



Women's Health Grampians Newsletter November 2018



Welcome

We are producing this newsletter from the new WHG Ballarat premises – another milestone for this great organisation! Having well and truly outgrown the Drummond St building - which has served the organisation so well for over 13 years – we are now aptly located in Mount Pleasant in a lovely building at 728 Barkly St (also known as the old 'Lisa Lodge' building). Staff are enjoying more comfortable and quieter work spaces and ample parking and we look forward to our partners and stakeholders visiting here. Big thanks to WHG staff, especially Valma, for the efficient planning, packing and unpacking and general smooth transition.

The month ahead is action packed, with notably the Victorian State Election in a couple of weeks. As members of GEN VIC, we urge you to engage with local candidates around issues of gender equality, policies around access to good sexual and reproductive health care and ongoing commitment to the Family Violence Royal Commission recommendations. You will find links in the newsletter to further information on election resources.

We are busily preparing for our Annual General Meeting on 21 November in Ararat, with really impressive speakers and follow up discussions planned. We are so pleased Bridget Brennan is able to join us along with Sissy Austin and members of the Dhek Dja Indigenous Family Violence Action Group – a unique and valuable opportunity to consider how we can all play a role in a truly inclusive partnership to address family violence across the whole community. We very much look forward to meeting you in Ararat.

November also means VAV – Victoria Against Violence. Now in its fourth year, VAV - which coincides with the global 16 Days of Activism Against Gender-based Violence campaign – calls on our community to commit to actions that change the culture that drives family violence. Orange is the universal colour representing a global movement to end violence against women. Inspired by the penalty system in soccer, the #OrangeCard is a social platform designed to give Victorians a way to speak up, speak out and become a genuine part of the solution to family violence.

We were super excited to discover that the Communities of Respect and Equality Regional Plan has been shortlisted for the [2018 VicHealth Award for Gender Equality](#) – a true honour to receive this recognition and a reflection of the hard work of our 100 plus partners in this major cultural change initiative across the Grampians. We are amongst a shortlist of very impressive projects, so whatever happens at the awards ceremony on December 5, we are extremely proud of this achievement.

In the past month we have said farewell to Darlene Henning Marshall who has been in the Program Manager role at WHG for the past four years. Darlene's contribution as leader of the health promotion team has been enormous, especially her input to developing and guiding the implementation the CoRE Plan – we say a big thanks to Darlene and wish her very well in her new role at Ballarat Community Health. We are lucky to have the services of Kate Phillips on board helping us determine the best way forward with leadership for the team – watch this space and our website for updates. We currently are advertising for a Regional Consultant for the Central Highlands region and would love to hear from suitably qualified women for that exciting role.

Finally a big shout out to Myer Ballarat whose staff have nominated WHG as their Charity of the Year for the third year in a row – we are so grateful for your acknowledgement and for the funds that you and Myer customers donate through this initiative.

Enjoy the read

Marianne Hendron, CEO, Women's Health Grampians



News & Events

Please note WHG new office address is: 728 Barkly Street, Ballarat



WHG AGM 2017-18

Wednesday 21 November | 11:30am – 1:00pm | Gum San Great Hall, Lambert Street, Ararat

The Board and Staff of Women's Health Grampians warmly invite you to join us at our 2018 Annual General Meeting. Inspired by the successful NAIDOC week theme this year, Because of Her, We Can, our guest speaker and discussion will focus on Aboriginal women leading change in our region.

Our guest speaker **Bridget Brennan** is a Dja Dja Wurrung, Yorta Yorta woman who grew up near Buangor. She is the ABC's national Indigenous affairs correspondent, covering Aboriginal and Torres Strait Islander affairs, politics and social issues across Australia.

Discussion will be led by **Sissy Austin**, a Gunditjmara woman who grew up on Dja Dja Wurrung Country in Glenlyon, who currently lives on Wadawurrung country. Recently appointed Koorie Inclusion and Fairness Co-ordinator at CFA, her culture, beliefs and values are at the centre of all that she does.

Dhelk Dja Family Violence Regional Action Group will share the newly launched Dhelk Dja partnership agreement, built on the foundation of Aboriginal self-determination, to ensure Aboriginal people, families and communities are free from violence.

Please RSVP by 14 November via: <https://whg.eventbrite.com.au/>

or contact admin@whg.org.au or 5322 4100

Lunch will be provided



Position Vacant - Regional Consultant Central Highland

Passionate about enabling cultural change?

We are seeking a skilled health promotion worker to join our team.

Lend your support to progress the Communities of Respect and Equality (CoRE) Plan to prevent violence against women. Based in Ballarat, you will work with member organisations to implement actions for change.

