



## Women's Health Grampians Newsletter November 2020



Title

Content

## Welcome

This most unusual and unforgettable year may be drawing to a close, but for WHG that doesn't mean we are winding down just yet!

### Annual General Meeting 2020

We look forward to welcoming our members, partners and stakeholders to our 2020 AGM to be held via Zoom on November 18. We are very excited to be joined by Libby Lyons, CEO of the Workplace Gender Equality Agency. Through her agency, Libby is responsible for promoting, monitoring and improving gender equality in Australian workplaces, which of course speaks directly to the work WHG undertakes through CoRE and other programs. This is an excellent opportunity to hear first hand from Libby and gain a bigger picture view of this work, particularly in the context of recovery from the impact of Covid 19. The meeting will also hear from two of the fabulous WHG Equality Advocates on their experiences of Covid. [Register now!](#)

### Special General Meeting

Women's Health Grampians Board decided the time was right to revise our Constitution, to make it better reflect the way we operate in 2020 and ensure our Statement of Purpose aligns well with our Vision, Mission and Strategic Plan. The 'refresh' exercise was very worthwhile and the Board is confident that the new Constitution will guide us well for the future. WHG members are being asked to vote their acceptance of the new rules at a Special General Meeting immediately following the AGM on 18 November.

### NAIDOC Week

NAIDOC Week 2020 was postponed to November 8 -15 due to the pandemic. The theme for this year is ***Always Was Always Will Be***, recognising that First Nations people have occupied and cared for the country we are on for 65,000 plus years and are still spiritually and culturally connected to these lands. This is evidenced in the region we work in by the efforts of the past two years to highlight the significance of the trees on Djab Wurrung country which are intrinsically linked with birthing and life sustaining practices going back many generations. Sadly, there has been further destruction of significant trees on country and we call on our governments to honour the spirit and theme of NAIDOC week by respecting the significance of these trees and reviewing plans for the highway upgrade.

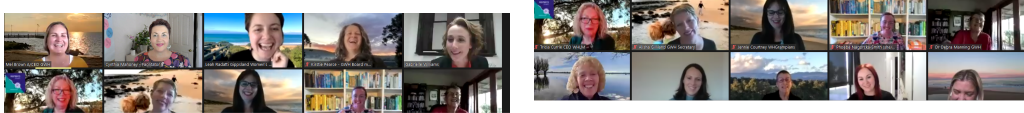


**Always Was,  
Always Will Be.**  
8-15 NOV 2020

### Rural Boards Gathering

There are five rural Women's Health Services in Victoria and it has become an annual tradition for the Board members to come

Williams and GENVIC CEO Tanja Kovac joined us to reflect on 'Feminist Governance in a Rural Context'. We were inspired, connected and encouraged by the event and look forward to resuming in person meetings next year.



### Thank you to WHG Staff

Like everyone else, WHG has been operating under very different conditions over the past eight months, and staff have had to face big challenges in terms of juggling family demands, supporting remote learning, as well as developing innovative ways of program delivery and maintaining strong communication within our service and externally. Undoubtedly it has been exhausting, isolating and stressful and I want to sincerely commend the WHG staff group. They have been adventurous in developing new ways of delivering our training and other programs and maintained a high level of quality as well as good humour throughout! The Board and myself are so very appreciative.

*Stay safe and well*

**Marianne Hendron, CEO, Women's Health Grampians**

## News & Events

### Women's Health Grampians Annual General Meeting

Come along join us at our AGM to hear our guest speaker Libby Lyons, Director of the Workplace Gender Equality Agency, inform us as to the impact of COVID on gender pay gap and gender equality. Libby was listed in Apolitical's 100 Most Influential People Working in Gender Policy for both 2018 and 2019 and was featured in *200 women who will change the way you see the world*. She is a member of Chief Executive Women and is a proud Ambassador for Honour a Woman, a volunteer organisation working to achieve gender balance in the Australian honours system.

