



Welcome

Here we are, mid-Winter and half way through 2021 and unfortunately still living with the unpredictability and uncertainty that is a global pandemic. With this now familiar backdrop, the WHG team continues to remain focused, productive, creative and compassionate – and a privilege to work with. Much of our attention over the past 3 months has been on supporting partners in the public sector in implementation of the Gender Equality Act and we welcome our Advisors to the team supporting health services and councils in this space. Along with the four members of the Multilingual Health Educator Team undertaking valuable work in community education around Covid, WHG feels like a very busy and dynamic workplace at the moment. The new team members are introduced below. I would also like to acknowledge Resayna Tu (Tan) who was with us for a short period and wish her well.

The recent Victorian budget had some welcome news for women's health services with the announcement of an additional \$200,000 for the 2021/22 year to bolster our work in key areas of prevention of violence and sexual and reproductive health and we're extremely grateful for the opportunities this provides. We are currently developing some new roles for the next 12 months and will advertise these shortly on our website and through our networks.

WHG staff have been working together on the development of our Reconciliation Action Plan, having recently completed a cultural safety audit and plan. This has been an absorbing and highly rewarding piece of work and we look forward to sharing a Statement of Reconciliation with you shortly. We

been so generous and patient in working alongside us through opportunities such as the yarnning sessions which were so valuable for us to learn from.

We are now gearing up for the launch of the new CoRE Strategy on 21 July – details below. It would be great to see you there!

Marianne Hendron

Chief Executive Officer, Women's Health Grampians

CoRE

Launch of the new CoRE Strategy

On Wednesday 21 July 2021 in Ararat, we will be launching the second iteration of the Communities of Respect and Equality (CoRE) Strategy 2021-2025: Preventing violence against women and their children violence in the Grampians region. We are looking forward to sharing with you the new Strategy and hope that you can join us on the day.



CoRE STRATEGY LAUNCH

21 July 2021

Gum San Great Hall, Ararat

10:30 - 12:00

[REGISTER FOR THE CORE LAUNCH HERE](#)

The Gender Equality Act is a landmark piece of legislation that requires the Victorian public sector, local councils and universities to take positive action towards achieving workplace gender equality. Many of our CoRE members are defined entities under the new Gender Equality Act, and WHG has been supporting them to meeting their requirements.

We can provide advice and practical guidance to support defined entities meet their Gender Equality Act obligations. CoRE commitment and prior participation in WHG's Act@Work program can help organisations meet, and exceed, Gender Equality Act obligations. Contact your CoRE Regional Consultant if you have any questions. We are also delighted to have Jane Measday and Claire Evans join the team as Gender Equality Act Advisors supporting a number of defined entities across the region.

WHG is also on the Commission for Gender Equality in the Public Sector's approved Panel of Providers, through the Action for Gender Equality Partnership (Gender Equity Victoria Partnership). AGEP will be providing Gender Equality Action Plan training in June and July for all defined entities.



[ACTION FOR GENDER EQUALITY PARTNERSHIP TRAINING REGISTER HERE](#)

Upcoming Training

2021 Online Training Program

Active Bystander Training

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

Gender Equity Training

This training is suitable for managers seeking to understand how to apply the concepts associated with gender equity in their own organisation.

This interactive 2hr online session will cover:

- What is an active bystander
- Why it is important
- Tips on how to be an active bystander

Register here: [15 September, 1PM – 2.30PM](#)

Cost - \$60+GST / participant

"Really good to talk through what role we can actively play in stamping out the incorrect behaviours and some handy tips about the various ways we can go about it."

Training participant, online

- Key concepts including unconscious bias, gender equity vs equality, intersectionality
- Strategies for success
- Practical applications in your organisation

Register here: [5 August, 1PM – 3PM](#)

Cost - \$60+GST / participant

"The learning is well worth it. It needs to be compulsory in all workplaces."

Training participant, Ballarat

For further information contact Women's Health Grampians

T: 5322 4100 E: admin@whg.org.au



Sexual and Reproductive Health

Over the next two months, we're running a social media campaign to raise awareness of 1800 My Options and the Ballarat Community Health Sexual Health Outreach Clinic in Ararat. We'd love to hear if you've seen the ads, want any brochures, stickers or resources or if you have any suggestions for services. If

Want to find a local
contraception service?



We can help.

Contact 1800 My Options
on 1800 696 784.

team.

Contact Shannon Hill, our Sexual Health Advisor at shannon@whg.org.au or 5322 4100.

Projects

Youth Equality for All



Image: Ayak Akon and Karissa Cribbes - Youth Equality for All Advocates

Sharing our voice to shape our future

WHG's new project 'Youth Equality for All' seeks to extend our highly successful Equality for All Program – to sharing the experiences and voices of young women in our region.

of COVID over the last 12 months and the impact it had on their employment, mental health and social connections.

Ayak and Karissa will be launching a social media and video campaign in coming weeks, advocating for young women's employment and mental health and the impacts of COVID.

Find out what Ayak and Karissa had to say in their first video "[Young Women's Experiences of Public Spaces](#)" which was launched at the Building Safer Communities forum in Ballarat.



This is a funded project by the Victorian Government from COVID mental health funding.

Multilingual Health Educators

Multilingual Health Educator team

The new Multilingual Health Educator team has been established to provide health information to migrant and refugee women in their community language or in plain English. Information is provided by our team of Health Educators, who aim to empower migrant and refugee women with knowledge about health and the health system in Australia.

Let's see what our team have to say...

"Before this project, I was thinking that how I can help others? Thank you for WHG team to including me to be part of the project which is I always have a dream about helping the community. I learned a lot of good teamwork, knowledge, well trained and WHG team have heart to help people."

