

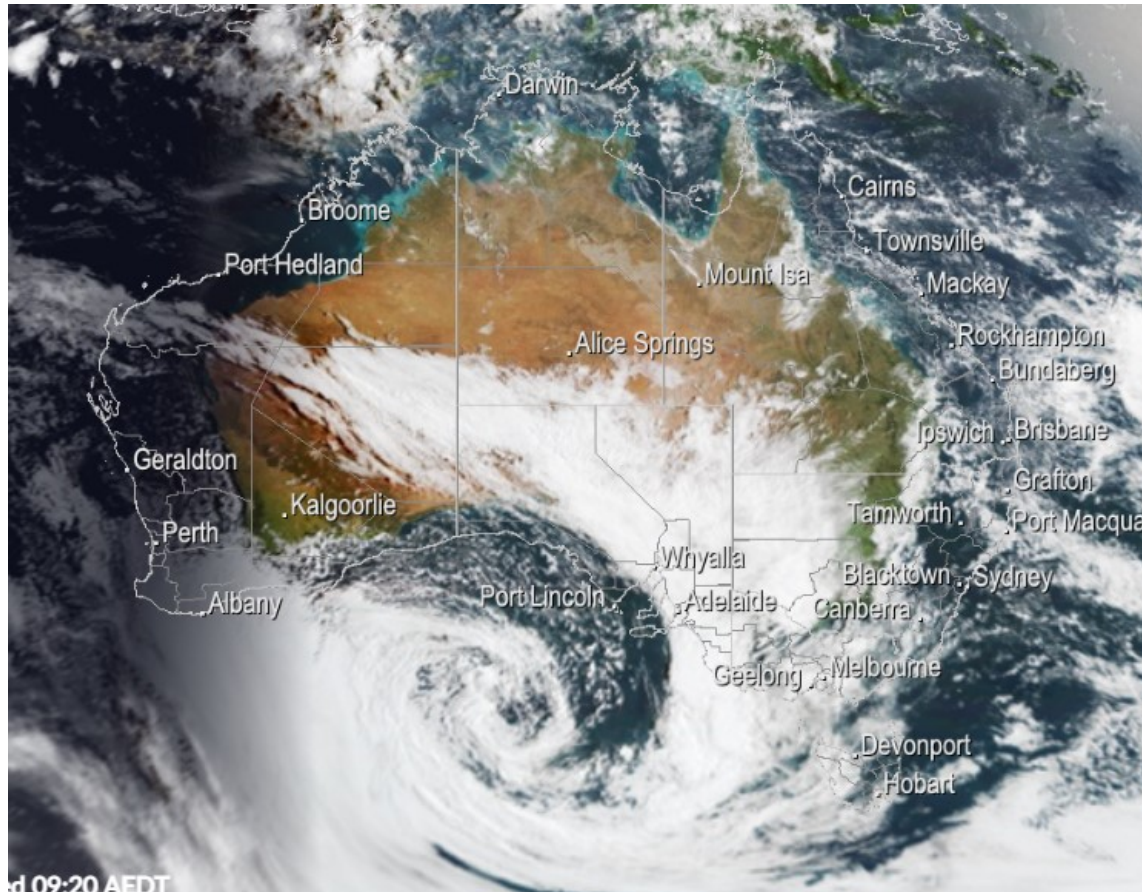
## Acknowledgement of Country

Women's Health Grampians acknowledges the Traditional Owners of the lands across the Grampians region: the Wadawurrung, Dja Dja Wurrung, Djab Wurrung, Wurundjeri, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk People, and recognises their continuing connection to the land and waterways. In particular, we recognise the strength and courage of Aboriginal women and girls in our communities who bravely speak up against oppression and the impacts of colonisation and who generously share their wisdom on family, country and culture.



We're back with another edition, the Autumn edition, of CoRE OnSide! WHG sincerely looks forward to working with you to bring positive outcomes to your sporting club and those that you influence.

## CoRE Club Update



# Act@Play

Minyip Murtoa Football Netball Club (MMFNC) have shown great engagement in the program, over the month of December they were provided with resources reflecting the results from the baseline survey. The club had a great response to the Active Bystander training session presented by Mel and Greg, overall feedback was really positive and the group provided a great discussion. To end a very successful year starting Act@Play, MMFNC completed the Gender Audit tool, to highlight the advocacy work already completed within the club and identify the hotspots or areas of improvement going forward. With the results from the Gender Audit a drafted Action Plan will be presented to the club late January, this will be implemented with the support of WHG as one of the final steps in the program.

Horsham Amateur Basketball Association outlined how important this work is at their club, Action Group members completed the Gender Audit it highlighted the positive work already being recognised within the association. As the Gender Audit tool also identifies areas for improvement, actions that arose will be the key areas in the development of the Action Plan. The baseline survey is live for senior members to complete in the coming weeks. A junior survey was created this has been delayed due to school holidays. Active Bystander training will take place in April, dates to be confirmed.

Additional comms were successful, a Media release was published across the Wimmera regions media. Comms updates were sent to both clubs, to keep their members in the loop regarding the steps involved with Act@Play.

Image: Minyip Murtoa Football Netball Club boards members



## CoRE Sport Feature

### Office for Women in Sport AICD Short Course

Whether you're a woman who is already highly credentialed or a woman seeking to beef up your credentials in terms of leadership in sport, then the Office for Women in Sport (OWSR) *Women in Governance Program* through the Australian Institute of Company Directors (AICD) is for you. To support representation of women in senior leadership and Executive roles within the Sport and Recreation sector at a regional, state or national level, this program will support your confidence and capability to be a Board member, whether you have recently joined a board or a board position is in your future plans. Promoting, encouraging and supporting female leaders in your club to undertake this course is a great action to add to your CoRE Gender Equality Action Plan and can support a pathway for women to become Board ready.