[Register here](#)

# Annual General Meeting

Women's Health Grampians invites you to attend our Annual General Meeting

**Wednesday 18th November, 2020**

**12:00 - 1:15pm**

**via Zoom**

*Featuring guest speaker:*

**Libby Lyons, Director of the  
Australian Government's  
Workplace Gender Equality  
Agency (WGEA)**



WGEA oversees the statutory reporting process that gathers gender equality data from more than 10,000 employers, covering more than 4 million employees. Libby is focused on working closely with employers to achieve gender equality and creating workplaces where the skills and ambitions of employees are equally recognised and rewarded regardless of gender.

**Also featuring presentations from Women's Health  
Grampians' Equality Advocates and a panel discussion.**

RSVP by 11 November: [bit.ly/WHG2020AGM](https://bit.ly/WHG2020AGM)

*Women's Health Grampians is pleased to invite you to the Communications for CoRE members Community of Practice.*

**Tuesday 17<sup>th</sup> November**  
**1:00pm-2:30pm**  
**Via Zoom**

**Register:**  
**[kate@whg.org.au](mailto:kate@whg.org.au)**

## Communications for CoRE members Community of Practice

This interactive session will include:

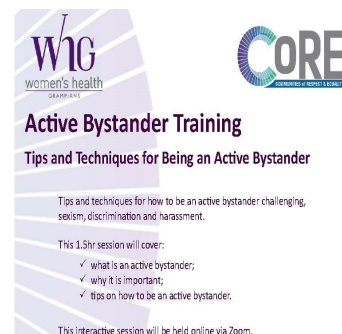
- Jacinta Masters, Manager at GenVic – COVID-19 impact on women
- Impact of COVID on Young Women – New Project “Youth Equality for All” – campaign and resources under development – how you can get involved!
- 16 Days of Activism - campaigns for 2020
- Useful tools and resources & information sharing



### Register for Active Bystander Tips and Techniques training

For individuals who are from CoRE members that are volunteer-based organisations or sporting clubs, we are holding a free training session on 1 December at 6.30pm to 8pm.

This new training session has recently been developed for online delivery – it provides tips and techniques for how to be an active bystander challenging, sexism, discrimination and harassment. For more details contact Melissa at [melissa@whg.org.au](mailto:melissa@whg.org.au) or register [here](#).



# Women with Disabilities Victoria: Our Right to Safety Resources Presentation

## A Presentation for Women's Health Grampians

Join us for a presentation about developing best practice in supporting women with disability accessing family violence services and other services and supports in the community.

- Learn about the aim and mission of Women with Disabilities Victoria
- Discuss the importance of removing barriers and empowerment for women with a disability
- View the Our Right to Safety video trailer and talk about some of the accessible features of the booklet and video.
- Learn about the six best-practice Guidelines, including involving women in resource design, drawing on research, acknowledging different types of violence and creating safe spaces.
- Give participants the opportunity to ask questions of the facilitators who have lived experience of disability.



**Date:** Wednesday 11<sup>th</sup> November at 2:00pm

**Length:** Approximately 60 minutes

**Register:**

<https://www.eventbrite.com.au/e/women-disabilities-victoria-our-right-to-safety-resources-presentation-tickets-125105358495>

**For more information:** contact

Rosie Granland on 0412 283 587 or [rosie.granland@wdv.org.au](mailto:rosie.granland@wdv.org.au) or

Kate Diamond-Keith on [kate@whg.org.au](mailto:kate@whg.org.au)

# Active Bystander Training

## Tips and Techniques for Being an Active Bystander

Tips and techniques for how to be an active bystander challenging, sexism, discrimination and harassment.

This 1.5hr session will cover:

- ✓ what is an active bystander;
- ✓ why it is important;
- ✓ tips on how to be an active bystander.

This interactive session will be held online via Zoom. Places are limited.

