

## Selection of ideas generated through Table Talk exercises:

### Northern Region Event – November 2009

#### TABLE OF HR / ORGANISATIONAL DEVELOPMENT PEOPLE:

- Promoting behaviour according to our corporate values
- Working top-down with leaders of organisation
- Building it with a performance
- Describing appropriately employee behaviours for code of conduct
- Not being afraid to use disciplinary procedures
- Development of family Violence organisational policy
- Reinforcing our duty of care to employees but also to community we serve
- Flexible work arrangements (especially working from home) Technology is a barrier
- A broader health and wellbeing program
- Some EAP policies do not extend to family members
- Health and wellbeing expo for staff
- Supporting employees through non-work related issues
- Welfare strategy on the bush fires revealed domestic violence
- Training is needed (particularly for line managers)
- Work-life balance arrangements (48/52 etc)
- A sector approach to this issue (and to men's health)
- Put the logo on our literature (the white ribbon logo)
- Our connection to community. We can write to sporting clubs etc.
- Council getting information out to community about this issue
- Teaching colleagues to have difficult conversations

#### TABLE OF INFRASTRUCTURE PEOPLE:

Develop Best Practice Guide and Principles

##### Public Toilets

- Good Facility design
- Sighting
- Embed WR filter in design
- Lighting
- Service standards
- Standard (good examples) Templates that work (i.e. Excel Loo)
- Visible entrances/passive surveillance
- Ask women!

##### Sports Facilities

- Consult female users

- Cubicles for showers
- Privacy
- Adequate change facilities for men and women
- Strengthen leases/licences to discourage negative behaviour and reinforce positive messages

#### Gender balance

- Rebalance “blokey” groups i.e.
  - Technical/ Engineering
  - Traffic Enforcement
  - Depot
- De-gender task allocations
- Office layouts

#### Facility design

- Include women in consultation
- Sport Rec UTC advice
- Safety by Design
- Service standards
- Opening/ Closing
- Cleanliness

#### Increase Awareness

##### Speakers at Council functions/places

- Morning Tea
- Lunches
- Induction
- Ambassador etc
- Andrew O’Keefe to visit Council depots
- T-shirts
- Message on council vehicles
- Build individual/team capacity

## **Western Region Event – July 2010**

#### **TABLE OF COUNCILLORS:**

- On White Ribbon Day – first Council Meeting – Swear Our Commitment
- Requirement / negotiation by Councillors to encourage sporting clubs and various sporting codes. Hosting Community forums.
- Integrate into various community organisations. Take motion into Council. Representing as a collective body of Councillors – advocating for a uniform approach. Encourage Council Officers to integrate into their work. Connect with Community Houses and lead and encourage cultural change.
- Look at every policy and plan for opportunities to integrate the prevention of violence against women message and develop concrete strategies. \*\*Seeps through gradually\*\*\*

- Capture what each Council is doing and compare notes between Councils to encourage the development of a comprehensive range of strategies that can be adopted by all Councils. WITH STRONG KPIs.
- Councillors to take on a proactive leadership role by actively speaking at Community forums.
- Research and evaluation is vital.

**TABLE OF CHIEF EXECUTIVE OFFICERS:**

- Family friendly work life balance for men
- Employers to give fathers opportunities to be involved with children's school activities.
- Sharing of responsibilities. (5)
- Run parenting program to ensure families educate their children in a non-stereo-typical way.
- Preventing Violence Programs in school for young men.
- Increase male teachers as role models.
- Use of language in workplaces to be respectful of women whether they (women) are present or not.
- Staff to feel comfortable to speak out against disrespectful attitudes and behaviour.
- Youth education programs (5)
- Challenging men's behaviour to be seen as an acceptable demonstration of leadership. (5)
- The equal opportunity for women in the workplace report (6)
- Ensure that people are compliant to it. (Accountability measures for non-compliance).
- The Childcare Hub – Western Bulldogs is an example of a football club embedding women and children into their football environment. (7)

**TABLE OF HR / ORGANISATIONAL DEVELOPMENT:**

- Continuing the conversation in the workplace (4,5)
- Starting a White Ribbon Action Team in Councils that do not already have an Action Team – What a great aspiration this would be if all seven Western region Councils did this! 7,4,3,5
- Have activities throughout the year – 'Every Day is White Ribbon Day' 4,2
- Planning activities about how we can spread the PVAW message. (i.e.. Guest speakers, magnets for trucks etc) 4
- As property managers, further build on the relationships with sporting clubs – share information and tools about PVAW and RSA (1,4,2)
- Strategic plans that gain support from Councillors and Senior Management (2,7,1,5)
- Providing information and support to staff through HR functions, EAP Programs, links for resources on intranet (4,3,7)
- Cross council approach – having representatives from all across Council business areas. (2,4)
- Looking for further opportunity to promote the message – i.e. Staff Payslips (4,2)

**TABLE OF LIBRARIES AND ARTS PEOPLE:**

- Establish permanent information displays at libraries, instead of just during WRD. Include information about how to get help if you are in a violent relationship, know someone who is etc. Information to be

available in a range of languages. – It would also be important to have this type of information at universities particularly for international students.

