexual violence. Council acknowledges that LGBTIQA+ communities experience similar levels of violence, perpetuated by similar drivers of violence as violence against women[4].

PERCEPTIONS OF
SAFETY IN MONASH

The perception of safety and actual safety influence all aspects of our daily lives, including where we live, recreate, socialise, learn, work and participate.
It influences our decision-making processes at the individual, family, community and societal level[5].

The 2019 Victorian Population Health Survey asked survey participants if they felt safe walking down their street at night. Data for this year is only available at the inner eastern Melbourne level, which consists of the cities of Monash, Boroondara, Manningham and Whitehorse. Inner Eastern Melbourne had higher perceptions of safety when walking down their street at night (57.3% "yes definitely", 23.1% "sometimes" and 17.3% "never, or not often") when compared with Metropolitan areas in Victoria (52% "yes definitely", 22.1% "sometimes" and 22.4% "never, or not often")[6].

In the recent Monash 2022 Annual Community Satisfaction Survey, questions about safety were asked, "On a scale of 0 (lowest) to 10 (highest), how safe do you feel in public areas in the City of Monash?" during the day and at night[7].

Almost nine in 10 respondents felt "very safe" in the public areas of the City of Monash during the day, up strongly from the 79.4% recorded in 2019. A little less than half (47.6%) of respondents felt "very safe" in the public areas of the City of Monash at night, attention is drawn to the fact that 9.8% felt "unsafe" in the public areas at night. This was a similar result to the 2019 result. It is noted, however, that women felt 10.4% less safe, than men, in public areas of the City of Monash at night. In other words, women were more likely to report feeling 'unsafe' in certain areas and public spaces within Monash at night, and these results are discussed further in the following section.

GENDER AND
SAFETY

Women's experiences and perceptions of safety in public spaces differ to men. The 2019 Victorian Population Health survey found that women In Inner Eastern Melbourne were more likely than men to report feeling less safe walking down their street at night. Less than half (43.6%) of women in Inner Eastern Melbourne felt "yes definitely" safe walking down their street at night, compared with nearly three quarters of men (74.1%). Furthermore, around a quarter (25.7%) of women said they felt safe "never or not often" when walking down their street at night, compared with only 7.9% of men in Inner Eastern Melbourne. Both women and men in Inner Eastern Melbourne felt safer walking down their street at night, compared with the same categories for Metropolitan areas in Victoria[8].

In summary, there were clear gender differences noted, particularly when respondents were asked if they 'felt safe walking alone at night'. On a scale of 0 (very unsafe) to 10 (very safe), 6.72 out of 10 women surveyed in the 2022 Monash Community Satisfaction Survey, reported feeling 'safe' when walking in public areas of Monash at night, compared with 7.5 out of 10 for men[9]. The Monash Community Survey '2021 and Beyond' (2017), found that women were more than twice as likely as men, to feel unsafe when walking alone in the local area at night (46% and 20% respectively)[10]. Therefore, it is important to consider these differences when planning and designing public spaces, by applying an intersectional gender lens to meet the needs, and concerns of women and non-binary people. This in turn, helps to create safe and inclusive spaces for everyone[11].

WHAT THE COMMUNITY
TOLD US

In the 2021 Monash Health and Wellbeing Survey, respondents were asked to rank their three most important health priorities from each of three lists under the headings; 'Active and Healthy', 'Engaged, Confident and Connected', and 'Safe and Respectful'.

Preventing family violence and violence against women was the top priority selected under 'Safe and Respectful' and the third highest priority overall, chosen by 159 people or 42% of respondents[12].

In the recent 2022, Monash Community Satisfaction Survey, residents identified that **perceptions of safety at night** as a high priority for the community. In response to the question about 'reason(s) for feeling unsafe in public areas in the City of Monash', perception of safety at night was selected by 39.7% of respondents, followed by crime and policing, selected by 20.5% of respondents, and issues with people - gangs, youths 'louts', selected by 16.4% of respondents[13].

In 2020 and 2021, the response of 'safety, policing and crime' were halved at 3.2% in 2020 and 3.1% in 2021 and it was the ninth most selected issue in 2021. Note: responses may have been influenced by both the pandemic restrictions and the change of survey engagement to telephone interviews rather than in person interviews[14].

In the municipal-wide planning survey, the Monash Health and Wellbeing Survey (2021), community safety was the eighth most important health and wellbeing priority as deemed by survey participants[15]. This is consistent with previous surveys that found community safety is given high priority by the community, and is considered fundamental to health and wellbeing and the enjoyment of community life in Monash[16].

