

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.



Women's Health Grampians Newsletter

Spring 2022

CEO Welcome

While it hasn't felt like it over the past month, this "Spring" newsletter comes to you at our busiest time of year – AGM season in full swing, preparations for 16 Days of Activism and lots of activity leading up to the state election. The Women's Health Services are calling upon all parties at this Victorian State Election to maintain the strong focus and commitment on gender equality and prevention of family violence that we've seen grow over the past 6 years and in particular to take action on three key pillars of policy:

- Sustain, embed and expand the scope and remit of the Gender Equality Act
- Make healthcare inclusive and equitable for all
- Address the stigma and stereotypes that are perpetuated in our gender segregated labour market.

From our position in Victoria as health promoters, primary prevention practitioners and specialists in intersectional gender equity, we believe these are vital points of action if *all* Victorians are going to reap the rewards of an equitable society and economy.

We are delighted to have just this week had Board sign off of our new Strategic Plan, 2022-26. It provides a renewed focus and direction as we emerge from Covid, and staff and Board are proud of the clear vision, strong values and inclusive, intersectional and collaborative approaches it sets down as the framework for all that we do. The plan is being formatted and designed and will be announced at our AGM and posted on our website in the coming weeks. We will let everyone know when this happens, so keep an eye on our socials. The values that guide us are highlighted below.

Our AGM is fast approaching (details below) and we're excited about visiting beautiful Pomonal in the Grampians/Gariwerd and encourage all members to join us for the first in-person celebration in three years. We have a wonderful speaker line up, beautiful music, delicious lunch from Brambuk and the location provides the opportunity to enjoy the local environment, as well as shops and businesses in the area.

It's very exciting to see the impact of our funding uplift earlier this year coming to life – literally! It has been a pleasure over the past few weeks to welcome several new team members on board who will undoubtedly deepen and enrich the work of WHG and you can read more about these amazing women and their roles below.

Marianne Hendron

Chief Executive Officer, Women's Health Grampians

COURAGE

We are confident and clear on our purpose and who we are here for; we speak up, stand on solid evidence and look after ourselves and each other.

EMPOWERMENT

We respect diverse experiences, identities and strengths of women and gender diverse people and seek to elevate their voices and experiences to provide the opportunity for self determination.

FEMINISM

Our feminism is intersectional and trans-formational. We strive for political, economic and social equality for all women and gender diverse people.

RESPECT

We are nonjudgmental, ensuring everyone's voice and view is listened to and valued.



WHG VALUES

News

New faces at WHG

We are so excited about all the amazing women who have come to work with us recently at WHG! Please join us in welcoming:

Mika Padiaditis, Research and Evaluation Advisor

Lyndel Ward, proud Gamilaraay woman and new First Nations Health Promotion officer

Sissy Austin, proud Gunditjmara Kirrae Whurrong Djab Wurrung woman and new First Nations Strategic Advisor for Health Equality.

