



WOMEN'S HEALTH
GOULBURN NORTH EAST

Challenging inequity, embracing diversity

ANNUAL REPORT 2015-16



Women's Health Goulburn North East acknowledges and thanks the funding bodies, organisations and individuals that allow us to continue to support the women of Goulburn and North East Victoria.

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Women's Health Goulburn North East respectfully acknowledges the traditional owners of our region.

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The Financial Statements are provided as an addendum to the Annual Report



OUR TEAM

THANK YOU TO THE DEDICATED STAFF, VOLUNTEERS AND BOARD OF WOMEN'S HEALTH GOULBURN NORTH EAST IN 2015-16.

Staff:

Susie Reid
Christine Alexander

Bernadette Fraser
Emily Hedger

Caitlyn Hoggan
Renata Lucas

Rachael Mackay
Karen O'Connor
Debra Parkinson
Anthea Pratt
Anne Shaw

Tammy Smith

Julie Tyler
Claire Killeen

Natasha Lobban

Tracey Whinray

**Executive Officer
Finance & Administration
Team Leader**
**Health Promotion Worker
Information & Systems Officer**
(to September 2015)
**Health Promotion Worker
Snr. Health Promotion Worker
& Team Leader**
**Health Promotion Worker/Trainer
NILS/Microfinance Worker
Researcher**
**Office Admin/Finance Assistant
Board Minute Taker
& Casual Admin.**
**Regional Integration
Co-ordinator, Family Violence
- Goulburn Ovens Murray
Health Promotion Worker**
IT and Communications
(July 2015-January 2016)
IT and Communications
(from February 2016)
Cleaner

Volunteers:

Donna Metcalfe
Maureen Adcock
Judy Burns
Anne Foley
Marion Gay
Jane Gehrig
Caroline Horg
Thus Robertson
Moira Thomson
Debbie Tully
Sharon Walker
Justine Lafferty
Loretta Atkin
Tanya Grant
Anne Shaw
Amber Johnston
Margaret Brickhill
Rebekah Stoneman

Student placement:

Belinda Curro	(July 2015 - October 2015)
Marisa Lo Bartolo	(February 2016 - March 2016)
Tricia Bourke	(April 2016 - May 2016)

Board members:

Chris Hazell
Janet Heath
Nadia Tilson
Sarah Noble
Yvette Campbell
Jenny Sleep

Gillian Keppel
Natalie O'Brien
Lynda Livermore
Jane Archbold

Chairperson
Vice-Chair
Secretary
Assistant Secretary
Treasurer (to May 2016)
Assistant Treasurer
(to May 2016)
Treasurer (from May 2016)

(to June 2016)
(to September 2015)



Bsafe AWARD

WHGNE's work over the past nine years was recognised when the Bsafe project won the 2015 Regional Achievement and Community Award for Regional Safety.

Winning the award was a significant achievement and recognition the Bsafe Project personal safety devices are a critical resource for women and children experiencing family violence.

OUR VISION

VISION

An equitable and safe society for rural women and girls.

MISSION

Improving the health, wellbeing and safety of women and girls.

VALUES

Feminism:

Working in the context of a strengths-based feminist framework.

Human Rights:

Protecting and promoting women's economic, social, cultural, civil and political rights.

Respect:

Demonstrating respect for the women, organisations and communities we work with.

Women-Centred:

Placing the needs and voices of women at the centre of everything we do.

Inclusiveness:

Valuing diversity and inclusiveness without judgement.

Excellence:

A commitment to the highest standards in all our work.

GUIDING PRINCIPLES

Women's Voices:

We engage with, listen to, and respond to women from different backgrounds, especially vulnerable groups.

Partnership & Collaboration:

We foster and maintain strong collaborative partnerships to drive change and improvements for women.

Leadership:

We provide leadership in integrated health promotion, research, advocacy, family violence prevention, community engagement and service support.

Theory to Practice:

We translate theory and research into practical strategies to improve women's lives.

Best Practice:

We are committed to quality, transparency, flexibility, evaluation and innovation.

People & Culture:

We work in recognition of the unique needs, values, cultures and traditions of different women.

Workplace Practices:

We foster a workplace culture which promotes the health, safety and wellbeing of our staff, and values their unique contributions.

Accountability:

We are accountable to the women, organisations, agencies and communities we work with.