[For more information see our website.](#)

Applications close 15 November.



Leading Change - Businesses Preventing Violence Against Women

At the end of August WHG hosted a leading change event as part of the B31 Ballarat Business Month calling on businesses to join over 100 #CoRE Alliance Members already taking meaningful action to build communities of respect and equality across the Grampians.

Thank you to our guest speaker Patty Kinnersly, CEO of Our Watch who urged businesses to lead from the top, to find their voice, for communities who need and want you to do this work to prevent violence against women. And also to Karen Oldaker, General Manager Wellbeing & Community Medibank who shared some great examples of flexible work, diversity and inclusion practices that support gender equity.

Updates across the region

100 Members: Launched in 2016, the regional strategy [Communities of Respect and Equality \(CoRE\) initiative](#) has just reached the significant milestone of 100 members. CoRE sets a vision for a safe, equal and respectful society for everyone. This significant social change strategy addresses the drivers of violence against women and seeks to create new norms regarding respectful attitudes and behaviours.

The Grampians Community of Practice (GCoP) Evaluation Report covering nine GCoP events held throughout the region from 2015-2017. Findings suggest these events were a valuable resource for CoRE members to network, build capacity to undertake quality actions to promote gender equality and prevent violence against women, to share experiences and best-practice ideas. Participants consistently praised the events, speaking positively about guest speakers, panel discussions and resources provided. CoRE members reported gaining a great deal of practical knowledge and leaving with a wide range of intentions to take back to their organisations and put into practice. [The full report can be read here.](#)

If you would like help identifying what your orga create Communities of Respect and Equality, p Regional Consultant at WHG.

CoRE: Sports Project will pilot Act@Play

In exciting news WHG in collaboration with **Sports Central** have developed and will pilot **Act@Play** – a version of Act@Work tailored for sporting clubs. There is an appetite and commitment from the local sport and recreation scene to promote gender equality. This new 6-month intensive program is a avenue clubs can take to fast track their commitment and outcomes.

This Act@Play pilot will involve two major associations in the Central Highlands, with the intention of adapting the program ready for sporting clubs who opt to do the program next year. Watch this space!

For more information on the resource or to become a CoRE member please contact Dee Angelina Micevski at dee@whg.org.au or 03 5322 4100.

Announcing a new CoRE Project: Equality for All

Equality for All seeks to strengthen the CoRE initiative to prevent violence against women and their children, while raising awareness of diversity and empowering local women to champion and lead change within their communities. In September we welcomed Belinda-Sue Parsons as a Project Coordinator who will recruit, train and support a group of 6-12 women from diverse backgrounds to become Equality Advocates.

We will shortly release details of information sessions for anyone interested in becoming an Equality Advocate. Sessions are being planned for Ballarat and Horsham in late November. We will be seeking applications from women who are interesting in being trained to speak publically about a variety of topics including: violence against women, gender equality, barriers to equality and structural discrimination. Seeking to connect with women from a wide range of backgrounds, especially: Aboriginal women, older women, women with a disability and women from migrant and refugee background.

[To learn more information about this project, see our website](#) or contact Belinda-Sue Parsons on belinda-sue@whg.au or 5322 4100.

Regional: Central Highlands

Act@Work - it is exciting to announce **Hepburn Shire Council** and **Moorabool Shire Council** will commence Act@Work, supported by the Free From Violence funding that was available to local governments. It is great to see two major councils who are well-respected and positioned as leaders in their communities embark on this program that promotes gender equality, within the workplace but also in the community. Stay tuned for the achievements these councils make in terms of promoting cultures of respect and equality.

Central Highlands Community of Practice – our next session is being planned for December and will explore policy templates. Often CoRE Alliance members indicate interest in developing their own leadership statements for preventing violence against women, or their own family violence leave policy. WHG have developed templates for the benefit of CoRE members. We highly encourage Central Highlands representatives to get along to the next session to understand how these policies could benefit your workplace.

For more information or support in this region, please contact Dee Micevski at dee@whg.org.au or 5322 4100.



White Ribbon Ballarat added an event.
October 9 at 10:20 AM · 🌐

White Ribbon Ballarat Breakfast 2018!
Tickets Available Now!!
When: Friday 23rd November
Where: Regional Soccer Facility, Pleasant Street, Ba
Guest speakers will be Rae and Damian Panlock fro
Foundation. Brodie's Law aims to raise awareness o
workplace bullying and help prevent it.