**Date:** 28 October 2020

**Time:** 1PM—2.30PM

**Cost:** \$20+GST / person

[Register here](#)

**Date:** 9 November 2020

**Time:** 1PM—2.30PM

**Cost:** \$20+GST / person

[Register here](#)

**Date:** 9 December 2020

**Time:** 1PM—2.30PM

**Cost:** \$20+GST / person

[Register here](#)

*Information was well presented and easily understood. Training participant, Horsham*

*Trainers were very respectful. Training participant, Bannockburn*

*The learning is well worth it. It needs to be compulsory in all workplaces. Training participant, Ballarat*

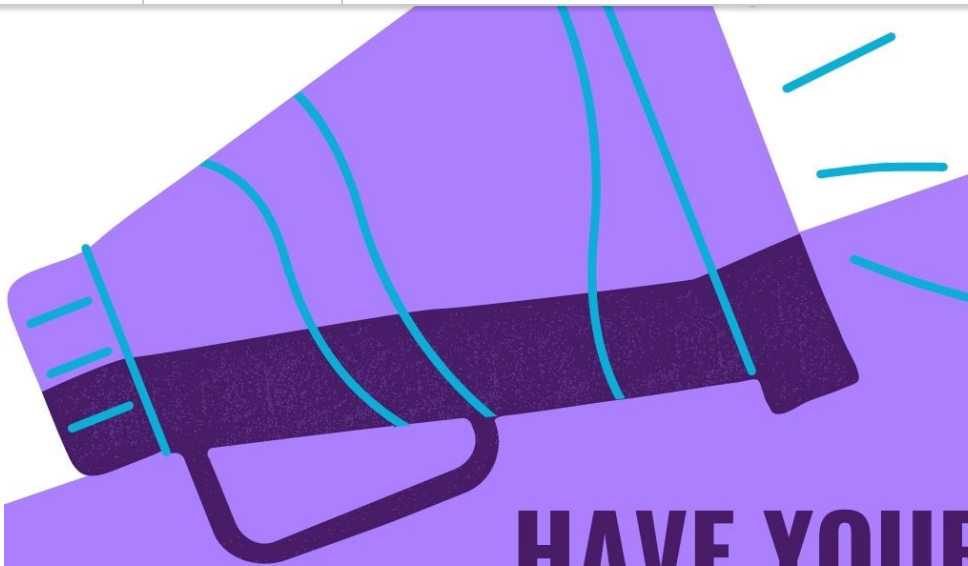
**This training is only available to CoRE member staff and volunteers. For further information, please contact Women's Health Grampians on 5322 4100 or at [admin@whg.org.au](mailto:admin@whg.org.au)**

If you are a volunteer-based organisation, reduced rates may apply.

## Project updates

### Youth Equality Advocate – Youth Equality for All

Two casual positions are available until June 2021 for two young women, especially from diverse backgrounds, to be employed at Women's Health Grampians.



# HAVE YOUR SAY ON AN EQUAL FUTURE!

2 POSITIONS AVAILABLE FOR WOMEN AGED BETWEEN 18-25 IN  
WOMEN'S HEALTH GRAMPIANS YOUTH EQUALITY FOR ALL PROGRAM

Young women's mental health, employment and social connections have been impacted by COVID-19 and Women's Health Grampians is looking for advocates to speak out for an equal future.

Two casual positions are available until June 2021 for two young women, especially from diverse backgrounds, to be employed at Women's Health Grampians.

Aboriginal and Torres Strait Islander women are particularly encouraged to apply.

#### These roles will involve:

- Speaking publicly about your personal experiences of COVID-19 and the impacts on your employment, mental health and social connections
- Providing advice to our partner organisations about how they can support young women
- Development of a resource or campaign that raises awareness of the needs of young women to create an equal future.



#### INTERESTED?

For more info or to apply contact Kate:  
[kate@whg.org.au](mailto:kate@whg.org.au) | 0439 461 495

Download a position description here:  
<https://whg.org.au/about-us/positions-vacant/>



speak about equality for all, diversity and inclusion during a range of diverse opportunities including; team meetings, organisational events and staff workshops.

The **16 Days of Activism** against Gender-based Violence is a global campaign running from 25 November to 10 December. This is an opportunity for organisations to raise awareness about the key role that gender inequality plays in driving violence against women, and call for action to prevent it. Equality Advocates raise awareness through speaking engagements of how violence against women and gender inequality affects women from diverse backgrounds in different ways.

#### Launch of our new podcast series

During 16 Days, WHG will be launching our new podcast series featuring our Equality Advocates – ***Equality for All: Women's stories of diversity in regional Victoria***. Keep an eye out on WHG's website, social media or speak to your Regional Consultant for more details.