KEEP UP-TO-DATE WITH WOMEN'S HEALTH GOULBURN NORTH EAST ONLINE

www.whealth.com.au



Twitter @WHGNE



Facebook @WHGNE

CHAIRPERSON'S REPORT

Chris Hazell

Congratulations to everyone who contributed to another year jam-packed with successful outcomes.

WHGNE's staff, board members and volunteers, may be small in number, but together they continue to generate impacts across a range of important work effecting women in relation to why gender matters in our society.

This work continues to be strengthened through the application of the social model of health and together with a range of health promotion processes and activities.

Attitudes and behaviours particularly around violence against women are changing. WHGNE and its strategic partners can be very proud of the work undertaken and the roles played during the past 12 months. Congratulations and thank you to all.

Like in the past few years, the 2013-17 strategic plan continued to be implemented with a range of achievements.

On behalf on the board of management I offer my congratulations as research projects once again attained national recognition and attention; awards for excellent work along with many accolades were received from around the country; partnerships have been further strengthened, additional websites have been launched, advocacy for change attracted the attention of decision makers and, importantly, a variety of submissions for additional project funding were successful.

Of course, with recognition and attracting attention for the meaningful work results in many more requests for resources, conducting additional workshops, hosting forums and playing strategic roles on relevant steering committees from within the Hume region and beyond.

What I have observed is a clever organisation that works in a smart strategic way, resulting in the removal of those ugly silos, that shares resources and value adds to its work by working with others.

For example, it was a smart move to have the Respectful Relationships training resources prepared by WHGNE made available for the first time in this region for schools and communities on the website.



Also, as the demand for the Courageous Conversations Bystander workshops exceeded resources, a Train the Trainer package was designed enabling others to present this innovative workshop in the their communities.

Evidence-based information, resources and presentations for sexual and relationship education activities have been made available for professionals working in range learning and development roles.

In addition, the CENTSable website was launched late last year, another prime example of sharing valuable resources, this time, to those working with the No Interest Loans Scheme (NILS) across Australia. Not only was access to these resources considered to be capacity building but developing consistency for NILS will also be enriched.

I was also impressed with the new-look annual report and its content, launched at the 2015 annual general meeting. While a report of this type is a conventional tool, when done with professional flare, particularly for promotional and lobbying purposes, it works.

Once again I extend my congratulations for the way this work and other projects are managed. I want to make a special note of a statement made by the Executive Officer Susie Reid: "Past projects undertaken by WHGNE continue to be relevant years after funding ceases." That's value for tax-payers' dollars.

Overall this organisation is in very good shape, the strategic plan is being implemented, performance objectives are being met on time, and within budget. Thank you to everyone for making my time as the chair so interesting and enjoyable.

Susie Reid

The board and staff of WHGNE are pleased to present the annual report for the year July 1, 2015 to June 30, 2016.

Our annual report once again shows the variety and depth of the work that this organisation does to lead and affect change for women, children and men, not only in our region and state but across Australia.

We have implemented our leadership role in all areas of the WHGNE strategic plan by strengthening partnerships, challenging inequities and addressing the social determinants of women's health, safety and wellbeing.

Our original research in violence against women and our commitment to build a strong evidence base has provided new opportunities. We raised awareness of the increased prevalence of family violence post disasters state-wide through the Gender and Disaster Taskforce, and last fire season it was taken nation-wide with the first ever community service announcement, broadcast from ABC radio and TV. This, and other partnership initiatives with 1800-RESPECT drew from our Black Saturday research and recommendations.

Our Gender and Disaster Pod, known as the GAD pod, (in partnership with Women's Health in the North and Monash University Disaster Resilience Initiative) continued researching women's experience in the emergency sector with a focus on barriers for women in leadership.

On the national front the GAD Pod have researched and developed under consultation, the National Gender and Emergency Management (GEM) guidelines. In 2015-16, more than 350 key emergency sector people from every state and territory have contributed to their development.

An absolute highlight of the year was when I was given the honour of presenting the graduation certificates for the Enabling Women leadership course in Wangaratta. We thank our partners Women with Disability Victoria for developing this program.

Much has been achieved during this reporting period across the organisation. The number of courses we have run to raise awareness and build the capacity of our community is unprecedented.

Our work to action change continued both the integration of services through our Family Violence Regional Integrated Coordination position and our strong and committed Health Promotion Team who have worked tirelessly to build the capacity of the community to understand the root causes we need to change to see real change in the prevention of violence against women.



Our microfinance work continues to make a real difference to the women that engage with us through our No Interest Loan Scheme but also by the development of our CENTSABLE project's new website. It has built the capacity of service providers to provide a holistic service to women needing financial counselling.