Katrina Baraquiel, Migrant & Refugee Health Equality Advisor

Renae Scholte, Office Manager

Anna Bilbrough, Admin and Project Officer for CHIFVC and the Alliances

Skye Mannix-McCann, CHIFVC Motel Coordination Project Facilitator



16 Days of Activism

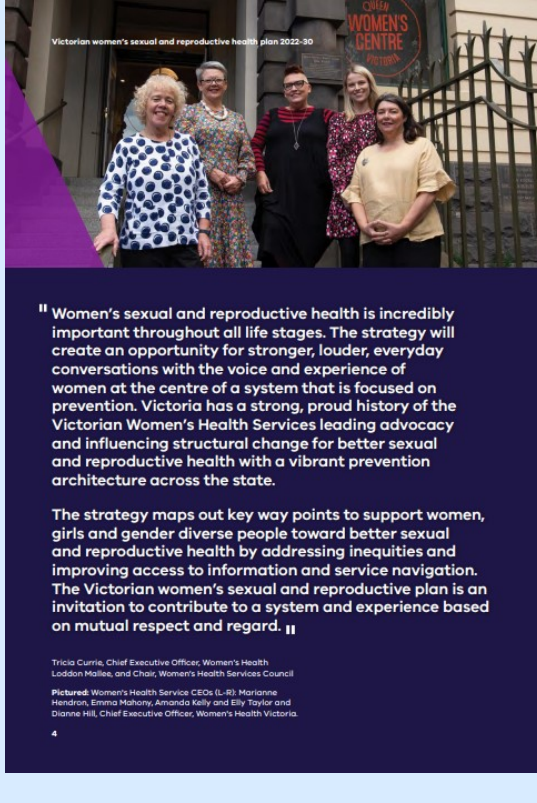
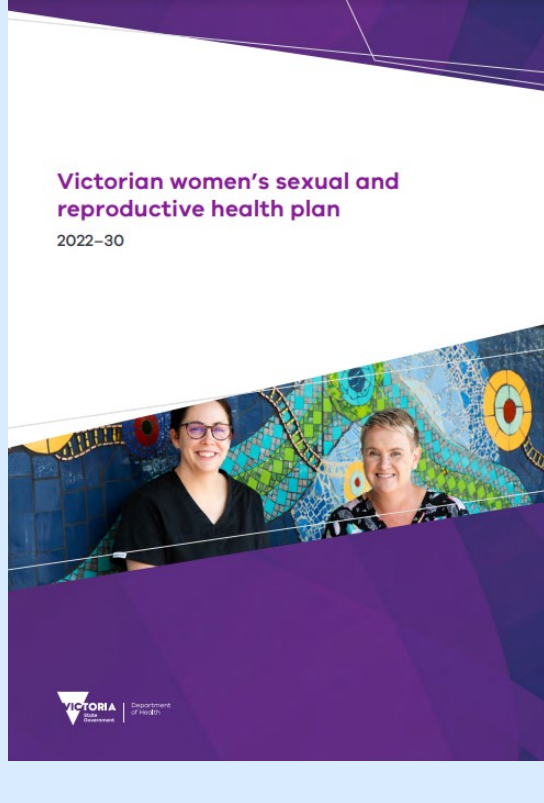
to End Gender Based Violence

*You can
set an example,
call it out,
and make a difference*

*25 November - 10 December
2022*

16 Days of Activism Against Gender-Based Violence is an annual global campaign calling for an end to violence against women and children. It runs from 25 November – 10 December. WHG is the regional leader of the campaign in the Grampians region and will be running training, social media promotion, and events throughout. Community support, both online and in person, is invaluable and we encourage everyone to engage with our content.

Find out more about the 2022 global campaign [here](#), and stay up to date with all the WHG action by following us on [Facebook](#), [Twitter](#) and [Instagram](#).



"Women's sexual and reproductive health is incredibly important throughout all life stages. The strategy will create an opportunity for stronger, louder, everyday conversations with the voice and experience of women at the centre of a system that is focused on prevention. Victoria has a strong, proud history of the Victorian Women's Health Services leading advocacy and influencing structural change for better sexual and reproductive health with a vibrant prevention architecture across the state.

The strategy maps out key way points to support women, girls and gender diverse people toward better sexual and reproductive health by addressing inequities and improving access to information and service navigation. The Victorian women's sexual and reproductive plan is an invitation to contribute to a system and experience based on mutual respect and regard."

Tishia Curran, Chief Executive Officer, Women's Health
Lisbeth Helle, and Chair, Women's Health Services Council
Michelle Williams Health Services CEO, Dr. Margaret Handman, Emma Mahony, Amanda Kelly and Ely Taylor and
Dorrie Hill, Chief Executive Officer, Women's Health Victoria.

Victorian Women's Sexual and Reproductive Health Plan 2022-30

WHG welcomes the release of the Victorian Sexual and Reproductive Health and Viral Hepatitis Strategy 2022-30 and within it the Victorian Women's Sexual and Reproductive Health Plan 2022-30. Women's Health Services across Victoria, including WHG, have been heavily involved in advocating for and shaping the SRH Plan over the past two years.

