

# Darebin White Ribbon Action Team Achievements Report 2009

*A community free of violence against women*



International Day for the Elimination of  
Violence Against Women

25 November



## Vision

**A community free of violence against women.**

## Values

### **Equality**

- Everyone is treated with respect and all contributions are valued.
- Regardless of gender or position in Council.

### **Respect**

- Listening – everyone has a right to be heard.

### **Collaboration**

- Important to work together, across all levels of Council and with community.

### **Accountability**

- The group will be accountable to women.
- The group will be accountable to each other.

### **Responsibility**

- Responsibility to actively participate in the group.
- Responsibility for own actions.

### **Willingness to learn / innovation**

- Open to learning and building own capacity.
- Looking for new ways to do things and new ideas.

## International Context

The White Ribbon Campaign began in Montreal Canada in 1991 by a handful of men in response to one man's massacre of 14 women. These men felt a responsibility to urge men to speak out against male violence against women. They did this through wearing a white ribbon as a symbol of men's opposition to violence against women.

In 1999, the United Nations General Assembly declared November 25 the International Day for the Elimination of Violence Against Women and the White Ribbon has become the symbol for the day.

The campaign has grown to be the largest effort in the world of men working to end violence against women and in 2008, is a growing campaign in fifty-seven countries around the world. More information is available at [www.whiteribbon.org](http://www.whiteribbon.org)

## Australian Context

In 2000, the Commonwealth Government Office for Women ran awareness activities on the International Day for the Elimination of Violence Against Women, November 25.

In 2003, the Australian branch of the United Nations Development Fund for Women, UNIFEM, began a partnership with men and men's organisations to make this a national campaign. Ten thousand white ribbons were distributed in Australia in 2003.

In 2009, hundreds of thousands of white ribbons were worn by men and women across Australia and the campaign continues to go from strength to strength. More information is available at [www.whiteribbonday.org.au](http://www.whiteribbonday.org.au)

In 2009, two significant government strategies were released. The Federal Government launched the *National Plan to Reduce Violence Against Women and their Children 2009-2021*, and the Victorian Government launched *A Right to Respect: Victoria's Plan to Prevent Violence Against Women 2010-2020*. These plans identify local government as a critical setting for action.

## Darebin Context

Darebin City Council has sold white ribbons at its Customer Service Centres since 2005. In 2007, thanks to a Helen Macpherson Smith Trust grant, Council employed a project worker to promote the role of local government in preventing violence against women. A White Ribbon breakfast was held for Council staff and fourteen men attended to learn more about the campaign. It was through this small event big things have grown – once awareness and interest sparked, men came forward to seek opportunities to engage in activities that enabled non-violent men to be part of the solution.

The Darebin White Ribbon Action Team formed in May 2008. Membership has grown strongly since then, with 17 members who attend monthly meetings and another 12 who are part of the email network.

In 2009 Council funded a new initiative for a dedicated Preventing Violence Against Women Officer, 0.4 EFT 2009/10-2011/12. Darebin was also successful in attracting VicHealth funding for two full-time projects: the State-wide Local Government Networking and Capacity Building Project to Prevent Violence Against Women, and the Northern Interfaith Respectful relationships Project.

As this Achievement Report shows, the Action Team has completed a huge number of activities over the last two years and significantly raised the profile of this issue.

# The White Ribbon Journey at Darebin 2005-2008

## 2005

- Sale of White Ribbons at Customer Service Centres for 16 Days of Action.

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## 2007

- Sale of White Ribbons at Customer Service Centres for 16 Days of Action.
- 200+ people attend the launch of the Men's and Women's Family Violence Help Cards in October at Melba Spiegeltent in Northcote, with White Ribbons handed out as 'tickets' on entry to the event. White Ribbon Ambassadors, Leigh Gassner and Phil Cleary, amongst speakers.
- Faith leaders from the Darebin Interfaith Council sign Declaration Against Family Violence on White Ribbon Day.
- White Ribbon Breakfast held for Council staff. Fourteen men attended.

## 2008

- One male staff member who attended Darebin's White Ribbon breakfast in 2007 is inspired to establish the Darebin White Ribbon Action Team in May 2008.
- Two White Ribbon 'Not Violent Not Silent' breakfasts are held (August and October) in partnership with neighbouring Councils, VicHealth and Spectrum MRC. Over 200 community leaders attended each event to learn more about the White Ribbon Campaign.
- The Darebin White Ribbon Action Team organises a Council Departmental Challenge for White Ribbon Campaign 2008, whereby all Departments were set the challenge to participate in the campaign.