This year all roads seem to have led to the Victorian Royal Commission into Family Violence and the many recommendations that have come out of it. This unprecedented spotlight by the state and federal government on the prevention of violence against women is welcomed after so many years of advocating for equity, safety and wellbeing of women and children by this organisation.

The women's health services and my colleagues at WHAV have for decades lead this work when few funds existed to back it up. Bsafe was an obvious example of this. WHGNE's Bsafe program won the Regional Achievement and Community Award for 2015. After all these years it was an achievement that the organisation and its partners can be rightfully proud of.

None of this would be possible without the support of the WHGNE board who over the past year have given wise counsel and leadership, the staff their expertise and skills, and our funders – whether they be government, philanthropic or individual donations – enable WHGNE to execute our strategic directions. Our volunteers support us in ways that cannot be easily counted and we thank them all sincerely.

As you read this report you will see that I have only touched on a few things that this organisation is doing and achieving. Read on to learn more about how WHGNE is affecting real change for the better in our communities for women and children.

WHAT DOES WHGNE DO?

WHGNE is a health promotion agency that focuses on project and program planning. Its staff usually work with partner organisations, rather than direct service delivery to women and girls (with the exception of NILS).

Health promotion is formally defined as the process of enabling people to increase control over their own health and wellbeing. Therefore, the health promotion team at WHGNE takes responsibility for reviewing local health issues specific to women and girls, and identifying the barriers that may prevent them from achieving optimal health.

The next step is to use this information by working with local partners to address these barriers and create change in local communities so that women and girls themselves have greater opportunities to achieve maximum health and wellbeing.

The key in health promotion is that we don't "do the doing" rather we work often in the background to create the environment conducive to good health.

Our four-year health promotion plan guides and directs the focus of our work, and is developed after a thorough review of evidence and data specific to our region. It allows us to select priorities and certain target groups that might be at greater risk of ill health.

Health promotion has equity as one of its core principles, and therefore we are also striving to close the gap between those that experience poorer health outcomes and those that have excellent health.

Over the past year, WHGNE has undertaken a quality self-assessment using the WHAV Quality Systems Framework Guide developed specifically for use by women's health services. Health promotion quality standards of project and program planning, management and evaluation; advocacy; capacity building; and partnerships, collaboration and network involvement have been reviewed against current practices.

The quality self-assessment enabled the team to highlight what we are doing well and also where there are opportunities for further improvements. These improvements were developed into strategies as part of the organisational Quality Plan, which sits alongside and aligns with the Strategic Plan and Health Promotion Plan.

As we enter the final year of our current plans, the health promotion team will be looking to reinforce the gains we have made over the previous three years, and take these strengths into the next planning cycle.



NAME: Renata Spiller

POSITION: Health Promotion Team Leader

AREAS OF EXPERTISE:

- Strategic alignment of health promotion initiatives.
- Evidence-based planning for health promotion.
 - Partnerships and relationship building.

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"I am constantly inspired by the robust and insightful conversations I have with colleagues, partner organisations and women themselves about issues related to gender equity."

Women's Health Goulburn North East was the lead agency in Reducing Violence Against Women (PVAW) and Children project, funded by the Department of Justice and Regulation, which came to a close February 2016.

This funding brought together a range of regional stakeholders to develop and implement a Regional Preventing Violence Against Women and Children Strategy.

This project has had a significant impact, and produced the following outcomes, among others:

- A gender audit undertaken by both Alpine Health and Murrindindi Shire Council, reaching and including a combined total of about 500 staff members, resulting in both organisations developing a gender action plan that supports the promotion of gender equity and inclusivity.
- Five Courageous Conversations Bystander workshops delivered to 103 participants across the Hume with the vast majority of participants reporting that the training had been valuable or very valuable for their work.
- Delivery of Bystander Train the Trainer to 16 participants who are now upskilled to deliver the Courageous Conversations Bystander training.
- Increased capacity within the Local Government sector; previously in 2013 only three councils were involved in PVAW, now nine councils are demonstrating commitment to PVAW.
- Ten councils were promoted in video stories during the global 16 Days of Activism campaign in November 2015, showcasing an array of PVAW initiatives across the Hume region.
- Development of the Courageous Conversation website, providing a central hub for gender equity and project resources.

WHGNE continues to build on the momentum sustained during the project, partnering with key stakeholders to understand the drivers of violence against women and to promote gender equity within key settings.