In early 2022, Monash conducted a series of community consultations with the LGBTIQA+ community. During these consultations, safety was highlighted as a key theme and priority area for the LGBTIQA+ community, with almost half of respondents (43%) felt that LGBTIQA+ people were likely (37%) or extremely likely (6%) to experience discrimination, harassment or exclusion in Monash. The following quote from a focus group participant highlights the issue of safety in Monash **"I still don't feel as comfortable holding my partner's hand in public vs in some other inner city areas of Melbourne"**.

THE ROLE OF
LOCAL GOVERNMENT IN VICTORIA

In accordance with the Local Government Act 2020, the Gender Equality Act 2020, and the Public Health and Wellbeing Act 2008, the core function of Local governments is to represent the needs of the community and improve the overall quality, health and life of the community[17]. Local governments play an essential role in building strong and safe communities through:

- Creating safe, active, healthy and engaged environments and public spaces

- Providing a broad range of community services and programs including: social planning; public health, health promotion; maternal and child health services and immunisation; environmental design; planning permits, land use and zoning; waste management; provision of street lighting; parks and reserves; libraries; sporting and leisure facilities and public events management[18]

- Conducting Gender Impact Assessments on all policies, services and programs that have a direct and significant impact the community – this includes applying an intersectional gender lens to the design and maintenance of public places and spaces

- Conducting ongoing community consultation for planning, program and city development

- Innovative urban design to create and promote safe, inclusive and inviting spaces

- Conservation of bushland reserves and wetlands, and maintaining parks, gardens and playgrounds[19]

- Collaboration with partner agencies and community stakeholders to strengthen crime prevention and law enforcement through sharing of local knowledge and approaches

- Research and delivery of evidence-based local programs for population health, social and safety priorities.

OUR PRIORITIES
2022-2026

ONE:
SAFE AND RESPECTFUL COMMUNITIES

TWO:
PARTNERSHIPS AND LEADERSHIP

THREE:
ENGAGED, CONFIDENT AND CONNECTED COMMUNITIES

The following section provides a detailed description of our priorities that are underpinned by seven principles.

SAFE AND RESPECTFUL COMMUNITIES

PRINCIPLE 1:
Ensuring the Safety of Women, Girls and Gender Diverse People and Promotion of Gender Equity

Monash Council is strongly committed to ensuring the safety of women and girls and non-binary people, and the prevention of violence against women, girls and gender diverse people, including the prevention of family violence and the promotion of gender equity.

People of different genders have different experiences when it comes to safety in public spaces, including their perceptions of safety. The results from the Monash Community Survey '2021 and Beyond' (2017) found that women were more than twice as likely as men to report feeling unsafe when walking alone in the local area at night (46% and 20% respectively)[20]. The feeling of being safe in a public space is determined by the physical environment (e.g. infrastructure, such as, lighting, visibility, wider footpaths, accessibility and line of sight), social factors (e.g. presence of different groups of people. Fundamentally, it is the presence of people and activities that makes a place feel safe) and personal experience (e.g. positive feelings about the space). Perceptions of a lack of safety in public spaces can make women, and gender diverse people feel anxious and less likely to engage in these spaces. This results in women missing out on the positive effects of public spaces on their health and wellbeing. Thoughtful design can help to address the barriers to women's participation in public spaces, and assist in transforming a space into one that is used by women, girls and families.[21]

GENDER EQUITY

Gender equity is a human right, and a leading health priority as it has a significant impact on society. Gender inequality in itself has significant economic and social costs, as well as being a precondition to violence against women.

As the level of government closest to the community, Council is well placed to combat gender inequality because of the wide range of services and programs that we provide. We connect with members of our community from the

time they are born (through our Maternal and Child Health Service) through their growth (in playgroups, kindergartens, sports clubs, and youth services) and at different life stages (parenting and positive ageing programs). As a result, we are well placed to work with our community and have a meaningful impact on gender equity and build capacity across different settings.[22]

INTERSECTIONALITY

Intersectionality refers to the ways in which different aspects of a person's identity can expose them to many forms of discrimination and marginalisation[23]. Gender inequality may be compounded by other forms of disadvantage or discrimination on the basis of sex and gender such as age, disability, ethnicity, gender identity, race (including Aboriginal and Torres Strait Islander descent), religion, and/or sexual orientation.[24] An intersectional approach to the safety of women and non-binary people, can help us to design public spaces and develop programs that take into consideration that women's identities are made up of many interrelated attributes that can lead to negative experiences of discrimination, disadvantage, and marginalisation.[25] Council will strive towards creating spaces, programs and events that engage diverse groups of people, and increase women's participation in all forms of community life.