If you would like to discuss the plan and its implications further, contact our Sexual and Reproductive Health Advisor Shannon Hill at shannon@whg.org.au

[View plan](#)



We are stoked to announce our first **Act On Site Program** participant - **S.J. Weir (Ballarat) PTY LTD**, one of Ballarat's largest construction companies. Currently employing sixteen staff, the company is committed to walking the talk on gender equality in the construction sector.

S.J. Weir, established by Sydney John Weir in Ballarat in 1914, can claim over 105 continuous years of commercial building. S.J. Weir are one of Victoria's most experienced Commercial Builders, delivering works from \$500k to \$25m, and have held Master Builder Association of Victoria (MBAV) membership for over 75 years.

S.J. Weir's commitment to our Act On Site Program is an extension of their people focused ethos. Our program will assist the company to meet - and exceed - community expectations around gender equality. It will also help tackle skill shortages and align the company's work to the Victorian Building Equality Policy and Social Procurement Framework. Since joining Act On Site in September 2022 an S.J. Weir Action Group, including executive management, has been set up. The Action Group is meeting monthly and solid, tangible progress has already been made.

We are really excited to have S.J. Weir on board and look forward to working with them to drive positive change in a rapidly changing world.

[Click here for more information on our Act On Site program.](#)

Resources and Evidence



Menopause: a health and wellbeing issue for workplaces

Menopause is increasingly recognised as an important occupational health and workplace equality issue. Most women reach menopause around age 50 (although symptoms can start appearing many years earlier) and most Australian women aged 45-55 years are in paid work. However, working women may feel afraid to disclose their menopausal status and management may be unclear about how to support women who experience menopause in the workplace. Both employers and employees (of all ages and sexes) can play an important role in providing a work environment free from shame, fear or embarrassment.

A leading team of researchers and women's health professionals have released *The Menopause Information Pack for Organisations*, a set of free resources aiming to embed menopausal support into workplaces. The pack includes information on menopause-sensitive policies and practices, menopause-awareness training for managers, and suggestions for how to translate these into real support for women experiencing challenging physical changes.

For example, how good would it be to have a Menopause Champion in every workplace?! Find out more on the link below:

[Find out more](#)

Events

WOMEN'S HEALTH GRAMPIANS 2022 AGM

WHG invites you to join us for our AGM:
11.30 - 1.45pm
Wednesday, 23 November 2022
Pomonal Hall
Pomonal

Following formal AGM proceedings we are delighted to introduce our Keynote Speaker, **Erika Lind**, who will speak to the theme "Women in a Changing World".

Erika is a Senior Forest and Fire Management Officer - Operations with the Department of Environment, Land, Water and Planning. As a woman forging a career in a traditionally male-dominated field, working on the front line of climate change, Erika is an expert in standing her ground, trusting her gut, and advocating for the value of STEM education and women in leadership.

Following the keynote address, Erika will join a panel discussion with three other inspiring regional women rising to the challenges of a changing world: April Clarke, Ashlea Edwards and Sarah McLeod.

Lunch will be provided, along with entertainment from Ballarat singer Ashleigh Dalton.

Looking forward to seeing you there!



Register now for WHG's AGM - we can't wait to see you in person!

Register

16 Days of Activism event: CoRE Community of Practice

Join Women's Health Grampians on November 15 for an inspiring deep dive into Workplace Flexibility. We are delighted to welcome the following guest speakers:

- **Dr Niki Vincent**, Public Sector Gender Equality Commissioner
- **Jo O'Brien**, Program Director Champions of Change
- **Miranda Boddington**, Organisational Development Manager at Viva Energy Australia

Date: 15 November 2022

Time: 10 - 11.30am

Location: online

CoRE Community of Practice

Join Women's Health Grampians on November 15 for an inspiring deep dive into Workplace Flexibility. We are delighted to welcome the following guest speakers:



Dr Niki Vincent, Public Sector Gender Equality Commissioner. Dr Vincent is responsible for overseeing the implementation of the Gender Equality Act 2020 and plays a key leadership role in promoting gender equality in the Victorian community and workplaces.