<https://changeourgame.vic.gov.au/the-initiative/change-our-game-grants>

## Resources and Events

### Events

#### CoRE Conversations

CoRE Conversations is an online start up by WHG to expose and educate CoRE members further on how to practically promote gender equality. These online lunch 'huddles' were suggested by CoRE members as a new way to share information and inspire collaboration amongst CoRE members. These huddles will be 30-minute, informal online catch-up's, occurring every two months and will include bite sized content on different topics. Our first CoRE Conversations happened during 16 Days where we launched the new *Taking Action to End Violence Against Women Guide* – if you were unable to attend please feel free to [watch the recording](#) and share with anyone in your club. The next CoRE Conversations event is happening on [4th May 2023 - 12:30 - 1PM](#) and the focused topic will be on 'sex, sexuality, and gender'.

Look forward to seeing you there.



**TOPIC: Gender Equality 101**

**DATE: Thursday 4 May 2023, 12.30pm-1.00pm**

**REGISTRATION:** 



[Register here](#)

## Change Makers Dinner

The Leading Change event is part of the Communities of Respect and Equality (CoRE). In partnership with Ararat City Council, Grampians Community Health and Sports Central, an initiative to support sporting clubs and associations in the region to prevent violence against women by promoting gender equality. Please reach out to your local WHG Regional Consultant for more information.

**Monday 22 May 2023**  
Leading Change: Preventing Violence Against Women  
When: 6:15pm for a 6:30pm start  
Where: Alexandra Oval Community Centre, Ararat

# SAVE THE DATE

CHANGE MAKERS DINNER

## Resources

### Bystander Posters

Ask and you shall receive! Sporting clubs love a good poster that can convey a strong message, so we created some as per their request. Preventing violence against women begins with respect and to help 'stop it at the start' (i.e. disrespect) here are some useful posters that can help those in the club call out disrespect and discrimination. Fittingly, these posters have been designed to use sport specific language related to your code (i.e. for our cricket clubs language such as 'don't let it go through to the keeper') to make it easier to speak out in language that is relatable. Place these posters anywhere in the clubhouse – the locker room/change rooms, backs of toilet doors - wherever you think they will be viewed the most and reinforce a zero tolerance for inappropriate comments and behaviours. These posters are available now, if you would like them please reach out to your local WHG Regional Consultant.

### CoRE Friends Network

The CoRE Friends Network is a quarterly bulletin sent out by WHG to inspire individuals within CoRE organisations to take action to prevention violence against women. If people in your club want to learn more on the issue of PVAW and how to contribute to social change, send them the link to be added to the distribution list.

[Sign up here](#)

### Research Report: Factors relating to women and girls' participation (retention and dropout) in sport

Many of our clubs have intentions to grow female participation within their female programs, whether that is for cricket, basketball, football, and this recently released report by Federation University/Victoria University has taken a deep dive into those factors that can help retain participation rates among women and girls. We highly encourage those in the club, especially coaches, to have a good read of this resource and it could positively influence approaches to coaching that can help retain and attract women and girls in the club. [Click here](#) to access the full report.



## Training Opportunities

'In very exciting news, WHG is pleased to announce that we will be offering free bystander training to any CoRE club who is interested. We respect and appreciate that clubs are under-resourced in many ways, financially or with volunteers, we want to remove some of the barriers that prevent clubs from progressing with the Gender Equality Action Plans. Bystander training is one of the most popular activities CoRE members uptake to demonstrate their CoRE Commitments and change culture. For more information and support with your training needs, please reach out to your local WHG Regional Consultant.

### Our participants comments:

*"I am inspired, it opened my eyes"*

*"We need to discuss this at the next committee meeting"*

*"Great presenters, great conversation and discussions, loved the videos. I feel inspired to take this back to the club"*

**WHG 2023 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.

- 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 Status National Framework  
• Tips on how to be an active bystander  
Cost - \$670 + GST for in house delivery, \$952 + GST for extended 3 hour session
- Active Bystander Tips and Techniques (1.5 hrs)**  
Tips and techniques for how to be an active bystander (challenging, aware, 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 - \$470 + GST for in house delivery
- Gender Equity for Managers (2 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 - \$670 + GST for in house delivery

# Coming Soon!

### Taking Action Guide for Sporting Clubs (TAG)

FYI, WHG will be releasing the new TAG for sporting clubs in the next e-newsletter. This guide is an update of the previous TAG released in 2018 and will provide new and innovate ways clubs can gender equality practice. Stay tuned!

### Responding to Disclosures of Family Violence

While CoRE focuses on prevention of violence against women, the conversation can lead to disclosure of family violence. It is a significant decision for people to disclose their experiences of family violence and therefore it is important to get the response right. Many clubs feel ill equipped to handle response situations and WHG has pulled together basic guidance on how a club can tangibly manage response situations that arise in your club, respecting the unique nature of a sport-specific context.

# Making Headlines

*We are a small fish in a big pond.* Clubs in the Grampians should be really proud of the work they are doing to promote gender equality and it is important to note that you are not alone. Gender mainstreaming (yes that is a thing) is becoming more and more common for organisations and indeed clubs. These are good examples in the media of how community clubs are, and should continue to play their part to reduce gender inequities:

### Regional Victorian sporting clubs enlisted to help prevent violence against women:

<https://www.abc.net.au/news/2022-09-24/regional-sport-clubs-prevent-violence-against-women/101468748>

**Racism, sexism claims at South Bunbury Football Club leads to withdrawal of women's team:**

<https://www.abc.net.au/news/2022-06-20/south-bunbury-football-womens-team-withdraws-sexism-claims/101168334>

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