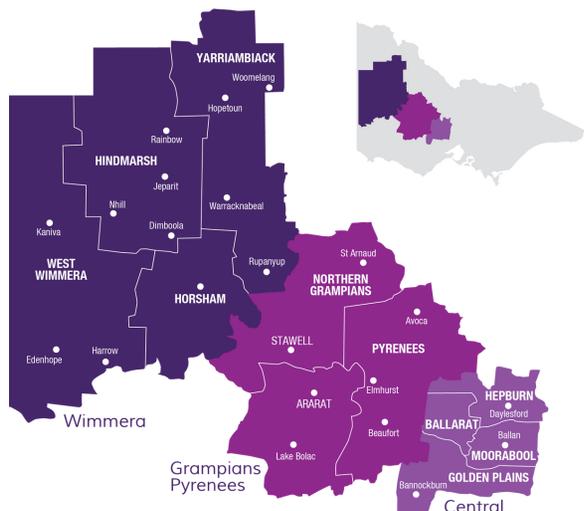


Our Region

We cover 11 local government areas across 48,112 square km, including a diverse range of communities, from major growth urban centres to isolated rural communities.



How we work

Women's Health Grampians provides women's health and wellbeing leadership, advice, advocacy and support to policy makers, service providers, business, local government, and a range of organisations. We work at a population level, applying a gender lens to achieve healthy public policy and improved service provision for women.

Using evidence-based knowledge and data, we work collaboratively with a range of partners to advocate for social, economic and environmental change, and to remove barriers that prevent full participation by women. We work to enable women to effect change in their lives and encourage organisations to be leaders in developing effective programs, policies and practice to improve women's health, safety and wellbeing.

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Women's Health Grampians acknowledges the traditional owners of the lands on which we work. We pay our respects to elders past and present and through them, to all Aboriginal and Torres Strait Islander peoples.



Women's Health Grampians



STRATEGIC PLAN 2017-21 MID-TERM REVIEW

The mid-term review of this Strategic Plan was completed in February 2020, just as the COVID-19 pandemic was unfolding. In light of this unprecedented event, this Plan is endorsed by the WHG Board in a qualified manner, with the proviso that a further brief review takes place whereby the ongoing impact and implications of the crisis can be considered in the context of the ongoing strategic plan.

OUR VISION

Gender equality improving women's health

OUR VALUES

We work within a feminist framework, valuing

Empowerment | Diversity | Partnership & Collaboration | Respect

STRATEGIC GOALS 2017-21

Goal 1

Provide leadership in women's health and primary prevention

Goal 2

Improve gender equality across the Grampians

Goal 3

Ensure the sustainability of WHG

WORKING WITHIN A FEMINIST FRAMEWORK

Women's Health Grampians' work emphasises the role of gender in the formation of traditional roles and stereotypes and the ways in which these reflect and perpetuate bias against women. Women as a group experience disadvantage and discrimination in many different forms and the barriers to equality and full participation go across multiple levels: structural, institutional, cultural and individual. The negative consequences of inequality are exemplified in poor health outcomes, poverty and violence against women. These are amplified for women in rural areas. The intersection of gender with other forms of discrimination and disadvantage further compounds inequality, for example for Aboriginal women and girls, those from migrant backgrounds and those who live with disabilities.

Goal 1

Provide leadership and expertise in women's health, safety and wellbeing across the Grampians

We will continue our regional leadership, influence and advocacy for women's health, safety and wellbeing, whilst recognising the voices, experiences, skills and contributions of women and local organisations.

Action 1

Lead the Communities of Respect and Equality (CoRE) Plan

We will lead the implementation and ongoing development of the CoRE Plan. This will include strategic oversight of implementation through the Alliance Leadership Group, increasing and diversifying membership, related advocacy actions and evolving the Plan over time.

Action 2

Lead sexual and reproductive health strategies across the Grampians

We will develop and support a partnership approach to improve sexual and reproductive health in the Grampians, based on regional data, trends and priority issues. We will engage key partners in municipal, public and community health and align our efforts with the Victorian Sexual and Reproductive Health Action Plan. Where appropriate, we will highlight sexual and reproductive health issues across other programs.

Action 3

Support the development of a strong, regional family violence system

Together with partner organisations, we will influence actions to strengthen the regional family violence system through ensuring a strong primary prevention focus. Our contributions will include active membership of the two partnerships in our region, involvement in working groups, and auspicing the CHIFVC Principal Strategic Advisor.

Action 4

Target strategies towards marginalised women in our region

Through effective engagement, collaboration and communication, we will ensure all our strategies and action plans are inclusive, accessible and equitable in their approach. Highlighting the impact of intersectionality on women's lives and strategies to address intersectionality will be a feature of our work.

Action 5

Effectively capture and promote the impact of our work

We will prioritise and invest resources in robust evaluation and evidence gathering to ensure learnings are applied to improve the knowledge base and quality of our work.



Goal 2

Improve gender equality as a primary prevention strategy for preventing violence against women and children

Gender inequality limits women and girls in fulfilling their potential. It is a primary driver of violence against women. It impacts negatively on our health and wellbeing. Gender equality is good for everyone.

Action 1

Lead gender equality action across the region

We will drive action across the Grampians to promote gender equality through work with business and other stakeholders, as well as advocacy, media and communications activities, and the positioning of WHG as leaders in this field. Staff will be well equipped and resourced with current skills and knowledge to deliver effective programs to address gender inequality in all its dimensions and across a range of platforms.

Action 2

Support CoRE members to promote gender equality

We will recruit and support CoRE members to conduct meaningful actions to promote gender equality. This will include promoting shared-learnings and a collective impact approach, developing resources and supporting member actions.

Action 3

Leverage opportunities to improve gender equality

We will leverage the Victorian Government's Gender Equality Strategy and Gender Equality Legislation to develop and enhance strategies to promote gender equality and effect cultural change.

Goal 3

Ensure the sustainability of WHG

Women's Health Grampians values our partnerships with stakeholders at a local, regional, state and national level. We are committed to measuring the outcomes and impacts of our work. We recognise our skills, strengths and are committed to working with other relevant organisations to leverage our assets and theirs to use resources in new and innovative ways. We want to diversify our funding sources, increase our autonomy and be open to smart, new ways of working. This includes joint ventures, shared services, mergers and collaborations.

Action 1

Recognise and develop the skills and expertise of our staff

We will ensure that staff skills and strengths are recognised, valued and further enhanced through support, ongoing education and development. We will provide a safe and nurturing workplace.

Action 2

Demonstrate good governance and effective management

We will ensure our practices, processes and systems are transparent and accountable, and that we undertake our business ethically and responsibly.

Action 3

Sustain program funding

We will seek to extend existing funding whilst identifying and pursuing new income streams, ensuring we recognise our limits and minimise risk.

Action 4

Develop and foster new and existing strategic partnerships

We will seek to consolidate existing, and increase opportunities for new, partnerships and collaboration in the interests of achieving mutually beneficial goals and in a spirit of respect and appreciation.