

**WE NEED TO TALK**  
**PREVENTING VIOLENCE**  
**AGAINST WOMEN STRATEGY**  
2013-16





# A CITY FOR PEOPLE

We support our community members - whatever their age, sex, physical ability, socio-economic status, sexuality or cultural background - to feel like they can be active, healthy and valued. We plan and design for our growing city, including safe, healthy and high-quality public spaces.

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# A MESSAGE FROM CITY OF MELBOURNE



In June 2012 the City of Melbourne joined the global campaign to stop violence against women by becoming a White Ribbon City.

Our next step was to adopt a strategy for the prevention of violence against women. We Need to Talk: Preventing Violence Against Women Strategy 2013-16 sends a very clear message out into the community: violence against women is intolerable in any form, and we as a city will do everything we can to stop it.

Statistics show us that men's violent behaviour towards women in Australia is rife: one in three women experience physical violence, just over one in five women experience sexual violence and around 75 women die each year at the hands of violent partners, or former partners.

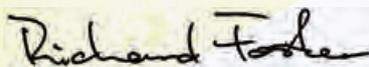
These are frightening and unacceptable statistics, especially when we know that violence is the leading cause of homelessness among women and children in Melbourne.

This three-year strategy includes 48 actions to tackle violence in the workplace, in the home and in the community. Importantly, it also acknowledges our role in making the city safe and inclusive by changing the culture of violence, urban design, building primary prevention partnerships and delivering services to vulnerable people.

We commend the City of Melbourne's strategy to help us take an active role in preventing men's violence against women.



**Robert Doyle**  
Lord Mayor, City of Melbourne



**Cr Richard Foster**  
Chair, People City portfolio

# THE ISSUE

Men's violence against women is a violation of women's human rights, sometimes deadly and always unacceptable.

Men's violence against women is a complex crime problem with multiple causes. The overall impact of violence against women on Australian society is incalculable, as it directly affects individual victims, their children, their families and friends, workplaces and communities. In health terms, there is no greater impact on women's lives than the harm manifested by intimate partner violence (VicHealth, 2010). The elimination of violence against women has therefore become an obligation of all governments.

The United Nations Declaration on the Elimination of Violence against Women defines violence against women as:

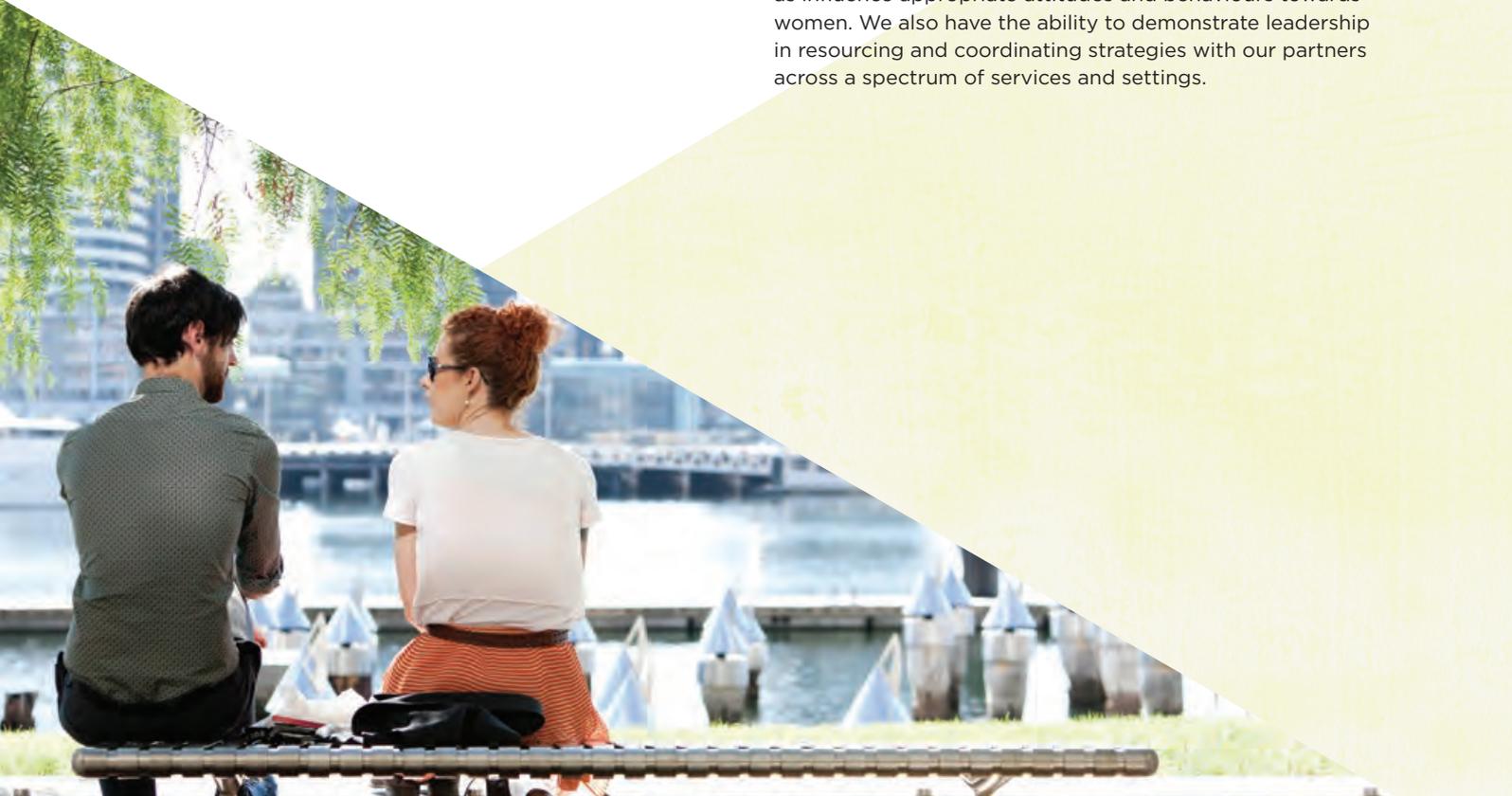
**'any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life'**

