



Grampians Pyrenees Primary Care Partnership (GPPCP) is a voluntary alliance of over 40 agencies in the health, welfare, local government, community and disability sectors. GPPCP covers the three local government areas of Northern Grampians Shire, Ararat Rural City and Pyrenees Shire. Primary Care Partnerships (PCPs) are a State Government initiative and are unique to Victoria.

The mission of the GPPCP is to lead diverse and innovative partnerships to support the wellbeing of our communities. Working together ensures an integrated and collaborative approach to common community health issues, reducing duplication and creating strategic and collective impact. This enables bigger and better outcomes for services and communities across the region.

Since becoming CoRE members in 2016 the GPPCP is taking big strides towards raising the profile of gender equality across the region. As a part of its five new Strategic Directions the Partnership aims to connect and bolster efforts to prevent and address family violence across regions and sectors. This is achieved not only through work activities but more broadly through upscaling and connecting efforts and stepping up as a key leader for change.

What are some of your achievements?

At every opportunity we look for ways we can support existing groups and networks. GPPCP acts as a connector helping to build and strengthen the effort.

Our achievements include:

- Supporting female staff to take on local board roles
- Leading and supporting the use of sex disaggregated data and gender analysis planning with member organisations
- Applying a gender lens to our communications to ensure these do not reinforce gender stereotypes
- Including a requirement to address gender through our Small Grants application process
- Supporting local projects through our Small Grants e.g. Girls'n Grass High tea and Grampians Pyrenees Leading Change Dinner
- Involvement in organising and co-sponsoring the Grampians Pyrenees Leading Change event 2018
- Supporting and promoting prevention activities led by our partners e.g. Stawell White Ribbon Day March and local White Ribbon Day events
- Developing new projects that empower rural women, for example the Rural Gender project

What were the key enablers that helped you progress work in line with your plan?

The leadership and support of Women's Health Grampians including web based CoRE resources, for example the YouTube clip, presentations, gender audit tool and reports. The existence of fantastic campaign resources and messages that are easily accessible, as well as support from the State Government to prioritise resources (we are primarily state funded).

We also have an Executive Committee, together with our Partners who are well informed and passionate about the cause – this led to this work being embedded in our Strategic Plan.

What have been the major challenges for you, and how did you overcome them?

Working out where to start: The support of Women's Health Grampians has been phenomenal; we were able to craft a journey unique to our needs and readiness. There were many other CoRE members in the same boat and it also made sense to team up and do things together, this has saved on resources significantly. The sheer degree of change needing to happen can be overwhelming: We focused on small, bite sized activities. Prioritising staff time to dedicate to this: We now have specific activities and roles in everybody's work plans, this has helped to spread the activity and make incremental and consistent progress.

Acknowledging and celebrating our achievements: At first it felt like we really weren't doing much or enough beyond our actual core work. However when reflecting on the last 3 years and documenting our activities we realised we had much to celebrate after all!



Grampians Pyrenees Primary Care Partnership takes action across the 5 Essential Action Areas outlined in the national framework *Change the Story*, and the Communities of Respect and Equality (CoRE) *Taking Action* guide.

Internal (workforce)	External (business and networks)
Challenge violence against women	
<ul style="list-style-type: none"> Board and leadership commitment - raise awareness / build capacity Raise awareness of CoRE and PCP's commitment 	<ul style="list-style-type: none"> 16 Days Campaign and White Ribbon – participate annually Champion CoRE - Promote membership of CoRE via use of logo on emails / website Promote and encourage membership of CoRE in networks / with partner orgs / include in partnership agreement / newsletter and website / part of all employee work plans
Empower women and girls	
<ul style="list-style-type: none"> Female staff encouraged to attend women in leadership training and take on PD opportunities Consider women in succession planning Full time staff encouraged to take on a Board role as a part of their work time to contribute to small, local organisations 	<ul style="list-style-type: none"> Support other local initiatives with partner organisations that seek to empower women, e.g. support for and attendance at International Woman's Day events Participate in International Women's Day campaign Pursue partnership project aiming to empower rural women (application submitted)
Challenge stereotypes	
<ul style="list-style-type: none"> Check staff roles re informal responsibilities (washing dishes / tea towels / putting bins out) and promote new norms - encourage conversations in the workplace that challenge stereotypes 	<ul style="list-style-type: none"> Audit and review images used to ensure a good balance re male / female images and to audit specific to stereotypes and gender norms as well
Build respectful relationships	
<ul style="list-style-type: none"> Model respectful relationships in the workplace at all times; create a culture where disrespect is challenged by encouraging open conversations 	<ul style="list-style-type: none"> Co-sponsoring and promotion of workshops and events e.g. Sex Ed by porn and Leading Change Events
Promote gender equality	
<ul style="list-style-type: none"> Include information on PVAW, gender equality and CoRE in orientation program for new staff / Executive Committee members Build capacity of PCP to lead and apply gender analysis in planning and program development Executive Officer attended Gender Analysis Training 	<ul style="list-style-type: none"> Use sex disaggregated data and apply gender analysis for program planning Lead and support the use of sex disaggregated data and gender analysis in planning with member organisations Build capacity of PCP to lead and apply gender analysis in planning and program development Include requirement re gender in Small Grant application process Include key messages re equality in external communications strategy – to leverage opportunity across all health messaging Support the CoRE Alliance Governance Group and activities as per GPPCP Strategic Plan Support (mentor) new organisations commencing CoRE work Contribute to and participate in CoRE Grampians Pyrenees Community of Practice

Acknowledgement

Thank you Emily Anderson, Executive Officer from Grampians Pyrenees Primary Care Partnership for the development of this local story.