Monash Council has an ongoing commitment to gender equity, and ensuring the safety of women, girls and non-binary people, as well as the prevention of violence against women and family violence. The following projects provide examples of evidence-informed primary prevention strategies.[26]

GENDER IMPACT ASSESSMENT (GIA)

Under the Gender Equality Act 2020, Council is required to conduct gender impact assessments (GIAs) for all policies, programs and services that have a direct and significant impact on our community. A GIA is a process of critical reflection, to analyse and assess how our work might be experienced, or affect women, men and gender diverse people differently. Because there are significant gendered differences in safety and perceptions of safety, it will be critical that Council applies GIAs to our community safety work to ensure that we are meeting the needs of everyone in our community.

YOURGROUND

The YourGround Victoria project is a social research project that surveys women and gender diverse people to map their perceptions of safety when exercising and recreating for health and wellbeing in Victoria's open spaces, including those of the City of Monash. It is a collaboration between the Monash University XYX Lab and CrowdSpot. The project took place within the context of COVID-19 and was conceptualised to understand equity and access to, and use of, public spaces, particularly for exercise and recreation during the periodic lockdowns across Victoria. The data will help to inform future recreational and safety planning for the City of Monash.[27]

Feeling Safe in Public Places: Co-designing community safety strategies in Local Government Areas

Monash University, in partnership with Monash, Melton and Wyndham Councils, has been successful in receiving $296,944 as part of the Community Crime Prevention Program fund. The project aims to create an evidence base of women and migrant's experiences of safety that can lead to effective crime prevention practices that

are place-based and socially and culturally relevant. It is a two-year project (June 2021-May 2023) that will develop innovative place-based strategies that enhance feelings of safety and inclusion and prevent crime and victimisation in public spaces for women and migrants in Victoria.

A co-design approach will be taken bringing together representatives from local government and community sectors, including representatives from Monash, Melton and Wyndham Councils, welcoming cities, local business owners and local community members including women and migrants.

An accessible toolkit will be developed for all Victorian Councils and community organisations with recommendations on the process of working with diverse groups to understand and improve safe and inclusive neighbourhood spaces.

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

Monash City Council is committed to ensuring the safety of women and girls, in their homes and in public spaces, and the prevention of violence against women and family violence. The following programs were held throughout the City of Monash during the 16 Days of Activism.

In 2021:

- Lighting of the Monash Civic Centre in orange – the colour chosen by the United Nations as it symbolises a bright and optimistic future free from violence against women and girls

- Launched a social media campaign. This involved GEAC members sharing how they 'call it out', and sharing the Women's Health East campaign

- Held a free Active Bystander Training session for sports clubs

- Held a free public event with author Jess Hill (author of 'See What You Made Me Do")

- Held an internal program for Council staff, including 'conversations' with Council staff, with scenarios put to managers and coordinators to help teams reflect and prompt conversations.

In 2022:

- Lighting up the Civic Centre in orange throughout the 16 Days of Activism (25 Nov-10 Dec)

- A social media and communications campaign with the theme: Respect Women: Call it Out!

- Monash Staff Walk Against Gender-Based Violence: staff and volunteers walked from the Civic Centre to Bogong Avenue Reserve on Wednesday 30 November and stood together in a campaign against family and gender-based violence

- Monash Men's Shed were invited to support the Monash Staff Walk Against Gender-Based Violence event and host a BBQ lunch

- Monash Libraries held community events that promote respect, and inclusion. Examples include: storytime for families, children and young people, that promotes respect and care, or helping others and respectful relationships, and a film screening – as chosen by Libraries with a message about respect and breaking down gender stereotypes.

PRINCIPLE 2:
Creating safe, accessible and inclusive public spaces for everyone

Council is committed to creating safe, accessible and inclusive public spaces where everyone feels safe and engaged in their local community.

Safety is an important consideration of all planning and design of all open and public spaces[29], with careful consideration for the needs of children and families, parents and carers, women and gender-diverse people, our First Nations people and communities, as well as people living with a disability, and our older residents. This may include small gestures and additions to our open spaces such as stencilling the LGBTIQA+ rainbow flag or the Aboriginal flag onto pavements, or on the side of playground areas, or play equipment,[30] to show respect and acknowledge that our spaces are welcoming and inclusive of everyone.