Further information regarding Equality for All and how to arrange a speaking engagement can be found on the Women's Health Grampians [website](#) or contact Belinda-Sue Parsons, Project Coordinator Equality for All at [belinda-sue@whg.org.au](mailto:belinda-sue@whg.org.au).



# EQUALITY FOR ALL

ADDRESSING INTERSECTIONALITY IN THE  
COMMUNITIES OF RESPECT AND EQUALITY REGIONAL ALLIANCE

## Photographers as Changemakers

Photographers as Changemakers is a research study that Photographer Michelle Dunn conducted via online Zoom interviews during the Covid 19 pandemic in 2020. The project is an extension of lived-experience talks Michelle has been presenting for Women's Health Grampians "Equality for All" program, where she talks about the role photography plays in creating and perpetuating gender stereotypes. In these talks, she also joins the dots on how stereotypes influence gender inequality and how gender inequality is considered to be the key driver of violence against women. So the cumulative effects of one click of the shutter have far reaching outcomes that impact us all and as you'll read in this report, those clicks are often unconscious.

Interested in the way that photographers see the role their images play in society, she set about interviewing 18 photographers from across Regional Victoria to find out their perspectives. The subsequent report available on her website for free download covers these photographer's

MDP  
MICHELLE DUNN PHOTOGRAPHER & LENS

PHOTOGRAPHERS  
AS  
CHANGEMAKERS

2020  
BY  
MICHELLE  
DUNN

SUPPORTED BY:  
CREATIVE VICTORIA REGIONAL ALLIANCE VICTORIA

unconscious image creation; challenges of working in Regional Victoria and more. A gender lens was applied across the research project to uncover the relationship of photographers and their images to gender inequality in Australia today.

Michelle hopes this report helps create an understanding for clients approaching photographers for content creation, as well as helping photographers themselves to reflect on the powerful role they have in creating social change.

View Michelle's full report [here](#).



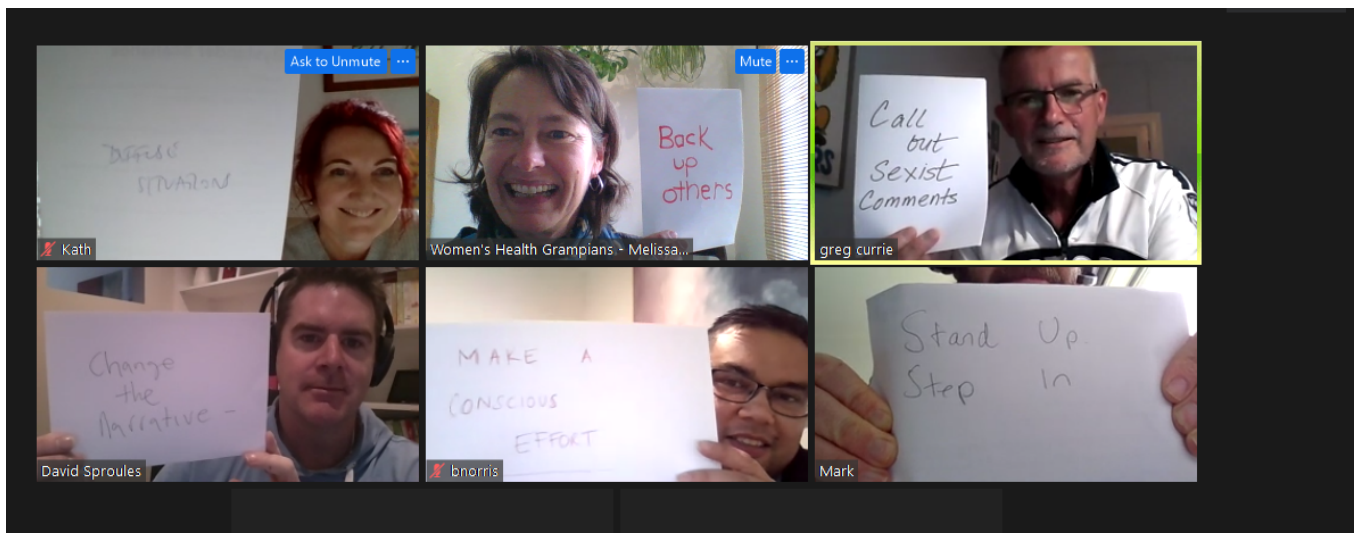
Image: Michelle Dunn

## Act@Play

WHG and Sports Central have been delivering the Act@Play program to **Ballarat City Football Club** over the past 4 months. It is a great experience and fantastic to see that even within a club that provides strong pathways and development to elite level, teams can achieve gender equality.