There are various forms of men's violence against women, such as:

- physical abuse and aggression such as stalking, grabbing, slapping, hitting, kicking, choking and beating (or threats of these acts)
- rape and other forms of sexual coercion, unwanted sexual advances or harassment, forced prostitution and sex trafficking for the purposes of sexual exploitation
- threatening to hurt people and animals, threatening to hurt themselves as a means to control, blaming others for their behaviour
- intimidation, derogatory name calling, cyber stalking, belittling, humiliation, and other forms of emotional and psychological abuse
- a range of controlling behaviours such as isolating women from their family and friends, monitoring their movements, or restricting their access to money and bank accounts, information, assistance and other resources
- dowry-related violence, female genital mutilation, and other practices harmful to women (VicHealth, 2011).

## WHAT WE CAN DO

The City of Melbourne plays a significant role in creating safe public environments, developing community facilities and providing health and community services. As a result we are well placed to take an active role in preventing men's violence against women. We can drive and embed positive cultural change through our role as a capital city as well as influence appropriate attitudes and behaviours towards women. We also have the ability to demonstrate leadership in resourcing and coordinating strategies with our partners across a spectrum of services and settings.



# SOME KEY FACTS

Men's violence against women in Australia is widespread:

**one in three women have experienced physical violence over the age of 15 (ABS, 2006)**

**just over one in five women have experienced sexual violence over the age of 15 (AHRC, 2012)**

**around 75 women die every year at the hand of a violent partner or former partner (ABS, 2011)**

Violence against women is a prevalent problem with serious health, social and economic consequences. Women exposed to violence are placed at greater risk of developing a range of health problems including stress, anxiety, depression, pain syndromes, phobias and medical symptoms (WHO, 2000).

**Intimate partner violence contributes to more ill health and premature death for women aged 15 to 44 in Victoria than any other single factor, including high blood pressure, tobacco and obesity (VicHealth, 2004).**

Violence against women has enormous direct and indirect costs for individuals, families, communities, employers and the public sector including health, police, legal and related as well as lost wages and productivity (Department of Families, Housing, Community Services and Indigenous Affairs, 2009 in VicHealth 2010). It was estimated in 2009 that violence against women costs the Australian economy \$13.6 billion and in Victoria \$3.4 billion.

If appropriate action is not taken to prevent violence, the sum will increase to \$15.6 billion per year by 2021, with Victoria's share of the cost reaching approximately \$3.9 billion. However, it was also found that if every violent event experienced by a woman could be prevented, this would save over \$20,000 in costs per incident (National Council to Reduce Violence Against Women and Children 2009a in VicHealth 2011).