Community of Practice - Our Grampians Pyrenees Community of Practice session was held in Ararat in October. CoRE members from the region came together to share ideas and talk about actions within their organisations. Thank you to **Ararat Police** for sharing information about the Victoria Equal Opportunity and Humans Rights Commission review into Victoria Police and the resultant 'STAND' approach to ensure that all workplaces within Victoria Police are safe, respectful and inclusive places. The CoP also included information about the new policy examples for CoRE members which includes a Leadership Statement, Family Violence and Disclosures Policy and Flexible Work Arrangement; these will be available on our website. **The next Grampians Pyrenees Community of Practice will be held in March 2019.**

Students at **Marian College** in Ararat took initiative on the topic of Sexual Harassment in October and engaged us to come and talk to Year 11 and 12 students about sexual harassment in schools. This interactive session with students explored scenarios around sexual harassment and what to do if students see it happening in their school.

Training - gender equity and how to achieve it was the hot topic in Stawell in September, when various CoRE members came together for **Gender Equity for Managers training**. A groups of staff and managers from the region explored gender equality, why does it matter, and what strategies their organisations can take to address gender inequality.

For more information or support in this region, please contact Kate Diamond-Keith at kate@whg.org.au or 5322 4100.



Regional: Wimmera

CoRE membership continues to grow in the region and we welcome **Harrow Balmoral Football Netball Club**, **Noradjhua Quantong Football Netball Club**, **Wimmera Southern Mallee LLEN**, **Wimmera Development Association** and the **Jeparit Preservation Society** as CoRE member. Many organisations throughout the region are planning internal and external activities during the **16 Days of Activism** period to raise awareness and show that organisations are committed to talking action to prevent violence against women.



Picture: Harrow Tennis Club

For more information or support in this region, please contact Melissa Morris melissa@whg.org.au or 5382 5607.

Central Highlands Integrated Family Violence Committee

Hepburn Shire Police Family Violence Information Session held in Daylesford this August was well attended by police members and family violence response agencies in Hepburn and surrounding areas. Led by Nathan Gardiner, Victoria Police, attendees heard presentations by Hepburn Health Services, Hepburn Shire, Springs Medical, Community Legal Centre, CAFS, WRISC Family Violence Support and Berry Street about the various services available in the Hepburn LGA.

Brian Dunn, Chair Hepburn Family Violence Action Group, provided an overview of the groups work. Pennie Mathieson, CHIFVC Principal Strategic Adviser, and Nathan Gardiner gave an update on local placed-based initiatives including partnerships with local accommodation providers and supermarkets to provide in-kind support during family violence incidents.

Detective Senior Sergeant Tony Coxall and Senior Sergeant Todd Sparkman from the Ballarat Family Violence Investigation and Response Unit of Victoria Police provided the group with information relating to



CHIFVC is now on Twitter!

responding to family violence.

[Community of Practice Forum: Responding to Family Violence in Regional and Rural Communities](#)

- CHIFVC in conjunction with Hepburn Family Violence Action Group is proud to be welcoming Dr Sarah Wendt, Professor of Social Work at Flinders University as keynote speaker at the upcoming cross-sector Community of Practice forum. The forum will also feature a presentation by Yvette Jaczina from the Centre for Non-Violence, Q&A panel of local practitioners, case study discussion, and will explore the additional barriers faced by women living in rural and regional communities when seeking help for family violence.

Victorian State-wide Football and Netball Carnival - CHIFVC was proud to support the VACSAL senior football and netball carnival recently held in Ballarat. Congratulations to BADAC and Grampians Dhelk Dja Family Violence Action Group for your roles in such a successful event celebrating Aboriginal culture. The event featured football and netball senior matches, activities, food and entertainment. CHIFVC members attended and provided information about local services.

Staffing Changes - in August CHIFVC said farewell for now to Project Support Officer Christy Knapman who is taking 12 months' maternity leave. We wish Christy all the best for this exciting time ahead. Welcome to Ange van den Berg stepping in to cover this role.

Pictured: Pennie Mathieson, CHIFVC and Rhia Grampians Dhelk Dja Action Group

[CYAP Lived Experience Conference: 26-27 November Ballarat](#)

CHIFVC, as a partner of the Central Highlands Children and Youth Area Partnerships, is supporting the delivery of the state-wide conference: ['Now What? Lived Experience Reshaping the Future for Children Young People and Families'](#).

Hosted by Central Highlands Children and Youth Area Partnership the conference will feature presentations, panels, workshops and a special dinner event. Keynote speakers include Rosie Batty, Pamela Snow, Liz Weaver, Jason Clarke, Corey White, and Amber Lovett. **Tickets can be purchased at <http://tix.yt/dGq>**

Resources & Training

Act@Work is an organisation-wide cultural-change program for workplaces. The aim is to address the underlying causes of violence against women: sexism, discrimination and gender inequality using a systems approach in workplace setting. Act@Work has been in place now for over 5 years with 15 workplaces undertaking the program across the region. If you would like [more information](#) contact Dee Micevski at dee@whg.org.au or 5322 4100.