Examples of programs that take into consideration these special and individual needs include: forums inviting our older residents to raise awareness about online safety, eCrime and fire safety; water safety days run in partnership with Active Monash; family fun days, community gatherings and workshops; safety talks in language; storytime and film screenings at Monash Libraries, a variety of cultural celebrations and multicultural days celebrated throughout the year; 16 Days of Activism Against Gender-Based Violence and International Women's Day.

Safety is an important feature of all public spaces, and this may include various infrastructure considerations such as; widening footpaths, improving visibility and accessibility, clear line of sight to buildings and playground areas, and appropriate lighting. Some physical considerations to improve perceptions of safety may include; the removal of graffiti, the addition of art murals and public (where appropriate) and clean, presentable and accessible public places across the City of Monash.

PRIORITY TWO:
PARTNERSHIPS AND LEADERSHIP

PRINCIPLE 3:
A Collaborative, Integrated Approach

A safe community is one where all sectors of the community work together in a coordinated and collaborative way, forming partnerships to promote safety, manage risk, increase the overall safety of all its members and reduce the fear of harm.

Monash Council is committed to working with our community, emergency services and agency partners to continue to create safe neighbourhoods, and public spaces where people feel happy and empowered to lead fulfilling lives.

The City of Monash will strive towards an integrated, whole-of Council approach to community safety, and take a leadership role in integrated community safety, including; community consultation, planning, policy development, program delivery, service provision, partnerships and advocacy. Through the application of this framework it is the expectation that community safety is prioritised in all current and future Council planning, strategies and activity.

PRINCIPLE 4:
Strengthening Partnerships

Monash Council is committed to working in partnership with our community organisations and agency partners, local, state and federal government departments, local schools, community centres, neighbourhood houses and emergency services, to create and maintain safe neighbourhoods and public spaces, and to positively promote community safety through Community Safety Month in October. We advocate and run campaigns such as International Women's Day and 16 Days of Activism in November and a variety of community safety events, programs and Council communications. Council will work collaboratively with the community and a diverse range of partners and services, to develop positive and integrated solutions to respond to community safety priorities and needs.

PARTNERSHIP WITH LOCAL COMMUNITY ORGANISATIONS AND AGENCIES FOR THE PREVENTION OF GENDER-BASED VIOLENCE

We work collaboratively with a variety of local community agencies and organisations, with a focus on the prevention of gender-based violence including the promotion of support and resources available through

(Inner East). As well as partner with EDVOS to deliver the 3R's of Family Violence Training: To educate communities on how to respond appropriately to disclosures, and support someone experiencing abuse using the 3R's: Recognise, Respond and Referral. As well as working with Safe and Equal on advocacy and campaigns that promote Respect and an Active Bystander approach to eliminate gender -based violence. The 2022 campaign for the 16 Days of Activism is Respect: Call it Out! This is aligned with the Safe and Equal campaign, and Council's commitment to end gender-based violence and promote respect for everyone in our community.

PARTNERSHIP WITH MULTICULTURAL COMMUNITIES AND DIVERSE COMMUNITY GROUPS

Council will work towards developing long standing partnerships with our multicultural communities and diverse community groups, to deliver activities and programs that support our diverse community in Monash. These include community safety talks, community gatherings, lunches, family fun days, and cultural celebrations, that aim to connect, engage and empower individuals and communities and ensure the health, safety and wellbeing of everyone in Monash. Examples include; Annual Eid Celebration and Safety Forum, Chinese New Year celebrations. Diwali Festival, Family Fun Day, Networking Events, markets and community festivals.

## PARTNERSHIP WITH VICTORIA POLICE AND EMERGENCY SERVICES

Building and maintaining partnerships with Victoria Police and emergency services including local fire SES and ambulance services is a priority for Council and helps to connect our community with local emergency and support services. Emergency services play an important role in keeping our community safe and we will strive towards working in partnership with all emergency services, to run community safety events including Family Fun Day and Safe Plate, to develop crime prevention programs that aim to reduce crime and ensure a safer community, and to deliver and workshops and forums that cover a variety of safety topics.

