

# WHG 2024 TRAINING PROGRAM OVERVIEW

The following programs have been developed by Womens Health Grampians and are available for delivery to organisations that are a part of the CoRE Alliance.



## Active Bystander Tips and Techniques (1.5 hrs)

Tips and techniques for how to be an active bystander challenging, sexism, discrimination and harassment. This interactive session will cover:

- What it means to be an active bystander
- Why it is important
- Tips on how to be an active bystander.

Cost - \$705+GST for in house delivery

*"Really good to talk through what role we can actively play in stamping out the incorrect behaviours and some handy tips about the various ways we can go about it."*

## Prevention of Violence Against Women – An Introduction (2 hrs)

This interactive session provides:

- An overview of the nature and prevalence of violence against women
- Causes of Violence Against Women based on the Change the Story National Framework
- Tips on how to be an active bystander.

Cost - \$705+GST for in house delivery, \$932+GST for extended 3 hour session

## Gender Equity for Managers (2.5 hrs)

This training is suitable for managers seeking to understand how to apply the concepts associated with gender equity in their own organisation. This interactive session will cover:

- Gender equality statistics
- Why gender equality matters
- Key concepts such as unconscious bias, gender equity vs equality, intersectionality
- Strategies for success
- Practical applications in your organisation.

Cost - \$775+GST for in house delivery

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## Intersectionality Workshop (1.5 hrs)

Develop a deeper understanding of all forms of discrimination and learn how to take action. Understand how gender equality and other forms of discrimination intersect.

This workshop is delivered by WHG's Equality Advocates, drawing on the lived experience of diverse women from the Grampians region.

The session will provide:

- Information about intersectionality and how it applies to different groups
- Activities and reflections to assess how your organisation approaches intersectionality
- Actions to consider in addressing gender inequality and other forms of discrimination

Cost - \$705+GST for in house delivery (online or face to face)

## Gendered Violence Deep Dive (6 hrs)

This intensive training is suitable for managers and staff leading CoRE action in their organisation. The session will cover:

- An overview of the prevalence and causes of violence against women
- An understanding of the key drivers that support violence against women
- An overview of key concepts re designing action, including unconscious bias, gender equity vs equality, and intersectionality.
- Active Bystander techniques
- Putting it all into action in your workplace

Cost - \$1,890+GST for in house delivery. Online delivery to be split into 2 x 3 hr sessions.

## Dealing with Resistance and Backlash (1.5 hrs)

This interactive session will provide:

- An understanding of the theory behind resistance and backlash
- A chance to explore techniques that have been successful in dealing with pushback
- Share WHG experience of pushback and our strategies
- A chance to explore scenarios you have encountered and apply some strategies to help you deal with this

Cost - \$705+GST for in house delivery.

*"The learning is well worth it. It needs to be compulsory in all workplaces."*

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## Delivery Method

WHG sessions can be delivered face to face or on-line.

To ensure the sessions are interactive, sessions are capped at 20 attendees.

For further information or to discuss any other training requirements and requests please contact your Regional Consultant or Women's Health Grampians at:

☎ 5322 4100  
✉ [admin@whg.org.au](mailto:admin@whg.org.au)

"Presenters were great - knowledgeable and engaging."

**Creating safe, equal and respectful workplaces – zero tolerance of sexual harassment and gender based violence (for managers 3.5 hrs, for all staff 2hrs)**

The purpose of the training is to cover:

- An understanding of the nature of sexual harassment – nature and prevalence
- What drives sexual harassment
- Look at how CoRE members can act to prevent sexual harassment in their workplace and how this aligns with/complements other CoRE actions the organisation is undertaking
- Understand prevention and response elements and how they can be applied to your workplace
- Tips and techniques for being an active bystander and creating and supporting an active bystander culture
- Resources to use

Cost - \$1,125 +GST for 3.5 hr managers session. 2 hr session for all staff - \$705+GST

## Gender Impact Assessments (3.5 hrs)

This training covers:

- Gender Equality Act Obligations
- An introduction to Gender Impact Assessments (GIA) – the importance of applying a gender lens
- Putting theory into practice – 4 GIA steps and workshopping a case study
- How to make GIA's business as usual

Cost - \$1,125 + GST per session for in house delivery.