NAME: Julie Tyler

POSITION:
Health Promotion Worker

AREAS OF EXPERTISE:

To provide customised capacity building for organisations to build their skills, knowledge and confidence to then be able to themselves lead and take action in their local communities.

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"It's rewarding to see participants walk away more confident and determined to quietly educate others."

COURAGEOUS CONVERSATIONS WEBSITE AND FACEBOOK PAGE

The Courageous Conversations website and Facebook page provides a central hub for all things relating to gender equity, and resources and information on how to take action to prevent violence against women. The two platforms encourage individuals and organisations to join in the conversation about respect and equity. We invite you to check it out and get involved in the discussions.



SUPPORTING AND WORKING WITH LOCAL COUNCILS

The Gendered Data and Health Planning resource has been developed to support local councils in the planning and development of their Municipal Public Health and Wellbeing Plans (MPHWP).

The resource provides current and local statistics, local case studies, evidence and research from a gendered perspective, as well as strategies to address pertinent community issues.

The resource provides council with the data and evidence to justify inclusion of the significant health issues for women in their MPHWP as a priority.

All councils will invest resources and commit to addressing priorities identified in their plans from 2017-21.

WHGNE has been invited to present this resource and information to local councils. The resource can be downloaded via the WHGNE website.



NAME: Caitlyn Hoggan

POSITION:
Health Promotion Worker

AREAS OF EXPERTISE:

- Knowledge and understanding of primary prevention.
- Understanding of the drivers of violence against women, and how to prevent violence against women from occurring.
- Sourcing current research and gendered data, and analysing what implications this evidence may have on men and women, and in our local communities.

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Gendered Data and Health Planning

A RESOURCE FOR LOCAL GOVERNMENTS

MAY 2016



"Once you have your gender goggles on, it's impossible not to see how the world affects men and women differently."

COMMUNITIES LATCHING ONTO BREASTFEEDING (CLBF)

The Communities Latching onto Breastfeeding (CLBF) campaign aims to increase breastfeeding rates and support within the community for breastfeeding.

The campaign continues to grow and expand its reach across the region, and in the community, with expansion and activity taking place in both Wodonga, Mitchell and Alpine shires.

Relationships have been formed with key health professionals and GP clinics across the region, but are particularly strong in Wangaratta, with many distributing and promoting the CLBF Breastfeeding Journey Map and key resources and information to all pregnant women.

Working groups have been established in each community. They have utilised resources and increased the number of facilities and businesses that are breast feeding friendly.

The Breastfeeding and Work: *Let's Make It Work* resource has been developed to enable businesses and workplaces to best support women returning to work to breastfeed, as well as providing a family friendly environment for mothers and fathers.



COMMUNICATION

WHGNE enjoys a positive relationship with the region's media. Members of staff are often called upon for interviews on issues such as financial abuse, women with disabilities, the Bsafe project, the Royal Commission into Family Violence and many more.

The organisation also creates its own opportunities to communicate with the community, including through media releases, newsletters and opinion pieces.

Advocacy work went towards the eventual voting down of the Infant Viability Bill in the Victorian Senate and created conversations within our communities around issue such as safe access to abortion facilities.

In the 2015-16 financial year WHGNE staff featured in 91 newspaper articles, radio interviews or TV interviews, sharing the message of equality for women in our region.



GAD POD COLLABORATION WITH 1800 RESPECT AND ABC TV & RADIO

A community service announcement went to air last fire season through ABC TV and 57 Regional Radio stations. The aim was to raise awareness of increased family violence after disasters.

Through partnership with the GAD Pod, 1800 RESPECT now host pages on their website with information for Women Experiencing Violence, Family & Friends, and Workers & Professionals – all in a disaster context. A webinar was hosted by 1800 RESPECT featuring GAD Pod staff and Steve O'Malley from the Metropolitan Fire Brigade. More than 100 people tuned in.

Watch here: www.youtube.com/watch?v=j-CGTRmsC2c&feature=youtu.be



ADVOCACY FOR SAFE ACCESS

WHGNE supports women's right to safely access reproductive health care and services, including medical and surgical abortion.

Working with Women's Health Victoria (WHV), WHGNE wrote to all Victorian Members of Parliament in the Hume Region, seeking their support for a parliamentary bill to protect women from intimidation and harassment when accessing abortion services. WHGNE also endorsed WDV and other media supporting current Victorian abortion law and the introduction of safe access zones outside reproductive health clinics.