### Activities undertaken included:

- Sale of White Ribbons and wristbands at Customer Service Centres for 16 Days of Action, plus further awareness raising through local paper advertising, Council's 'on hold' message and website, and email communications from CEO.
- White Ribbon stall and Council staff March through Preston Market.
- Council staff Morning Tea and quiz.
- 'Not Violent Not Silent' magnets attached to garbage and other Council trucks for the 16 days of Action.
- 'Not Violent Not Silent' bookmarks distributed with all library books for the 16 days of Action.
- Four Darebin Council Officers become White Ribbon Ambassadors and thirteen Council staff and other Darebin leaders attend premier White Ribbon event at State Parliament.
- Northern Interfaith Leaders event held at MAYA Aboriginal Healing Centre, with two Darebin faith leaders and one Indigenous leader becoming White Ribbon Ambassadors.
- Hugely successful White Ribbon BBQ held at the Council Depot.
- Creation of a six foot wire White Ribbon.
- Staff evaluation of campaign participation and effectiveness.

## Major Achievements in 2009

- Councillors took the White Ribbon Oath and Cr Trent McCarthy became a White Ribbon Ambassador. Cr Gaetano Greco and Cr Tim Laurence included White Ribbon articles on their Darebin News pages (June 2009 and March 2010 respectively) and Cr Diana Asmar published a Mayor's Message on White Ribbon in the Leader Newspaper.
- Councillor and Officer were invited to present about White Ribbon to the VLGA Mayors' Retreat.
- The Darebin White Ribbon Action Team developed a Strategic Plan. This was endorsed at a board meeting of the Australian Local Government Association and circulated nationally as an example of promising practice.
- Council funded a dedicated Preventing Violence Against Women Officer, 0.4 EFT for three years.
- Darebin was successful in attracting VicHealth funding for two full-time projects: The State-wide Local Government Networking and Capacity Building Project to Prevent Violence Against Women, and the Northern Interfaith Respectful relationships Project. Darebin also secured funding for the Northern Region Family Violence Help Card Translation Project.
- Darebin was invited to join the White Ribbon National Leadership Group.
- Darebin's Youth Services representative was invited to Sydney to participate in White Ribbon Ambassador resource development process.
- A Councillor and four Council Officers nominated as Ambassadors (these include Cr Trent McCarthy and the Director Development and Amenity, Manager Major Projects and Transport, Acting Director Communities and Culture and a Youth Services representative)
- Gender equity was articulated in Darebin's *Council Plan 2009-2013*: "We will work to support the right of women to fully and equally engage and participate in the life of the community."
- Preventing violence against women was set as a priority in Darebin's *Community Health and Wellbeing Plan 2009-2013*. Strategy 1.3 states: "Integrate violence prevention activity across our organisation and in partnership with the community to reduce violence against women and children."
- A huge number of activities were undertaken as part of the White Ribbon Campaign, including community events, staff events and social marketing. Overall, the campaign events engaged about 700 community and staff members. For details of activities, see the attached Achievements Report.

## 2010 Actions

- Darebin staff contributed to the development of the new VicHealth Short Course to Prevent Violence Against Women, and it was piloted at Darebin in February. Four members of the Darebin White Ribbon Action Team plus another Council Officer attended.
- State Government Minister for Women's Affairs Maxine Morand will launch the new Northern Region Family Violence Help Cards in Darebin in April 2010.
- As part of the State-wide Local Government Networking and Capacity Building Project, Darebin will host a White Ribbon Gala Event this year, which will have a national audience.
- Darebin White Ribbon Action Team has planned a series of guest speakers to engage staff across Council, including Dr Melanie Heenan from VicHealth, Prof Bob Pease from Deakin University, and representatives from the Police, Berry Street, No To Violence and Heidelberg Magistrates Court.
- The Darebin White Ribbon Action Team will provide input into key Council strategies, such as the Leisure Strategy, Active and Healthy Ageing Strategy, Youth Strategy and Early Years Strategy.

## Aim 1: To strengthen Darebin City Council's capacity to end violence against women and embed prevention work in everything we do.