## UNDERLYING CAUSAL FACTORS OF VIOLENCE AGAINST WOMEN

Key international frameworks, such as those developed by the World Health Organisation (2002) and VicHealth (2007) identify the key determinants of men's violence against women as including the following factors:

- unequal power between women and men
- rigid adherence to gender roles
- broader cultures of violence.

## OUR PLAN

We aim to prevent men's violence against women and their children across three settings:

- in the workplace
- in the community
- in the home.



# GUIDING PRINCIPLES

Our approach to preventing men's violence against women is based on nine principles:

## **1. Women's and children's rights to safety**

Women and children have a right to be safe. Violence is a violation of human rights, therefore we have a commitment to exercise due diligence. We need to address the root causes of violence against women and their children, such as structural inequalities between men and women, rigid gendered stereotypes, issues of power and control and gender discrimination.

## **2. Empowering women to make changes in their lives and society**

We need to empower women economically, politically or in other ways, to make changes in their lives and in society.

## **3. Role of men**

Men's violence against women is an expression of gendered power, that is, the power that men, individually and collectively, have over women and children. We need to support and advocate for prevention programs that target men and acknowledge men's responsibility as perpetrators of violence. We also need to engage men as positive role models, as pro-social bystanders, cultural change activists in preventing violence against women and as advocates for gender equality in all spheres.

## **4. Focus on primary prevention and early intervention**

By addressing the underlying determinants and contributing factors of men's violence against women, we can prevent the problem from happening in the first place. Actions need to focus on promoting equal and respectful relationships between men and women; promoting non-violent norms and reducing the effects of prior exposure to violence (especially on children) and improving access to resources and systems of support. Also, refer to Appendix two for the spectrum of strategies in responding to violence against women.

## **5. Commitment and leadership**

Good practices are those that are based on and supported by clear political will from the government, corporate and community sectors. Leaders at all levels and in different settings can influence how men's violence against women is perceived and can play a pivotal role in changing societal tolerance for this problem.

## **6. Evidence-based approaches**

All interventions need to be underpinned by informed empirical data about the scope of violence against women, its causes and its consequences for individual female victims/survivors, their family members and society at large.

## **7. Coordination, collaboration and partnerships to bring about change**

To be an effective change agent we need to work with a broad range of professionals and services from national to community and grassroots level and forge partnerships across traditional and non traditional sectors.

## **8. Sharing of knowledge, skills and training**

The use of knowledge exchange, educational programs and training should be integrated into routine staff and community development.

## **9. Monitoring and evaluation**

Our strategy, approach and projects will include in its design a plan to monitor and evaluate the progress and impact achieved.

# OUR VISION

Melbourne is a safe and inclusive city. Its community shares a culture that ensures women are respected, their opportunities in life are equal and any violence by men against women is condemned.

## KEY ACTION AREAS

### Setting One - In the workplace

Objectives:

- Ensure a safe and inclusive working environment.
- Increase staff knowledge of the underlying causes of violence against women.
- Support staff to speak out when they are confronted with behaviours and attitudes that support violence, sexism or discrimination.
- Position the City of Melbourne as a leading organisation across Victoria and Australia in the prevention of violence against women and bystander action.

### Setting Two - In the community

Objectives:

- Raise awareness of men's violence against women and children in the community.
- Ensure a safe and inclusive community.
- Foster relationships, organisations, communities and cultures that are gender equitable and non violent.
- Develop city infrastructure that is safe, welcoming and inclusive.

### Setting Three - In the home

Objectives:

- Promote supportive, equitable and respectful relationships between men, women and children in families.
- Improve victims/survivors and perpetrators access to resources and systems of support.
- Encourage men to be advocates for social and behavioural change to promote gender equality.