PARTNERSHIP WITH NEIGHBOURHOOD WATCH MONASH

Neighbourhood Watch (NHW) Monash aims to promote safety in the community, provide safety information and strengthen partnerships with local community representatives and local police. The NHW Committee includes NHW volunteers, Council and Police representatives. NHW Monash, hold regular meetings, produce community newsletters and are involved in many community safety programs and activities.

Council will work in partnership with Neighbourhood Watch Monash and Victoria Police to promote safety initiatives and programs and encourage community participation in building safe and confident communities, and work in partnership to deliver community safety and crime prevention projects, programs and events.
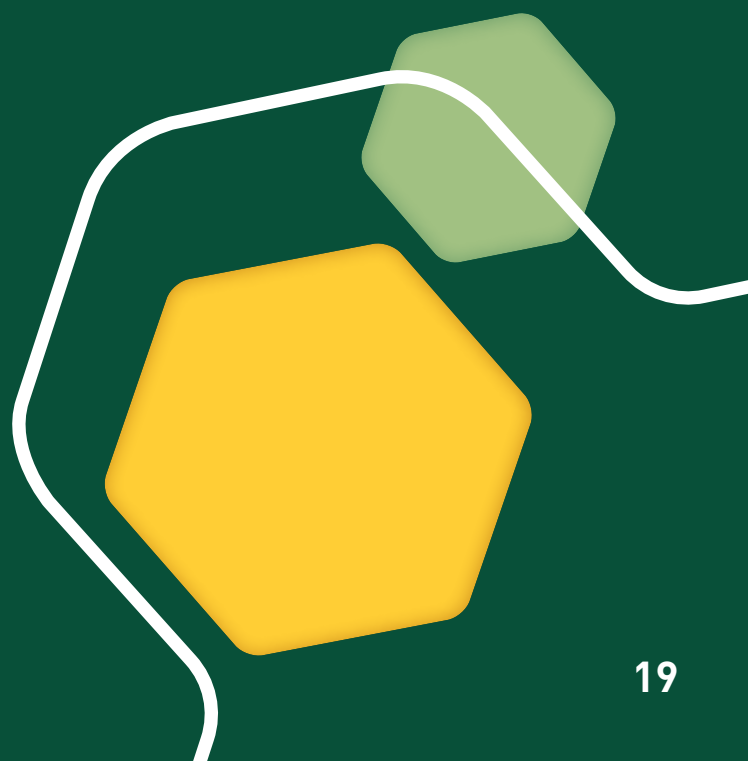
ENGAGED, CONFIDENT AND CONNECTED COMMUNITIES

PRINCIPLE 5:
Community Safety Initiatives that Empower and Inspire

Monash Council is committed to developing community safety programs that connect, empower, and inspire. The following examples highlight the events and programs that Council has and will continue to deliver to increase perceptions of safety in our community and raise awareness about important safety issues and connect our community with local emergency and support services across the City of Monash.

MONASH COMMUNITY SAFETY MONTH (OCTOBER)

Community Safety Month is held across Monash every October and reminds us that we all have a role to play in keeping our community safe. There are many fun, interesting and practical safety events, forums and community get-togethers, as well as online safety forums (where appropriate), for the Monash community to participate in. Monash Council is committed to working in partnership with community organisations and agency partners, local, state and federal government departments, local schools, community centres, neighbourhood houses and emergency services, to create and maintain safe neighbourhoods where people feel happy and empowered to lead fulfilling lives. Below are examples of events and programs that have been held across the city of Monash as part of Community Safety Month - October. Community Safety Month coincides with Seniors Month and Festival and Children's Week every year in October.

- Gender Diversity and Safety Forum
- 3R's of Family Violence Training with EDVOS: Recognise, Respond, Refer and learn how to support someone experiencing abuse
- Teddy Bear Search and Rescue Mission with Ambulance Victoria
- Seniors Festival and Confident Living workshops
- What's in a Police Car? What's in an Ambulance? Q&A for Kids!
- Storytime for families: Respect and Helping others
- Body Safety for Children

- Online Safety for grandparents and carers
- Gambling Harm and Young People – A Panel discussion
- Home Fire Safety with Fire Rescue Victoria
- Water Safety Program for Parents/Carers and Families
- Online Safety and eSafety Forums
- Shocktober - Restart a Heart Forum

- Bike Safety Check Day
- Coffee with a Cop with Victoria Police
- Safe Plate Day with Neighbourhood Watch Monash.