Jo O'Brien, Program Director Champions of Change Coalition. Jo will present the findings of the Champions of Change Coalition's Shifting Expectations report around workplace flexibility for frontline workers.



Miranda Boddington, Organisational Development Manager at Viva Energy Australia. Miranda has worked in Human Resources roles in the Oil and Gas and Retail industries for over 20 years. Viva is featured in the Shifting Expectations report as an example of an organisation that has managed to improve workplace flexibility and recruit more women into non-traditional frontline roles.



Date: 15 November 2022

Time: 10 - 11.30am

Location: online

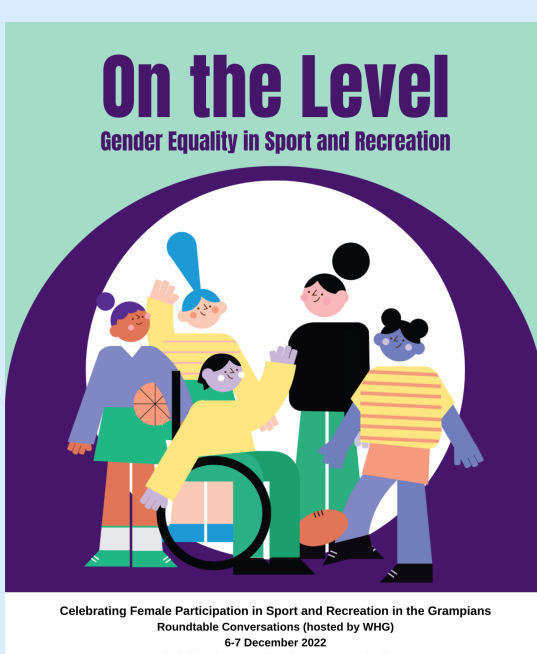
[Click here to register](#)

Register

16 Days of Activism event: On the Level: Gender Equality in Sport and Recreation

WHG is looking forward to hosting a series of roundtable discussions on gender equality in sport and recreation with Sport and Recreation Victoria. Sessions will be held in the Central Highlands, Grampians/Pyrenees, and Wimmera regions. We can't wait to celebrate progress on and off the field, and work together to create even more change in the future. Mark your diaries for 6-7 December 2022 and contact Dee Angelina Micevski for more details:

dee@whg.org.au



16 Days of Activism event: CoRE Conversations

Join us for the first in our new series of conversations about how we can all work together to create equitable, respectful communities. **CoRE Conversations** are bi-monthly bite-sized windows into our work on preventing violence against women and children. Put them in your calendar, bring your lunch, and let's work together to make the region stronger and fairer:

Monday, 28 November 2022, 12-12.30pm

[Learn more about becoming a member of CoRE here.](#)

CoRE CONVERSATIONS

DIVE INTO ISSUES RELATING TO GENDER EQUALITY AND THE PREVENTION OF VIOLENCE AGAINST WOMEN IN THESE 30 MINUTE, FREE, ONLINE LUNCHTIME TALKS, EVERY 2 MONTHS

TOPIC: Taking Action during 16 Days of Activism

DATE: Monday, 28 November 2022, 12-12.30pm

To register: <https://us02web.zoom.us/join/zoom/register/tz0vc-ygpj4iGNRjwSGQvP4NStHwXQJps2ZF>



Register

Training

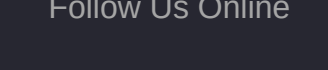
WHG Training

Women's Health Grampians can provide in-house training for your organisation for a cost-effective flat fee. Our sessions range from Intersectionality to Gender Equity for Managers and plenty in between. Contact us for more details on 5322 4100.

WHG Training



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Women's Health Grampians