# YEAR 1 ACTION PLAN

## IN OUR WORKPLACE

Information, education and training	Strategy	Potential partners
1 Raise awareness about the impact, cost and prevalence of men's violence against women, and the role that the City of Melbourne can play to prevent it through information, education and training to its workplace.	Primary prevention	VicHealth Women's Health Victoria Municipal Association of Victoria
2 Deliver the VicHealth Bystander Action program including organisational change activities and training for staff and senior leaders within the City of Melbourne.	Primary prevention	VicHealth
White Ribbon activities	Strategy	Potential partners
3 Promote and celebrate our White Ribbon City status and actively support the White Ribbon campaign by: <ul style="list-style-type: none"> <li>encouraging male staff across the organisation and different levels to become White Ribbon Ambassadors.</li> <li>establishing a White Ribbon Action Team led by male staff selling White Ribbon merchandise at Customer Service Centres, CoMLife, Libraries, Leisure Centres, Family Services, and Children's Services.</li> </ul>	Primary prevention	White Ribbon Australia
Policy, planning and programs	Strategy	Potential partners
4 Establish and resource a City of Melbourne Preventing Violence Against Women Coordination Committee to assist with the implementation of this strategy.	Primary prevention	Local and state wide agencies PVAW experts
5 Develop a suite of workplace policies and procedures to ensure: <ul style="list-style-type: none"> <li>staff experiencing violence are supported</li> <li>the organisation strengthens its understanding of the importance of gender equity in relation to preventing violence against women</li> <li>staff are encouraged and supported to take bystander action.</li> </ul>	Primary prevention/ Early intervention	VicHealth
6 Carry out a gender equity audit of identified City of Melbourne internal policies, procedures, services and programs to identify areas for improvement.	Primary prevention	MAV VicHealth
7 Work with the City of Melbourne's Employment Assistance Program provider to offer family violence specialist counselling and support for staff experiencing violence and staff who are at risk of perpetrating violence.	Early intervention/ Tertiary prevention	
8 Continue to support and implement leadership and mentoring initiatives to encourage and support female employees to undertake leadership positions in executive and management roles and embrace the United Nations Women's Empowerment Principles.	Primary prevention	

## IN THE COMMUNITY

White Ribbon activities		Strategy	Potential partners
9	Promote, support and/or host White Ribbon Day community activities including the White Ribbon Day Luncheon at the Melbourne Town Hall.	Primary prevention	White Ribbon Australia
Policy and planning		Strategy	Potential partners
10	Endorse and contribute to the implementation of the Western Region's Preventing Violence Together PVAW Action Plan and participate in the United Project (coordinated by Women's Health West).	Primary prevention	Women's Health West and Member agencies on the Western Region Preventing Violence Together Implementation Committee
11	Participate in the Municipal Association of Victoria's (MAV) Preventing Violence Against Women Network meetings.	Primary prevention	MAV
12	Work with MAV and other councils to develop a fact sheet on gender and emergency management to help identify gender differences and incorporate gender considerations in emergency management policy.	Primary prevention	MAV Other Local Government Areas
13	Contribute to and/or a make a submission on new State Government preventing violence against women related policies and plans.	Primary prevention	
Infrastructure and design		Strategy	Potential partners
14	Identify and establish safe, welcoming and inclusive spaces and service sites in the municipality for women and children experiencing or at risk of violence and homelessness.	Primary prevention/ Early intervention	Salvation Army Youth Street Teams Melbourne City Mission State Library Drill Hall Anglicare Victoria Doutta Galla Community Health Frontyard Youth Services Drummond Street Services Travellers Aid Australia McCauley Community Services for Women
15	Work with major event organisers and licensed premises to ensure our major public events and late night entertainment precincts are safe, welcoming and inclusive of the needs of women.	Primary prevention	State Government
16	Work with developers and urban designers to ensure the planning and design of all new public places and spaces within the municipality are safe, welcoming and inclusive of the needs of women.	Primary prevention	State Government