GENDER AND SAFETY PROJECTS AND INITIATIVES

PRINCIPLE 6:
Positive Perceptions of Safety in Monash

URBAN, OPEN SPACE DESIGN AND ENVIRONMENTAL DESIGN

Council will regularly consult with the community to identify community safety needs and priorities and to ensure that the planning and design of our open spaces are accessible and safe for everyone. This involves regularly collecting and analysing community safety information through community surveys and innovative projects such as; YourGround, that work towards creating safe, attractive and well-lit spaces. For example; by increasing lighting in some areas of Monash, to help women and gender diverse people feel safe when walking alone at night, and by maintaining clean and presentable open spaces and removal of graffiti to increase perceptions of safety and to create public spaces that feel safe, accessible and welcoming. Thoughtful design can help to address some of the barriers to women's participation in public spaces. Overall, designing public spaces with consideration for the needs of women and gender diverse people, will result in more equitable use and will impact positively on the experiences of those who engage and interact within those spaces.

Council will lead the way in creating safe physical, urban and natural environments through adherence to Safer Design principles including Crime Prevention Through Environmental Design (CPTED) where residents feel safe, and inspired to actively participate in community life and to go about their daily activities.

GRAFFITI REMOVAL AND EDUCATIONAL PROGRAMS

Monash Council is committed to improving and maintaining clean and presentable paths, laneways and open spaces and will work towards the removal of graffiti in these spaces, and strive to develop partnerships with schools, youth services and education providers to educate young people about the impacts of graffiti and raise awareness on this issue, as a preventative measure.

Council will continue to work with local artists to develop artistic murals in graffiti prone areas. As part of our strategy to promote respect and inclusion, we will invest in a variety of artistic murals, including Indigenous artwork.

PRINCIPLE 7:
Education and Innovative Solutions

SAFETY FORUMS AND WORKSHOPS

Council will work in partnership across various departments, agencies, schools and emergency services to deliver workshops and forums that provide important safety information, examples include; Fire Safety in the Home general safety tips in public spaces, Online safety and Scams, Gender Equity and Safety.

MONASH COMMUNITY SAFETY WEBPAGE

Council will develop a new safety webpage that can be accessed from the City of Monash homepage that provides important, up to date safety information and resources, including; home safety, fire safety information and staying safe in heatwaves, floods and storms, as well as emergency services contacts and community agencies that can provide support and assistance for mental health, crisis support and family/domestic violence support.

EVALUATION

Council will evaluate crime prevention programs, safety events and initiatives to ensure that they are inclusive, and meet the needs of the community and effective and successful in supporting the community and promoting community safety across Monash.

FRAMEWORK GLOSSARY

Our Community Safety Framework contains terms that may be unfamiliar to some readers. While we have provided definitions for some common terminology, we acknowledge that people have different definitions and language continues to evolve in this space and no list could truly ever represent the full range of possibilities that exist when it comes to talking about the individual experiences that people have. For a detailed and up to date description of terminology, however it is recommended that readers refer to ⊕ www.vic.gov.au/inclusive-language-guide

Community Safety: safety is an important determinant of health and wellbeing. When people feel safe within their communities, they are more likely to connect with friends, engage in community life and social activities. Neighbourhoods which are perceived as safe, inspire community activity and participation, physical activity and community connectedness.

Gender: for a detailed and up to date description of this term, it is recommended that readers refer to ⊕ www.vic.gov.au/inclusive-language-guide

Transgender diverse: for a detailed and up to date description of this term, it is recommended that readers refer to ⊕ www.vic.gov.au/inclusive-language-guide

Gender Equality: equality of rights, responsibilities, and opportunities of and for women, men, and gender-diverse people. Equality does not mean that women, men, and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their sex or gender.

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

Gender Impact assessment (GIA): A way of considering a policy, program, or service and how it may affect people differently on the basis of their sex and gender. Applying a GIA assists Council to amend our policies, programs, and services to better meet the needs of our community. It is also a legislative requirement under the Gender Equality Act 2020 for those policies, programs, and services that have a direct and significant impact on the public.

Intersectionality: A concept that acknowledges that gender inequality based on sex and gender may be compounded by other forms of disadvantage or discrimination on the basis of characteristics such as age, disability, ethnicity, gender identity, race (including Aboriginal and Torres Strait Islander descent), religion, and/or sexual orientation.

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MONASH CIVIC CENTRE

📍 293 Springvale Rd,
Glen Waverley

⏰ 8.30am-5pm (Mon-Fri)

OAKLEIGH SERVICE CENTRE

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Oakleigh

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📞 9518 3555

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