Act@Work

Resource: Our Watch - Changing the Picture

Our Watch has produced a new national resource to support prevention of violence against Aboriginal and Torres Strait Islander women and their children. [Changing the Picture](#) shows how as a society we can work together to change the underlying drivers of this violence.

Our Watch has worked closely with Aboriginal and Torres Strait Islander people to develop this resource. The voices, experiences, knowledge, ideas, decades-long activism and solutions of Aboriginal and Torres Strait Islander people are at its core.



Sexual & Reproductive Health

Improving Reproductive Choices in the Grampians region

The **Reproductive Choices** project reference group are meeting monthly we great discussion and ideas aiming to improve the referral pathways and local knowledge about all options to support women facing unintended pregnancy.

Our project worker Marieke Dam has been busy meeting partners across the region, gathering important knowledge about the region to feed into the project team. If you would like to be involved or for more information about project please contact **Marieke Dam** on 0417 028 823 or marieke@whg.org.au

Our Sexual Health Advisor, Shannon Hill, has also been out meeting with service providers across the Central Highlands region, sharing information about the new [1800 My Options statewide sexual and reproductive health phone line](#). Our aim is to encourage more providers to register with, and refer women to this important service providing information on contraception, pharmacy, counselling, abortion providers and a range of other sexual health services.

For more information about our Sexual and Reproductive Health work across the region please contact **Shannon Hill** on shannon@whg.org.au or 5322 4100.



Research: GPs and Nurses providing sexual health care in rural Victoria

CERSH is undertaking research to learn more about individual and systemic supports and challenges around sexual health care provision that health practitioners encounter in the course of their work.

They would like to talk with nurses and GPs about their experiences of providing sexual health care in rural Victoria.

*Participation is confidential

*Interviews will take no longer than 45-60 minutes

*Interviews can be undertaken by phone, Skype/Zoom, or in person

*Participants will be reimbursed for their time

Findings will inform strategies to support this workforce in providing sexual health care to their rural communities.

If you would like more information or are interested in participating please contact:

Dr Alana Hulme-Chambers alana.hulme@unimelb.edu.au P: 0437 315 715



**Are you a nurse or GP with
interest in sexual health
working in rural Victoria?**



Other Items of Note

16 Days of Activism 25 November to 10 December 2018

The **Global theme for 2018** is *"End Gender-Based Violence in the World of Work."* with a goal to continue to target the institutions in which gender-based violence is perpetuated and push for systemic change and accountability.

This year the **Victoria Against Violence campaign** is inspired by the penalty system in soccer.

#OrangeCard is a social platform designed to give Victorians a way to speak up and become a genuine part of the solution to family violence. Call out real life examples of gender inequality, marginalisation and discrimination and change the conversation. [Download a campaign kit with a wide variety of digital assets.](#)





#ORANGECARD

TAKE ACTION

The squares will be exhibited in March 2019 at BEYOND 50%: ART AGAINST GENDER BASED VIOLENCE, an exhibition that explores art made for social change.

Please RSVP to

beyond50percent@gmail.com phone Felicity on 0407227865 or book online at www.cachecurating.com/beyond50percent

Women's Health Grampians is proud to support the Night Ballarat 2018

Reclaim the Night is a march in solidarity demanding the streets safe for women, children and men a reality

Gain a deeper understanding of the role we can play in recognising, responding and referring to family abuse.

Services, Teachers, Specialist Services to learn important issues facing our community.

6:30PM Wednesday 5 December, Ballarat
Register via <https://www.eventbrite.com/e/the-t-a-lie-tickets-51500872496?aff=erelexpmlt>

For further enquiries please contact Donna Ha Hospital Responses to Family Violence at Ball: donna.hart@bhs.org.au or phone 03 5320 688

GEN VIC are calling on politicians pledge their support for our visior wellbeing and freedom from violence and girl in every community of Victor the Priorities for Victorian Governme

#VICVOTEEQUITY : Now is the time for making substantial headway to ensure all Victorian women are equal, healthy and safe

How can you take action for #vicvotesequity

- Read [GEN VIC's Advocacy Toolkit](#) for tips on how to make your advocacy more effective
- [Email](#) or [call](#) your local representative and tell them why investment in gender equity, women's sexual and reproductive health, the prevention of violence against women and a sustainable peak body is important.
- Share photos with the [Priorities for Government Action Poster](#) @genderequityvic #vicvotesequity



Act@Work

WHG WEBSITE

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