# YEAR 1 ACTION PLAN

## IN THE COMMUNITY

17	Provide training to relevant staff on gender awareness and how to use and apply a gender equity audit tool in the design of places and spaces.	Primary prevention	White Ribbon Australia
<b>Advocacy and support</b>		<b>Strategy</b>	<b>Potential partners</b>
18	Encourage community groups and organisations to access the City of Melbourne Community Grants to trial new prevention projects and establish new support groups for vulnerable women and behaviour change groups for men.	Primary prevention/ Early intervention	Local service providers
19	Work with local media to discourage advertising in the municipality which sexualises and objectifies women.	Primary prevention	Local media
20	Promote positive representations of women and girls and alternative models of masculinity for men and boys in the media and advertising.	Primary prevention	Local media
21	Work with the relevant organisations to consider the delivery of respectful relationships programs in child-care centres, schools and tertiary education institutions located within the City of Melbourne.	Primary prevention	Tertiary education Schools CASA House White Ribbon Doutta Galla Community Health
22	Work with Crime Stoppers Victoria to develop and promote a youth anti-violence advertising campaign and app that encourage the reporting of violence (including sexual assaults) against women and young girls.	Primary prevention	Crime Stoppers Victoria
23	Host an activity on or around World Elder Abuse Awareness Day (15 June) to raise awareness of women experiencing elder abuse within our community and ways to prevent it.	Primary prevention	Senior citizen groups
24	Encourage women entrepreneurs wanting to start up new business ventures to apply for funding through programs such as the City of Melbourne Small business grants program.	Primary prevention	Social traders
25	Provide employment and self-employment opportunities to disadvantaged women including former refugees, indigenous women, women with a disability, women experiencing homelessness, and long term unemployed through programs such as the City of Melbourne Social Enterprise and Micro Business grants program.	Primary prevention	Good Shepherd social traders

# YEAR 1 ACTION PLAN

## IN THE HOME

Service delivery and promotion		Strategy	Potential partners
26	Provide information, referral, counselling, and improve support to mothers and children experiencing violence, and to couples experiencing high levels of conflict through City of Melbourne Maternal and Child Health Services, Family Support and Counselling and Parenting Services.	Early intervention & Tertiary prevention	Women's Health West Women's Information and Referral Exchange Doutta Galla Community Health CASA House
27	Build upon existing services and programs to embed father inclusive practises in the City of Melbourne's Family Services.	Primary prevention	
Advocacy and support		Strategy	Potential partners
28	Through the Homelessness Strategy, advocate for additional affordable, crisis (refuge) and long term accommodation for women and children experiencing violence.	Tertiary prevention	Council to Homeless Persons State Government Corporate sector
29	Promote Central City Community Health Centre to community service workers to engage women and children at risk or experiencing homelessness as a result of violence.	Early intervention & Tertiary prevention	Central City Community Health Centre Council to Homeless Persons



# YEAR 2 ACTION PLAN

## IN OUR WORKPLACE

Policy, planning and programs	Strategy	Potential partners
30 Develop a City of Melbourne Gender Equity Leadership Statement.	Primary prevention	
31 Determine the feasibility of including a specific clause in all Council contracts that stipulates the need for contractors to demonstrate how they promote gender equality in their work place and in the services being provided.	Primary prevention	
32 Include information on men's violence against women in City of Melbourne emergency management plans and procedures including relief centres and resources to assist with making travel arrangements to places of safety.	Primary prevention/ Early intervention	Travellers Aid Australia

## IN THE COMMUNITY

Policy and planning	Strategy	Potential partners
33 Through our Recreational Services' community sports club forums and communications, promote and encourage sporting clubs to take part in VicHealth's Everyone Wins program and Bystander Action program.	Primary prevention	Recreation Sporting Associations and Clubs VicHealth
34 Through the Melbourne Licensees Forum, encourage licensed venues to promote respectful relationships between men and women within their premises and in the community and advocate for the inclusion of a statement in the Melbourne Licensees Forum's Licensed Premises Patron Code of Conduct that discourages men's use of violence against women.	Primary prevention	Melbourne Licensees Forum Australian Hotels Association (AHA)
Policy and planning	Strategy	Potential partners
35 Carry out a gender equity audit of selected Council facilities for example recreation and sporting facilities to ensure they are inclusive of women and children.	Primary prevention/ Early intervention	
36 Ensure the needs of women and children are considered in all future safety audits of public spaces and places conducted by the City of Melbourne.	Primary prevention/ Early intervention	Victoria Police

Information, education and training	Strategy	Potential partners
37 Develop and disseminate information on men's violence against women and support services available to families living in the municipality. Provide this information in community languages at all Relationship Declaration Register ceremonies and at all City of Melbourne community services sites.	Primary prevention/ Early intervention	Local services providers Domestic Violence Resource Centre Victoria Women's Information and Referral Exchange
38 Work with culturally and linguistically diverse and interfaith communities to promote initiatives that increase awareness of the need to prevent men's violence against women.	Primary prevention	Migrant Women Council of Victoria inTouch Doutta Galla Community Health
39 Work with international students and their associations to promote safe and respectful relationships, gender equality and prevention of men's violence against women activities within the municipality.	Primary prevention	ISANA Tertiary institutions CISA WDVCS
40 Work with local media to encourage community to report inappropriate, offensive, discriminatory and sexist advertising, signage and public statements with the use of social media and apps such as Snap Send Solve and Hollaback.	Primary prevention/ Early intervention	Local media