- Use digital media -
  - i. Use Council websites to engage the wider community ie. Have something permanent on websites
  - ii. Have messages on service TVs
- Give out WRD bookmarks at libraries (discussion for Maribyrnong to circulate temple)
- Make use of Women's Health West resources (also available in other languages)
- Hold public forums where young people can get involved – and teach them about respectful relationships – this could be done in a creative way.
- Develop a creative response to PVAW – have an artist work with women and maybe men – with a focus on resilience. Perhaps public art?

#### **TABLE OF INFRASTRUCTURE PEOPLE:**

Planning for buildings to consider gender equity requirements. For example:

- Sporting facilities
- Cubicle showers
- Replace urinals with Water Closets (WCs)
- Unisex toilets
- Women involved in planning
- Information to architects regarding gender design guidelines
- Multi-use/Multi-share design of facility and not focussed on reinforcing norms (i.e. – family friendly design). eg, playgrounds in car park facilities etc

### **Eastern Region Event – July 2010**

#### **TABLE OF COUNCILLORS AND CHIEF EXECUTIVE OFFICERS:**

- Gender audit of sporting clubs
- Exploring gender roles with new parents – Whitehorse Council partnering with community health – tackling the contributing factors to Violence Against Women. Program integrated with Maternal and Child Health – Baby Makes 3
- Take the Respect line to broaden it out to address the issue at the root cause.
- D.V. Network – ensure that each Council has one OHS reps from Staff, Councillors and key partners.
- KNOX Accord type model. Working on definition – raise awareness about the emotional, financial, sexual – not just physical – aspects of violence against women.
- Council distribution of fact sheets to raise awareness in Communities – in monthly magazine.
  - These are the steps to leave.
  - Fast Facts
- Encourage mixed groups in sporting clubs – generating respect, family friendly environments, and specific distribution of info

**TABLE OF ECONOMIC DEVELOPMENT PEOPLE:**

- Advertising at pubs
  - tackling alcohol campaign – using something similar – build toolkits
- Creating communities for “heroes”
- AWARDS / rewards for speaking out against violence
- Sport is key – using/recognising Eastern Region – using local champions.
- Saturation – making it real for everyone
- Community awareness is critical
- What to look for
  - more need to know what the local indicators are
  - how to ask the “awkward questions”
- Primary school – great setting for young mothers – links to fathers.
- School Councils – families/parents – “seminars after school”
- Workplaces
  - only opportunity for many women
  - workshops intend staff awareness sessions
  - Link with WorkSafe – making it mandatory for workplaces – making it an OHS issue.
- Scouts – young male communities
- Rotary – plays an important role
- Education
  - school / children
  - messages through families / link to parents
  - more open forums
  - school curriculum
- Economic development
- WRD
  - presence in streets
  - WRD Ambassadors
  - awards
- Building awareness about what is available.
- Importance of social marketing campaigns key – like “MOVEMBER”
- Accessing broader manufacturing industries.
- EXPO – linking in to opportunities
- Marketing – social – cultural tool.
  - Alcohol ad as a key example building skills in de-escalating
- Community Education/awareness raising
  - reflections and focus points
  - resourcing for understanding

## Northern Region Event – November 2010

### TABLE OF PLANNING (STRATEGIC, LAND USE & ENVIRONMENTAL) PEOPLE:

- Dedicated officer within Council
- Planning – check for ‘safe’ designs – no dark places
- Bringing message to community – billboard – marketing collateral – demonstrating leadership
- Adapting ‘Gateway signage’ - White Ribbon Logo etc
- Making one main road ‘White Ribbon Road’ – Bell st etc – White Ribbon Area – similar to neighbourhood watch
- ‘Drop-in-centre’ within Council facility – designated Council officer to offer support
- Use youth centres as a mechanism to promote PVAW
- Dedicated education/engagement with community award PVAW
- Taking opportunity to speak to people – challenge ourselves to do something
- Get buy-in from senior management/executive
- Speakers from experiential background to speak about the issue
- Embed primary prevention actions into everyday operations
- Promote respectful relationships
- Training for young people around respect
- TV advertisement in similar vein to workcover ads

### TABLE OF RECREATION AND LEISURE PEOPLE:

- Improve partnerships with community
- Engagement/use of stories/people
- Sporting clubs – levers
- Partnerships across Councils
- Surf Coast model in EBA
- Increased info and resources for men’s services and behaviour change
- Promotion of help cards
- Personal connection
- ‘Not an add on’ – make a priority part of core business
- Funding in Local Government for new projects
- Better coordinate Council activities
- CEO to host a forum – PVAW Network
- Dinner – partners
- Evaluate what is already happening and working
- Keeping it simple, making it personal – emerging behaviour
- We’re not asking your organisation to do something, we’re asking you