Actions:	Achievements 2009:	Actions 2010:
<b>1.1 Darebin White Ribbon Action Team (DWRAT) members to be available for advice and consultation to other staff.</b>		
A. Develop DWRAT profile on Council intranet by end of June 2009.	Achieved <ul style="list-style-type: none"> <li>Intranet page &amp; events listing.</li> </ul>	Maintain & update intranet site (PVAW Officer)
B. Promote and create opportunity for Ambassadors to spread message - human face to campaign in natural networks.	Achieved <ul style="list-style-type: none"> <li>Director Development &amp; Amenity and Employee Relations Consultant spoke at staff morning tea</li> <li>Manager Major Projects &amp; Transport spoke at March to Market and participated in WR National Leadership Group</li> <li>Darebin Parks Manager and Bushland Team Leader spoke at the depot BBQ</li> <li>Cr Trent McCarthy, Cr Tim Laurence and Rev Ian Smith spoke at Loudest Shout</li> <li>Ambassadors and Action Team members also spread message among colleagues, friends and family.</li> </ul>	Continue (all)
C. Create intranet resource library and central hard-copy archive.	Partially achieved <ul style="list-style-type: none"> <li>Hard-copy library has been started at the PVAW Officer's desk.</li> </ul>	Continue to build hard-copy library and create intranet resource library (PVAW Officer)
<b>1.2 To lead Council participation in the White Ribbon Campaign.</b>		
A. Develop White Ribbon program for Darebin for 2009.	Achieved <p>Overall:</p> <ul style="list-style-type: none"> <li>300 ribbons &amp; wrist bands sold</li> <li>250 White Ribbon Oaths collected</li> <li>700 people engaged in events</li> </ul> <p>Community events / activities:</p> <ul style="list-style-type: none"> <li>White Ribbon Loudest Shout (200 community members)</li> <li>White Ribbon March to the Market (50 staff, police and community)</li> <li>White Ribbon Leaders Lunch (190 leaders)</li> </ul>	Replicate and improve campaign (all)

	<p>from across northern region)</p> <ul style="list-style-type: none"> <li>• Market stall</li> <li>• Preston train station stall</li> <li>• Animated film at Northcote Town hall</li> <li>• White Ribbon Cricket Round</li> <li>• Ribbons for sale at Customer Service, community venues &amp; Koorie Night Market</li> </ul> <p>Staff events / activities / promotions:</p> <ul style="list-style-type: none"> <li>• Morning tea at Preston (50 staff)</li> <li>• BBQ at Depot (40 staff)</li> <li>• March to the Market</li> <li>• Information table at Men's Health Expo at Depot</li> <li>• White Ribbon Quiz (40 participants)</li> <li>• CEO email to staff</li> <li>• Posters in staff toilets</li> <li>• Post-campaign staff survey.</li> </ul> <p><b>ALSO SEE ACTION 2.2 – SOCIAL MARKETING</b></p>	
B. Develop coordination strategy.	<p>Achieved</p> <ul style="list-style-type: none"> <li>• DWRAT meeting held monthly</li> <li>• DWRAT Coordinating Group established and also met monthly</li> <li>• Coordinating Group membership expanded in 2010.</li> </ul>	<p>Coordinating group will continue to meet monthly</p> <p>Series of guest speakers and a monthly meeting plan is set for 2010</p>
C. Develop resource plan.	<p>Achieved</p> <ul style="list-style-type: none"> <li>• 0.4 EFT PVAW Officer funded by Council for 3 years</li> <li>• New Initiative Bid to extend this position has been submitted</li> </ul>	<p>Develop resource plan for 2010</p>
<b>1.3 To gain active participation in DWRAT from Council.</b>		
A. Seek continued executive support for DWRAT and the Strategic Plan.	<p>Achieved</p> <ul style="list-style-type: none"> <li>• DWRAT update presented to EMT and Council</li> <li>• DWRAT Strategic Plan endorsed by Council</li> <li>• CEO email to all staff about White Ribbon campaign</li> <li>• Councillors took the White Ribbon Oath</li> <li>• Cr Gaetano Greco included an article about White Ribbon in June 2009 Darebin News.</li> <li>• Cr Tim Laurence included an article about White Ribbon in March 2010 Darebin News.</li> </ul>	<p>Report on 2009 achievements and 2010 direction (Coordinating Group)</p>

