



Preventing violence against women and their children in the Grampians region

SUMMARY OF THE 2021-2025 STRATEGY

CoRE is an alliance of organisations, businesses, clubs and groups that are committed to creating safe, equal and respectful communities in the Grampians region.

The Women's Health Grampians team works with CoRE member organisations to drive cultural change, reduce barriers to gender equality and re-frame cultural norms and acceptable behaviour – important steps in preventing violence against women and children.

CoRE is a flexible model that supports members to implement actions based on their readiness and capacity to engage in prevention work.

CoRE supports its members to address the essential actions to reduce violence against women that are outlined in *Change the Story: a shared framework for the primary prevention of violence against women*.

For more information on CoRE, visit:
<https://whg.org.au/our-work/violence-against-women/communities-of-respect-equality-core/>

THE STRATEGY

The CoRE Strategy provides a framework for more detailed, regular planning by CoRE members, the CoRE Leadership Group and Women's Health Grampians.

VISION

A safe, equal and respectful society for everyone - where women and their children live free from gender-based violence and every person is valued, heard, respected and empowered.

PURPOSE

CoRE's purpose is to motivate and support organisations in the Grampians region to prioritise and take action to promote gender equality as the means by which gender-based violence will be prevented.



STRATEGIC DIRECTIONS, GOALS AND OBJECTIVES

1. CULTURAL CHANGE

Goal - Challenge attitudes and beliefs around violence and inequality

- 1.1** Challenge thinking and build knowledge and capacity to address the drivers of gender inequality and violence and promote cultural change
- 1.2** Address the intersectional nature of discrimination
- 1.3** Support Aboriginal-led prevention strategies in collaboration with the Grampians Dhelk Dja Partnership Forum

2. SYSTEMS CHANGE

Goal - Improve practices, policies and systems to eliminate gender inequality

- 2.1** Take and support meaningful, sustainable action aligned with the Change the Story and Changing the Picture frameworks
- 2.2** Support CoRE members with obligations under the Gender Equality Act

3. COLLECTIVE IMPACT

Goal - Support collaboration and grow CoRE across the region

- 3.1** Grow the reach and impact of CoRE
- 3.2** Foster collaboration within and amongst CoRE members

4. KNOWLEDGE TRANSFER

Goal - Promote, adopt and contribute to the knowledge base of best-practice in gender equality

- 4.1** Monitor and regularly review plans, strategies and outcomes, undertaking evaluations appropriate
- 4.2** Share information about what works and what doesn't work
- 4.3** Monitor and respond to emerging issues impacting on gender equality and discrimination

MONITORING AND EVALUATION

Ever-evolving, CoRE is responsive and flexible. With a commitment to action research, WHG regularly reflects on how the model could be adapted to better meet the needs of its members and to strengthen actions to promote gender equality.

A detailed Evaluation Plan supports the monitoring and evaluation of CoRE over time. It sets a framework for the regular collection of data from a variety of sources and for assessing the impact of the initiative over time.

"I believe the CoRE program is extremely valuable, from a club level and in business. And your staff are amazing!"

CoRE Member

"We've seen improved behaviour and respect within the organisation."

CoRE Member

"The support provided by WHG for the planning and delivery of various events, and ideas for sustainability of projects is hugely valuable and very welcome."

CoRE Member

BEING A CORE MEMBER

Being a CoRE member is about committing to taking action.

With the support of WHG, members review, plan and take steps to promote gender equality within their organisations and through their spheres of influence.

Members agree to:

- Integrate and resource relevant activities;
- Make changes to their organisation's planning, policies and operations;
- Work collaboratively with other members to share knowledge, resources and ideas; and
- Communicate on progress, insights and challenges that will help monitor and build the capacity of the CoRE Alliance.

All CoRE members are expected to:

- Secure leadership support (CEO or equivalent, and leadership team);
- Have an organisation-wide CoRE action plan which evolves over time;
- Appoint a CoRE liaison person (CoRE coordinator or champion); and
- Report on progress annually.

Support is provided through:

- One-on-one consultations with WHG's Regional Consultants who provide expertise and tailored advice;
- Leadership briefings to increase knowledge and organisational commitment;
- Training programs on a variety of topics, including: gender equity, prevention of violence against women, active bystanders, and intersectionality;
- Organisation-wide programs such as Act@Work;
- Community of Practice events to build members' capacity to implement change and provide a forum for members to share knowledge and insights; and
- An extensive suite of practical resources to assist organisations to take action.

CoRE membership is open to any organisation, business, partnership, network or group within the Grampians region that is willing to commit to the vision, principles and goals outlined in the CoRE Strategy.