## IN THE HOME

Advocacy	Strategy	Potential partners
41 Explore the development and implementation of a youth-led preventing men's violence against women initiative that aims to promote respectful relationships and encourage bystander action.	Primary prevention & Early intervention	Universities Schools
42 Develop and deliver a "We need to talk" marketing campaign to encourage individual men and women to talk to family, friends and work colleagues about violence against women, gender equality and respectful relationships.	Primary prevention	Local media

# YEAR 3 ACTION PLAN

## IN OTHER WORKPLACE

White Ribbon activities	Strategy	Potential partners
43 Through the development of a promotional marketing campaign, encourage local businesses to join the White Ribbon campaign and raise awareness of prevalence and impact of men's violence against women in the workplace including identifying appropriate male role models and leaders.	Primary prevention	Melbourne Licensees Forum Retailers Associations such as VECCI, AIG, ARA, AHA, RACV Melbourne Business Precinct Associations Committee for Melbourne White Ribbon Australia
Promotion and marketing	Strategy	Potential partners
44 Work with peak organisations, industry bodies and not for profit sector to develop and promote a Respectful Relationships/ Preventing Violence Against Women Charter for Corporate businesses.	Primary prevention	Melbourne Licensees Forum Retailers Associations Melbourne Business Precinct Associations
Infrastructure and design	Strategy	Potential partners
45 Work with the corporate sector to identify and implement community infrastructure projects that aim to provide welcoming and inclusive spaces throughout the municipality for women and children experiencing or at risk of violence.	Early intervention	Melbourne Business Precinct Associations Retailers Associations

## IN THE COMMUNITY

Information, education and training	Strategy	Potential partners
46 Explore the development of community and street art, by and for women, to be displayed in prominent public places in the city such as laneways, arcades, malls, libraries etc.	Primary prevention	Local service providers
47 Develop a Respectful Behaviour/Preventing Violence Against Women Community Charter to encourage individuals, families and community groups to take a stand against violence.	Primary prevention	

## IN HOME

Family services	Strategy	Potential partners
48 Explore and build on primary prevention work within the City of Melbourne's Family Services including trialling family relationship sessions for young/new families.	Primary prevention	
49 Work with individuals and families living in high rise housing to promote and encourage respectful relationships and gender equality in the home and in the community.	Primary prevention	



# MONITORING AND EVALUATION

Monitoring and evaluation will be built into the Preventing Violence Against Women Strategy so that we can measure and report on the progress, impact and outcomes. The City of Melbourne will report against the actions described in this strategy annually. A formal evaluation and review will be undertaken at the end of the Three Year Action Plan.

## APPENDIX 1

The work of local government in the prevention of violence is underpinned and supported by a wide range of international, national, state and City of Melbourne instruments, legislation and policy including:

### International

- United Nations Universal Declaration of Human Rights
- United Nations Declaration on the Elimination of Violence against Women 1993
- United Nations Convention for the Elimination of All Forms of Discrimination against Women

### National

- Time for Action: National Plan to Reduce Violence against Women and their Children 2010-2022
- Sex Discrimination Act 1984
- Equal Opportunity for Women in the Workplace Act 1999
- Gender Equality Blueprint 2010

### State

- Equal Opportunity Act 1995
- Occupational Health and Safety Act 2004
- Children Youth and Family Act 2005
- Child Wellbeing and Safety Act 2005
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Human Rights and Equal Opportunity Commission Act 1996
- Local Government Act 1989
- Family Violence Protection Act 2008
- Victorian Homelessness Action Plan 2011-2015
- Victoria's Action Plan to Address Violence against Women and their Children: Everyone has a responsibility to act 2012-2015
- The Sexual Assault Reform Strategy: A Right to Safety and Justice: Strategic Framework to Guide Continuing Family Violence Reform in Victoria 2010-2020
- Living Free from Violence-Upholding the Right: the Victoria Police Strategy to Reduce Violence against Women and Children 2009-2014
- VicHealth - Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria 2007
- Municipal Association of Victoria Preventing Violence Against Women Leadership Statement
- Victorian Government-Family Violence Protection Act 2008
- Victoria Police Code of Practise for the Investigation of Family Violence 2nd edition (2010)