<p>B. Invite male representatives from the Executive Management Team (EMT) and Councillors to join DWRAT.</p>	<p>Achieved</p> <ul style="list-style-type: none"> <li>• Cr Trent McCarthy became an Ambassador and joined DWRAT</li> <li>• Infrastructure Performance Executive Manager joined DWRAT</li> <li>• Director Development &amp; Amenity is part of the DWRAT Coordinating Group.</li> </ul>	<p>Continue to welcome and encourage participation (Coordinating Group)</p>
<p>C. Provide updates to EMT and Council twice per year.</p>	<p>Achieved (see 1.3 A)</p>	<p>Continue (Coordinating Group)</p>
<p><b>1.4 To develop policies and procedures that builds Council's capacity to prevent violence against women.</b></p>		
<p>A. To include activities that help prevent violence against women in individual branch service plans.</p>	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• Gender equity stated in Council Plan 2009-2013</li> <li>• Preventing violence against women and children set as priority in Community Health and Wellbeing Plan 2009-13</li> <li>• Staff Family Violence Policy being developed</li> <li>• Submissions made to the Leisure Strategy 2010-2020.</li> </ul>	<p>New PVAW Officer will continue to work across Council.</p> <p>DWRAT members will provide support, feedback and ideas.</p> <p>Particular areas will be discussed in DWRAT meetings, including Leisure Services, Arts &amp; Culture and Youth &amp; Children's Services.</p>
<p>B. Investigate the introduction of an E-Learning training module before the campaign period.</p>	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• Being considered by OD for roll-out in 2010</li> </ul>	<p>PVAW Officer to continue to work with OD</p> <p>DWRAT members to support roll-out</p> <p>PVAW Officer and OD to develop gender equity training program</p>
<p>C. To include materials on preventing violence against women in new staff induction resources.</p>	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• Currently being completed</li> </ul>	<p>Complete this in 2010 (PVAW Officer)</p>
<p><b>1.5 To seek and apply for funding opportunities to undertake prevention of violence against women activities across the whole of Council, including resources for projects and a dedicated Coordinating Officer.</b></p>		
	<p>Partially achieved</p> <ul style="list-style-type: none"> <li>• 0.4 EFT PVAW Officer funded by Council for 3 years</li> <li>• New Initiative Bid to extend this position has been submitted</li> </ul>	<p>External funding to be sought (PVAW Officer)</p> <p>DWRAT members to look out for opportunities</p>

## Aim 2: To develop partnerships and strengthen the community's capacity to end violence against women.

Actions:	Achievements 2009:	Actions 2010:
<b>2.1 To engage and recruit community Ambassadors, organisations and networks in White Ribbon Campaign activities, including:</b>		
A. Sports clubs and associations.	Partially achieved <ul style="list-style-type: none"> <li>North-Metro Cricket Association ran White Ribbon Round</li> <li>West Preston Lakeside Football Club attended Loudest Shout</li> <li>Coordinator Preventing Violence Against Women and Leisure Services Contract Manager presented at AFL Drivers meeting</li> </ul>	Embed in Leisure Strategy (PVAW Officer & Leisure Services)  Support Leisure Services to work with clubs & associations (PVAW Officer & all)
B. Business associations.	Partially achieved <ul style="list-style-type: none"> <li>Reservoir Village Traders sponsored Loudest Shout</li> <li>Bell City agreed to white ribbon flag</li> </ul>	Extend in 2010 (PVAW Officer & all)
C. Faith communities.	Achieved <ul style="list-style-type: none"> <li>Interfaith speaker at Loudest Shout</li> <li>Faith representatives at Loudest Shout</li> <li>Northern Interfaith Respectful Relationships Project funded by VicHealth</li> </ul>	Extend in 2010 (PVAW Officer & all)
D. Neighbourhood Houses and other community service organisations.	Partially achieved <ul style="list-style-type: none"> <li>Neighbourhood Renewal Men's Shed participants staged BBQ at Loudest Shout</li> <li>Darebin Community Health participated in Loudest Shout</li> </ul>	Extend in 2010 (PVAW Officer & all)
E. Early Years services and schools.	Yet to be achieved	Focus for 2010 (PVAW Officer & all)  Invite Early Years Services rep to DWRAT
<b>2.2 Social Marketing.</b>		
A. Increase awareness of support services available to men, women and children.	Achieved <ul style="list-style-type: none"> <li>Help Cards Translations Project almost completed</li> <li>White Ribbon marketing, such as library bookmarks, included information about support services</li> </ul>	PVAW Officer to work with direct service units across Council to increase community awareness  DWRAT members to promote help cards as opportunities arise