Rebecca (African community)

Officer, who have been trained to deliver the health sessions to the community. This diverse team is looking forward to working with the Indian community, Vietnamese community, South Sudanese and African community and Karen community.

Topics can include:

- Physical health and wellbeing
- Mental health and wellbeing
- Occupational health and safety
- Women's reproductive health
- COVID 19

For further information contact

Sumira Chhabra Gambhir

Health Outreach Officer

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T: (03) 5322 4100

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Image: Sumira Chhabra Gambhir

the community by sharing health information and referrals with migrant women to make their informed choices.”

Leena (Indian community)

“From this project, I would like to sharing the knowledge about women's health and gender inequality to communities that I will work with.”

Quynh (Vietnamese community)

“My goal is to help women in need and support community with cultural bias and with language barrier.”

Mura (Karen community)

“I aim to support women to acknowledge their strength and wisdom and use the same to make decision of their lives and shaping the community.”

Sumira (Health Outreach Officer)

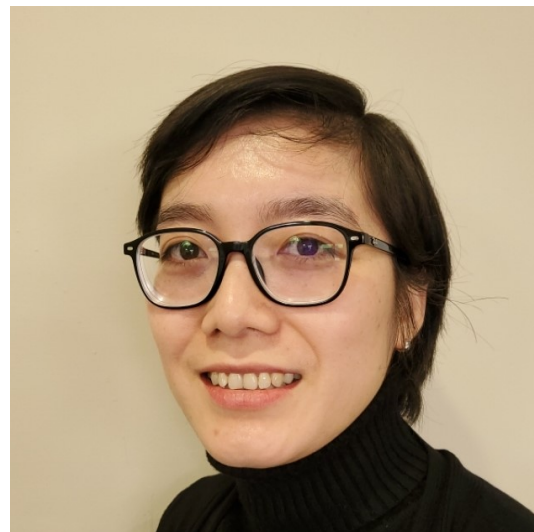


Image: Quynh Tran



Image: Leena Edward



Image: Rebecca Bol

See What You Can Be program

We are very happy to announce that we have been awarded funding under the Federal Government's Women's Leadership and Development Program to develop the See What You Can Be program. This program draws on our CoRE Hi Vis project and aims to increase the recruitment and retention of women and girls into male-dominated industries in the Grampians region, and will include: developing an intensive workplace program for organisations in the construction and manufacturing industries; supporting and training women currently working in male-dominated industries to become mentors and advocates on gender equality within their sectors; and developing a program aimed at enhancing pathways for girls and women into male-dominated industries, including career education. Watch this space!



Image: Sarah Cudmore, Narelle Edwards, Marianne Hendron

New Resources

CoRE Gender Lens Checklist

We have updated our Gender Lens Checklist. This is a resource to support CoRE members to apply a gender lens to their policies, programs and services. You can download it [here](#).



Gender Lens Checklist

A resource to support CoRE members to apply a gender lens to their policies, programs and services

Lenses help us to see clearly. When we apply a gender lens, we can see more clearly the different expectations, barriers and opportunities for people of different genders, and people from diverse backgrounds. When we act on this knowledge to improve our policies, programs and services, we are making our workplaces and our community safer, more respectful and more equal.

How to use this resource

This resource is intended to support CoRE members to achieve the CoRE vision of safety, equality and respect in the workplace. It also assists CoRE members that are defined entities under the Gender Equality Act to meet their obligations to conduct Gender Impact Assessments.

Consider including this resource as a regular step in the development of organisational policies, programs and services.

Use the tick box column to assess each area. For each area where a 'no' is ticked, consider using the actions suggested.

For more information, contact Women's Health Grampians on 03 5322 4100 or admin@whg.org.au, or your Regional Consultant.

Other News

Daughters of the West



Western Bulldogs Community Foundation, City of Ballarat and Sports Central are bringing Daughters of the West back to Ballarat in July 2021! Daughters of the West is a FREE women's health program. Participants will enjoy an hour of health information delivered by experts on a range of women's health topics such as nutrition, mental health, gender equity, cancer screening and so many more. Following this is an hour of group exercise – there's three groups to choose from all at varying intensities so there is something for everyone. Daughters of the West Ballarat will run in Wendouree on Wednesday mornings and Sebastopol on Wednesday evenings. There are also online (via Zoom) options on Monday mornings and Thursday evenings for those that prefer. 2020 Ballarat participants said:

- *“loved the opportunity to share with a small group of women. It felt extremely safe and empowering.”*
- *“I've lost some weight and feel physically able to achieve the activity”*
- *“I enjoyed feeling like I was part of a large community.”*

[LEARN MORE OR REGISTER HERE](#)

Mixed Netball Workplace Challenge

WHG are enthusiastically participating in the Mixed Netball Workplace Challenge, organised by Sports Central and Ballarat Netball Association. This is the second time the 8-week competition has taken place and we are thrilled to be a part of the initiative again to get the community active. The competition

stereotypes through sport and having men be equally involved in netball is great.

WHG recruited a great team of individuals (including some of our very own CoRE members) who are just happy to have a run around and get active. Considering COVID-19 paused sport for a good portion of 2020, everyone is happy to get back into team sports, the result is not what matters! We encourage everyone to continue to do exercise in ways that are fun and meaningful for you.



Central Highlands PCP Event

An interesting free and online webinar is coming up that may be relevant to CoRE members from health services and local council. The free and online webinar will launch the ***Strengthening Gender Equality in Antenatal & Maternity Settings Project*** and is a great opportunity to hear about the project and opportunities to be involved.

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