

Media Response

4 April 2025

**Please attribute the following response to Greater Dandenong City Council
Acting Executive Manager Strategic Growth & Advocacy, Yuri Guzman:**

At Greater Dandenong City Council, our support for residents impacted by family violence covers both a prevention, education and awareness raising role and direct service delivery for those referred to Family Services by partner agencies.

We are a key partner of the Southern Melbourne Family Violence Regional Integrated Committee and would consider any further collaboration to address family violence locally. Our current services are delivered by eight departments across Council and include (but are not limited to):

- Providing almost \$1 million in grant funding over the last three years, to programs addressing family violence.
- Partnering with City of Casey, Cardinia Shire Council and Monash health on the Challenge Family Violence Project (Funded by Department of Justice) and addressing the needs of women experiencing family violence.
- Development of a multi-faith resource kit 'Challenge Family Violence' to assist communities in responding to family violence.
- Our Family Support Services team is part of the South Melbourne Child and Family Services Alliance and provides intensive and specialised case management services to families referred directly by The Orange Door and Child Protection.
- Development and delivery of campaigns and respectful relationship workshops with schools and sporting clubs.
- The Maternal and Child Health (MCH) team work to assess and identify people experiencing family violence through the formalised Family Violence Information Sharing Scheme and refer clients to support services.
- Participation in the United, Baby Makes 3 program.
- The MCH service in partnership with Community Advocacy employs a Community Connection/Dad's Support Officer, who works closely with the Refugee Health Nurse.
- Our Children's Services team participates in seven partnerships including The Southern Dhelek Dja Partnership and the Department of Families, Fairness and Housing (DFFH) Dandenong, Casey and Cardinia Vulnerable Infants and Families Partnership.
- Providing emergency relief and payment plans.
- Participation in 16 Days of Activism and White Ribbon Day.
- Coordination of the Walk Against Family Violence.

We are also addressing gender equality through our [Gender Equality Action Plan \(GEAP\) 2021 – 2025](#). Organisational achievements so far are outlined below:

Gender pay gap eradicated

Pay gaps for the organisation have shown substantial improvement since 2021.

Fostering a workplace free from sexual harassment

We have rolled out a comprehensive strategy focusing on enhancing reporting channels, providing training on obligations and behavioural expectations, and promoting a zero-tolerance stance against sexual harassment.

Representation of women in governance and leadership roles

We have a balanced representation of councillors, comprising six females and five males. We have a female CEO and two female executive directors.

Provision of learning and development opportunities

We have introduced the women's professional development Step Up program and many other training and development opportunities, reflecting our commitment to gender equality.

Family violence support

We have introduced Family Violence Contact Officers, the negotiation of comprehensive family violence entitlements in the Enterprise Agreement, and the creation of dedicated resources for employee support.

Supporting family and caring responsibilities

Advancements in this area:

- Enhancements to the Enterprise Agreement
- Provisions concerning paid parental leave for primary carers and partners
- Increased utilisation of carer's leave, reflecting a growing acknowledgement and support for the diverse caregiving needs to employees
- A flexible-hybrid work policy.

Focus areas

- Enhancing the representation of both men and women in roles not confined by gender stereotypes.
- Sustaining efforts to achieve balanced representation and equitable remuneration in senior leadership roles.
- Increased use of carer's leave, reflecting employee's diverse caregiving needs.

ENDS

Media Enquiry

27 March 2025

From Dandenong Journal

I'd like to know whether CGD has a Gender Equality Task Force at all?

Rachel Payne MP from Legalise Cannabis Party is calling on the Allan Government to set-up a taskforce in the south east to tackle family violence.

Casey and Greater Dandenong are just a few among the top 10 of family violence rates.

City of Casey has a task force in place, is this something the council would be interested in developing?

I'm aware the council has a Gender Equality Action Plan 2021-25.

What came out of that action plan since 2021?

Will this action plan be extended to? If yes, when can we see this happen in the council meeting?

The deadline is Friday 11am.

Thank you.