B. Hold a White Ribbon stall at the Preston Market to promote the Campaign.	Achieved	Repeat / modify (all)
C. Work with the local media to encourage maximum coverage of the White Ribbon Campaign.	Achieved <ul style="list-style-type: none"> <li>Media Strategy developed, local media contacted and four media releases distributed</li> <li>Article in Melbourne Times</li> <li>Article &amp; event brief in Leader</li> <li>Message from the Mayor in Leader</li> </ul>	Increase in 2010 (PVAW Officer)
	<b>Extra social marketing &amp; promotions achievements</b> <ul style="list-style-type: none"> <li>Cr Tim Laurence included an article about the Ribbon Oath in March 2010 Darebin News</li> <li>Magnets on garbage trucks</li> <li>Flag at depot and events</li> <li>Article &amp; event brief in 3 editions of Business Update newsletter</li> <li>Event listing in 4 editions of What's On Arts and Events</li> <li>Article in Access Update newsletter</li> <li>Article in Parents Voice newsletter</li> <li>Darebin Website – 3 new pages &amp; events listings</li> <li>On hold message</li> <li>Real estate boards</li> <li>Bookmarks at Darebin Libraries</li> <li>Posters &amp; flyers at wide range of venues</li> <li>Flyers handed out by yUTE Crew</li> <li>Loudest Shout promoted at Leisure Workshops</li> <li>Letterbox drop to Edwardes Lake Park area &amp; East Reservoir</li> </ul>	Replicate (PVAW Officer & all)
<b>2.3 To provide leadership and partnership through information, infrastructure and support.</b>		
A. Promote role of Ambassadors as advocates for the White Ribbon Campaign.	Partially achieved <ul style="list-style-type: none"> <li>Ambassadors were active in the campaign, but staff survey did not show high awareness</li> </ul>	Continue (all)
B. Provide advice and access to available resources to external groups/individuals.	Achieved <ul style="list-style-type: none"> <li>PVAW Unit have responded to many groups and individuals</li> </ul>	Continue (PVAW Officer & all)
C. Develop Darebin-specific information sheets to accompany International, National and State-wide White Ribbon Campaign	Achieved <ul style="list-style-type: none"> <li>Darebin White Ribbon Campaign summary distributed</li> </ul>	Refresh for 2010 campaign (PVAW Officer)

resources.		
D. Encourage community organisations, sports clubs and businesses to promote White Ribbon Campaign and sell White Ribbon merchandise.	Achieved – see Action 2.1	Increase in 2010 (all)  Seek inclusion of this action in the new Darebin Leisure Strategy 2010-2020 (PVAW Officer & all)
<b>2.4 To identify stakeholders interested in preventing violence against women to:</b>		
A. Bring together people who feel strongly about the issue and build capacity to speak with one voice.	Partially achieved <ul style="list-style-type: none"> <li>White Ribbon events &amp; DWRAT provided forums for people to network</li> </ul>	Continue to seek opportunities (all)
B. Develop network of interested partner organisations and participants.	Partially achieved <ul style="list-style-type: none"> <li>White Ribbon Community email list established late 2009</li> </ul>	Hold scoping meeting for potential Community Group with Banyule and Nillumbik (PVAW Officer & Coordinating Group)
C. Develop partnerships with other northern local governments to establish a regional White Ribbon Action Team.	Partially achieved <ul style="list-style-type: none"> <li>Northern Region White Ribbon Leaders Lunch held in November 2009</li> <li>Darebin's state-wide networking and capacity building project funded by VicHealth is increasing these partnerships</li> </ul>	Look at regional White Ribbon Action Team (Coordinating Group)
D. Explore establishment of local learning networks by bringing people together to learn and build capacity around the role of men in preventing violence against women.	Partially achieved <ul style="list-style-type: none"> <li>VicHealth PVAW Short Course piloted at Darebin in Feb 2010</li> </ul>	Organise guest speakers for DWRAT & community group (PVAW Officer & Coordinating Group)  Encourage further attendance at VicHealth PVAW short course (all)  Encourage VicHealth to develop model for White Ribbon Ambassadors (all)
E. Coordinate a 'whole of community' event (eg. March to Preston Market) to promote whole of community responsibility to end violence against women.	Achieved <ul style="list-style-type: none"> <li>White Ribbon Loudest Shout (many community partners &amp; 200 attendees)</li> <li>White Ribbon March to the Market</li> <li>Also see Actions 1.2 &amp; 2.2</li> </ul>	Replicate & improve (all)