In collaboration with key movers and shakers within the club, we have completed a gender audit, developed a club-wide gender equality action plan, and delivered bystander training.

In the midst of the pandemic, aspects of the program had to change, particularly removing the in-person delivery model, however this has not slowed anyone down and we have actually achieved so much through virtual partnerships. While working online has not been a barrier, the club intends for club-wide bystander training to happen and we will organise that for early next week when we can resume face-to-face training. Exciting times!



## Sexual & Reproductive Health

[Increasing Reproductive Choices Evaluation Report](#)

University Assoc. Prof. Louise Keogh and The Women's Dr Paddy Moore. While we are encouraged by improvements in some areas from our initial research in 2017, we are committed to continuing this work through the recommendations made in this report.

- a 16% increase in the proportion of GPs who would 'always' discuss medical abortion (from 27% in 2017 to 43% in 2019)
- 60% of participants described the range, number of services and referral pathways available to patients with unintended pregnancy as improved

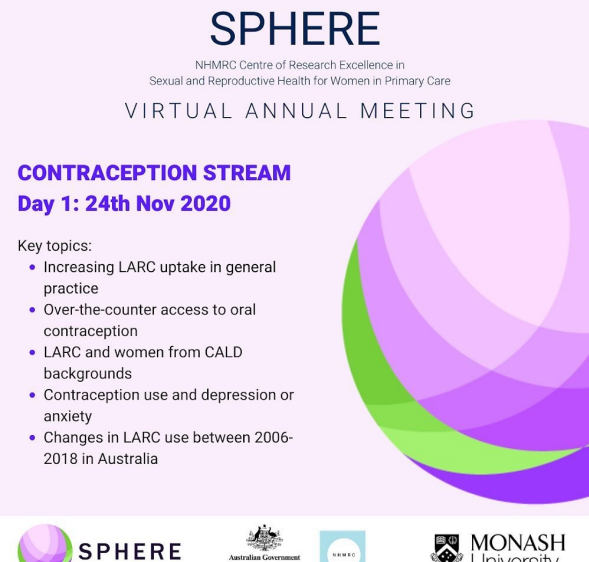
View the report [here](#).

## Training: SPHERE Centre of Research in Sexual and Reproductive Health for Women in Primary Care

SPHERE Centre of Research in Sexual and Reproductive Health for Women in Primary Care are running an online event over two days, 24 & 26 November to showcase the latest research in abortion, contraception, and preconception care.

This two-day event will feature SPHERE investigators, researchers and students alongside keynote speakers **Professor Diana Greene Foster** and **Professor Daniel Grossman** from the collaborative research group Advancing New Standards in Reproductive Health (ANSIRH), and **Professor Ruth Stewart** who is the National Rural Health Commissioner.

Register for the training [here](#).



**SPHERE**  
NHMRC Centre of Research Excellence in  
Sexual and Reproductive Health for Women in Primary Care  
VIRTUAL ANNUAL MEETING

**CONTRACEPTION STREAM**  
**Day 1: 24th Nov 2020**

Key topics:

- Increasing LARC uptake in general practice
- Over-the-counter access to oral contraception
- LARC and women from CALD backgrounds
- Contraception use and depression or anxiety
- Changes in LARC use between 2006-2018 in Australia

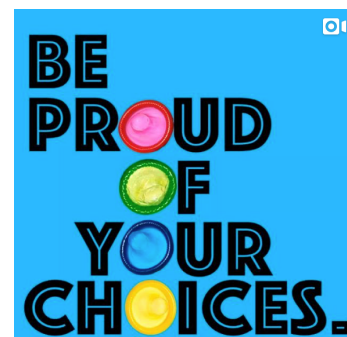
SPHERE Australian Government National Health and Medical Research Council MONASH University

## STI Testing Week: 15 – 22 November

STI Testing Week is a great opportunity to share positive sexual health messages. The Centre for Excellence in Rural Sexual Health and 1800 My Options have a range of posters, factsheets and videos ready for you to share. Can you help us share this campaign in your organisation, club, health service or school? [Get involved here](#).