### Regional

- Preventing Violence Together: Western Region Action Plan to Prevent Violence Against Women

### City of Melbourne

- City of Melbourne Workforce Diversity Strategy and Action Plan 2011-2013
- City of Melbourne Workplace Stress Management Policy and Procedure
- City of Melbourne Employee Code of Conduct
- City of Melbourne Councillor Code of Conduct
- City of Melbourne Occupational Health and Safety Policy
- City of Melbourne People Assist Program Policy
- City of Melbourne Emergency and Influenza Pandemic Guidelines
- City of Melbourne Equal Opportunity, Discrimination and Harassment Prevention Policy
- City of Melbourne as a signatory to the Victorian Local Government Women's Charter preventing violence against women - a spectrum of strategies

## APPENDIX 2

In 2007, the VicHealth Prevention of Violence Against Women Framework and Discussion Paper identified three levels at which strategies to prevent men's violence against women can be implemented.

### Primary prevention – preventing violence before it occurs

Primary prevention strategies seek to prevent violence before it occurs. Interventions can be delivered to the whole population (universal) or to particular groups that are at higher risk of using or experiencing violence in the future (targeted or selective). Some primary prevention strategies focus on changing behaviour and/or building the knowledge and skills of individuals. However, the structural, cultural and societal contexts in which violence occurs are also very important targets for primary prevention. Strategies that do not have a particular focus on violence against women but address its underlying causes (such as gender inequality and poverty) are also primary prevention strategies.

### Early intervention strategies – taking action on the early signs of violence

Early intervention (sometimes referred to as secondary prevention) is targeted at individuals and groups who exhibit early signs of perpetrating violent behaviour or of being subject to violence. Early intervention strategies can be aimed at changing behaviours or increasing the skills of individuals and groups. Men's violence against women takes many forms. It often begins with subtly controlling behaviours and escalates into a pattern of coercion and physical violence. At the individual level early intervention can seek to address controlling behaviours before they become established patterns. Early intervention strategies can also be targeted at environments in which there are strong signs that violence may occur (for example, peer groups or sporting clubs in which there is a strong culture of disrespect for women).

### Intervention strategies – intervening after violence has occurred

Intervention (sometimes referred to as tertiary prevention) involves providing support and treatment to women and children who are affected by violence or to men who use violence. Intervention strategies are implemented after violence occurs. They aim to deal with the violence, prevent its consequences (such as mental health problems) and to ensure that it does not occur again or escalate. Intervention includes things such as crisis accommodation and social support for victims and criminal justice and therapeutic interventions for perpetrators.

# APPENDIX 3

## COMMUNITY AND STAKEHOLDER CONTRIBUTIONS

The City of Melbourne would like to thank the following stakeholders and members of the public who so generously gave their time and expertise to the development of this Preventing Violence Against Women Strategy:

### ORGANISATIONS

Agents of Yeah  
Banyule City Council  
Bunbury City Council Western Australia  
CASA House  
Council to Homeless Persons  
Crime Stoppers Victoria  
Domestic Violence Resource Centre Victoria  
Doutta Galla Community Health  
Homeless Persons Program Yarra Women's Service  
Inner West Primary Care Partnership  
inTouch-Multicultural Centre against Family Violence  
Kathleen Syme Centre  
McCauley Community Services for Women  
Monash University  
Municipal Association of Victoria  
Muslim Women Council of Victoria  
No to Violence and Men's Referral Service  
North Melbourne Legal Service Inc  
North Yarra Community Health  
Office of Public Prosecutions Victoria  
Project Respect  
Relationships Australia  
RMIT Student Union  
Royal Women's Hospital  
The Centre  
The Royal Women's Hospital  
The Salvation Army  
The University of Melbourne  
Travellers Aid Australia  
VicHealth  
Victoria Police  
Victorian Women's Trust  
Vincent Care  
White Ribbon Australia  
WIRE  
Women's Health Victoria  
Women's Health West  
Women's Information and Referral Exchange  
Youth Projects Living Room

### COMMUNITY / BUSINESSES

Melbourne Business Network  
The Block Arcade Management  
Equality Consulting



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**CITY OF MELBOURNE**