## Aim 3: To build our own individual capacity to end violence against women.

Actions:	Achievements 2009:	Actions 2010:
<b>3.1 To develop strategies and confidence to help us to advocate and challenge violence supportive behaviour and attitudes.</b>		
<b>A.</b> Attend and contribute to the Darebin White Ribbon Action Team meetings.	Achieved <ul style="list-style-type: none"> <li>• Strong attendance at all meetings (average of 10 people at each meeting)</li> <li>• Strong participation in White Ribbon events (15 DWRAT members gave significant volunteer time)</li> </ul>	Continue (all)
<b>B.</b> Take ownership of being personally informed of the resources and tool kits available.	Partially achieved <ul style="list-style-type: none"> <li>• Majority of DWRAT members are aware of resources &amp; how to use</li> <li>• Four DWRAT members attended the VicHealth PVAW Short Course in Feb 2010</li> </ul>	Embed & extend this knowledge throughout 2010 (all)  Other DWRAT members to attend VicHealth PVAW short course in 2010
<b>C.</b> Develop scenario / role playing.	Yet to be achieved	Work on this in 2010 with an external expert (Coordinating Group)
<b>3.2 To identify opportunities to increase our awareness of the process of reporting and dealing with violence against women.</b>		
<b>A.</b> Invite guest speakers to address the Darebin White Ribbon Action Team.	Yet to be achieved	Guest speaker program planned for 2010 (Coordinating Group & PVAW Officer)
<b>B.</b> Arrange site visits by nominated members of the Darebin White Ribbon Action Team to institutions that deal with violence against women.	Yet to be achieved	Consider these excursions for 2010
<b>C.</b> Be alert to reported incidents of domestic violence and negative representation of women in the media.	Partially achieved <ul style="list-style-type: none"> <li>• Some mentions of media reports at meetings</li> </ul>	Discussion of media reports & case studies to be included as regular part of DWRAT meetings.

<b>3.3 To participate in opportunities to understand the dynamics and effects of violence against women.</b>		
<b>B.</b> Play an active role in the Darebin White Ribbon Action Team.	Achieved <ul style="list-style-type: none"> <li>• See action 3.1 A</li> </ul>	Continue (all)
<b>C.</b> Attend workshops / functions that raise awareness of violence against women and bring back key information to the Darebin White Ribbon Action Team.	Achieved <ul style="list-style-type: none"> <li>• Manager Major Projects and Transport attended National Leadership Group meetings</li> <li>• Six DWRAT members and Cr Tim Laurence attended the launch of the State Plan</li> <li>• Manager Major Projects and Transport and Coordinator Preventing Violence Against Women attended the White Ribbon Gala Dinner</li> <li>• Acting Director Communities &amp; Culture attended a lecture by Prof Bob Pease on men's role in PVAW</li> <li>• Youth Services Worker invited to participate in White Ribbon Ambassador resource development process.</li> </ul>	Continue (all)
<b>D.</b> Attend seminars and strategic presentations as appropriate.	Partially achieved <ul style="list-style-type: none"> <li>• Four DWRAT members attended the VicHealth PVAW Short Course in Feb 2010</li> </ul>	Continue (all)
<b>3.4 To adopt and apply the principles of the White Ribbon Campaign in our daily lives, leading by example as men, brothers, fathers, sons, partners and friends.</b>		
<b>A.</b> Promote the principles of the Darebin White Ribbon Day campaign within Council and to key stakeholders and the community.	Achieved <ul style="list-style-type: none"> <li>• All aforementioned achievements contribute to this</li> </ul>	Continue (all)
<b>B.</b> Encourage members of the Darebin White Ribbon Action Team to become Ambassadors.	Achieved <ul style="list-style-type: none"> <li>• Four DWRAT members and one Councillor are Ambassadors</li> </ul>	Continue to encourage DWRAT members to become Ambassadors, as they feel ready
<b>C.</b> Encourage ambassadors to make themselves available and play an active role within Council and the community.	Achieved <ul style="list-style-type: none"> <li>• Manager Major Projects &amp; Transport profiled in Respect &amp; Equity brochures and post cards by Maribyrnong City Council</li> <li>• Manager Major Projects &amp; Transport, Director Development &amp; Amenity and Youth</li> </ul>	Continue (Ambassadors)

	Services Worker interviewed for the animated film project.	
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	<b>Also see Action 1.1 B</b>	
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