The week will also re-launch the **My Town Condom Count** – do you know how accessible condoms are in your town? This mapping survey can help us find out! The report we will get from the survey can help advocate for making improvements such as free condoms dispensers or condom vending machines. [Participate here](#).

Talk to Marieke ([marieke@whg.org.au](mailto:marieke@whg.org.au)) or Shannon ([shannon@whg.org.au](mailto:shannon@whg.org.au)) if you would like to know more about ways to get involved in these initiatives.





# Family Violence Committee

## Staffing Changes at CHIFVC

CHIFVC bid farewell to our project support officer, **Ange van den Berg** in July, with many thanks for her extraordinary contributions to CHIFVC's work. We welcome **Maggie Muller** as Administrative Support Officer, assisting CHIFVC as well as the Central Highlands Family Services Alliance, the Central Highlands Care Services Alliance, and the Central Highlands Homelessness Alliance.

## Sector Forum: Adolescents Who Use Violence in the Home

CHIFVC recently partnered with the Central Highlands Family Services Alliance to present a Sector Forum focussed on Adolescents who Use Violence in the Home, which saw over 60 participants from across both sectors come together on Zoom to discuss this significant issue.

Covid-19 has seen a significant rise in adolescents using violence:

- approx. increase of 30% in total
- increase of over 700% of sibling-to-sibling violence

The Forum included lead author of the PIPA Project, Elena Campbell of RMIT University, who outlined some of the key drivers of adolescents using violence in the home. She also highlighted that in Victoria, more than 50% of cases involved adolescents with diagnosed disability, particularly neurological and intellectual disability. Her core concern was early intervention.

Ella Mackay, who runs the Step Up program at Cafs, outlined how this program works to address adolescents who use violence in the home. She emphasised the importance of specialist family violence services and family services understanding adolescents who use violence differently to perpetrators, as these children are still developing.

A report will be taken to the Central Highlands Collaborative Network to guide future efforts in this area.

## YAB/CHIFVC Social Media Campaign

The Youth Advisory Board and CHIFVC have been collaborating on a social media campaign focussed on youth people and family violence, which recently launched. A series of short videos designed to help young people understand family violence and where to get help are being progressively released across [FaceBook](#) and [Instagram](#). Please share them far and wide.

## Position Vacant | Workforce Development Officer – CHIFVC

- Part Time 0.80 EFT (30.4 hours per week, flexible)
- Contract 1 year (possibly ongoing)
- Ballarat based with some travel

The CHIFVC Workforce Development Officer will plan, deliver and evaluate a range of initiatives to support workforce development including training, forums and family violence practice groups. A background working with women who have experienced family violence and/ or perpetrators, within or outside the specialist family violence sector, is vital. Highly developed communication skills and experience in planning, delivering and evaluating projects, including professional development, is required.

Applicants will need:

- Commitment to organisational vision, mission, and approach.
- Tertiary qualifications in social work, community development, gender studies, and/or a social policy discipline.
- Experience in planning, delivering and evaluating training, with a strong understanding of the complexities of online training delivery.
- Experience in project management including planning, delivery and evaluation.

Position Description and Selection Criteria are available [here](#).

For further information contact Jess Cadwallader on [0417 641 088](tel:0417 641 088) or email [jess@whg.org.au](mailto:jess@whg.org.au).

Completed applications addressing the selection criteria should be emailed to [jess@whg.org.au](mailto:jess@whg.org.au). Please note: applications that do not address the Key Selection Criteria will not be considered.

WHG is committed to achieving a diverse workforce and strongly encourages applications from Aboriginal and Torres Strait Islander people.

**Applications close at 5pm Wednesday 11 November 2020**

## Resources

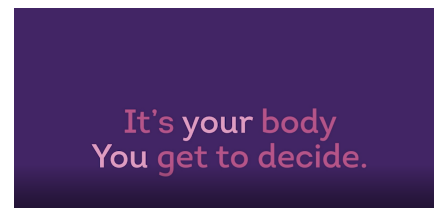
### New Video Resource: It's Your Body. You get to decide.

#InternationalSafeAbortionDay is a global movement promoting access to safe abortion as a women's health and human rights issue. For our part, we wanted to make it easier for women in the Grampians region to find information about abortion options.

We recently launched a short video to help women feel informed and supported when it comes to making choices about their bodies. For our part, we want to make it easier for women in the Grampians region to find information about abortion options. Join our movement: watch the video, share among your friends and networks, start a conversation. Sometimes unexpected things happen.

It's your body. You get to decide. [View video](#).

Many thanks to our supporting partners 1800 My Options and Ballarat Community Health.



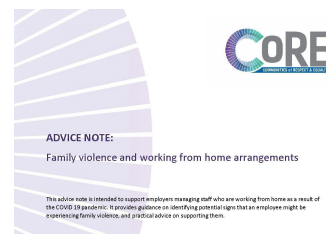
Ballarat  
Community  
HEALTH

1800  
my options

### Advice Note: Family violence and working from home arrangements

If you haven't seen it already, we developed an advice note to support employers managing staff who are working from home as a result of the COVID 19 pandemic. It provides guidance on identifying potential signs that an employee might be experiencing family violence, and practical advice on supporting them.

[View the report](#).



**Watch this space: our new Local Stories resource**

resource features stories of our CoRE members – the innovative, inspirational and meaningful actions that they have undertaken as committed CoRE members. Check WHG's website, social media or speak to your Regional Consultant for more details.



## Other News

### 2020 Local Council elections

Womens Health Grampians ran a social media campaign leading up to local council elections supporting the Victorian Governments campaign to have 50/50 women and men as local government councillors by 2025.

In September 2020, prior to the recent Council elections: women made up 32% of councillors within the Grampians region (which is lower than the State average of 38%); 3 out of the 11 Councils had gender equality amongst the elected councillors; and, 5 out of the 11 Councils had only 1 female councillor.

The election results in 7 of the 11 Councils within the Grampians region have been declared and at the time this newsletter has been published 34% of elected candidates were female, 61% male and 5% of the positions were not contested (requiring a byelection at a subsequent date).

We are still a long way off 50/50 in this region! We would encourage women to consider standing in those Councils where a by election will occur.

**Make your vote  
count.**



**Women make up over  
50 per cent of Victoria's  
population - we should be more  
than 38 per cent of its  
councillors**

- Victorian Local Governance Association -



### Get Active Central Highlands

WHG were all too happy to partner with Sports Central on the Get Active Central Highlands challenge that was designed to get locals moving in any way, shape or form. The initiative was very successful with over 100 people registered and was highly beneficial to those who participated. WHG staff and board were keen to be involved and got creative about our activities – from online yoga, to jump rope, to roller skating, to cycling, to chair yoga, we got into to the spirit and hope that everyone continues to be physically active particularly in this online way of working we have become accustomed to during the pandemic.



### Statement on Djab Wurrung Trees

Women's Health Grampians expresses great dismay and disappointment over the destruction of significant trees on Djab Wurrung land, and the treatment of those who have sought to preserve this important cultural heritage.

WHG recognises the fundamental significance of cultural traditions, beliefs and connection to country for the health and wellbeing of Aboriginal people. As a women's health service, we absolutely and firmly recognise the significance of birthing on country and the importance of healthcare for women and children that is culturally appropriate, accessible, integrated and sustainable and responsible to the cultural norms and values of Aboriginal women and babies.

This commitment and recognition cannot be seen as anything but intrinsic to the stance that the Djab Wurrung Embassy has taken over the past two and a half years. We recognise the significance of the birthing trees and of the impact of colonization on the country and the people that own and love it and have been here for thousands of years before us.



Photo source: Facebook



Act@Work

WHG WEBSITE

Copyright © 2020 Women's Health Grampians, All rights reserved.



[subscribe to this list](#) | [unsubscribe from this list](#) | [update subscription preferences](#)