Information provided outlined women's reproductive human rights, the benefits to women's health through reproductive choice and access to safe, legal abortion and clear evidence of the distress and harm to women caused by protesters' behaviours outside medical clinics providing abortion services.

Positive feedback from some regional politicians and their support for the successful passing of the Victorian Safe Access Bill and its enactment to law in May 2016, demonstrates the importance of providing politicians and decision makers with accurate information and evidence to counter anti-choice myths and inaccuracies.



“Engaging with women of all abilities through the Enabling Women Program has galvanised new knowledge and insights about gender, disability and rurality and affirmed the value of working collaboratively with diverse groups of women to affect change.”



NAME: Bernadette Fraser

POSITION:
Health Promotion Worker

AREAS OF EXPERTISE:

- Advocacy for women's sexual and reproductive health rights and improved access to affordable health care and services for women of all abilities, where they have choice and respect.
- Establishing and leading collaborative partnerships with organisations and community members of all abilities to improve women's equity, access and inclusion in safe, respectful environments.
- Engaging with young people and women of all abilities to promote women's health and well-being.
- Evidence-based sexuality and respectful relationships education in school and community settings.

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NORTH EAST ENABLING WOMEN PROGRAM

Empowering women with knowledge, skills and networks is fundamental to increase access and equity for women of all abilities living in Hume Region. One in five Victorian women has a disability with more of these women living in rural and regional areas.

A partnership between WHGNE and Women with Disability Victoria (WDV), brought more than 35 women together through the first Enabling Women Program to be delivered in North East Victoria. Developed by WDV, the five-day community leadership and mentoring program for women who identify with a disability provides women with knowledge about their rights and develops confidence and leadership skills to step up in their communities.

Delivered during April and May in Wangaratta, the leadership and mentoring program received strong commitment and in-kind support from regional organisations and community members through their involvement as Reference Group members and volunteer mentors. With transport provided to meet individual needs during the five weeks and ongoing encouragement available from their mentors, a diverse group of 13 women from Cobram, Benalla, Wodonga and Wangaratta came together to successfully complete the leadership program.

Each woman's achievements through the program were celebrated at a graduation ceremony attended by more than 70 family members, friends and guests, where the women's pride and encouragement for one another showed a powerful bond within the group.

Evaluation of the program by WHGNE highlights the importance of accessible, strengths-based education and leadership opportunities for women of all abilities, which is clearly based on women's rights to safety, access and inclusion, with choice and respect.

We'd like to acknowledge the significant contribution to the program from facilitators Jane Oldfield and Tracy McGeehan and volunteers Belinda Curro, Trish Bourke, Renee McCarthy and Tegan Allen.

"This program has given me confidence and taught me how to stand up for myself"

- Program participant



FAMILY VIOLENCE INTEGRATION

The Victorian Royal Commission into Family Violence heard stories, experiences, practices and suggestions from the integrated family violence service system in Victoria.

A joint submission of Goulburn and Ovens Murray Integrated Family Violence Committees highlighted the regional and rural considerations that will be vital for government to consider.

Regional Integration Coordinator, Tammy Smith, gave evidence to the commission around governance of the integrated sector.

Homelessness sector magazine *Parity* focused on the Royal Commission in its May 2016 edition. Ms Smith submitted an article for it.

The journey has really only just begun with government working to ensure the presence and practice of solid structures and processes to implement the 227 recommendations. Government is working on the continuum of family violence from primary prevention, through early intervention and response.

Integrating this continuum continues to be a positive challenge for all. Which begs the following questions... How does an integrated service sector operate? What is in place to ensure that barriers are limited? Why is this concept so challenging to achieve? When are we truly integrated? Where to from here? We have a common vision that women and children in our communities live free of family violence.

Each committee member channels this vision in their workplace, community and our local committees. Working together and being truly integrated is evident in a client's journey through the "system" that we call our workplace.

Processes are equally, if not more important than relationships. Openness and trust of one another's professional viewpoint, experience and capability are key. Moving forward in this space, we rely on goodwill and a keen sense of collaboration, coupled with solid support structures and processes to guide our strategic direction.

The Family Violence Regional Integration Coordinator continues to support both the Ovens Murray and Goulburn Integrated Family Violence Committees to realise their potential and achieve their goals.



NAME: Tammy Smith

POSITION:
Family Violence Regional
Integration Coordinator

AREAS OF EXPERTISE:

- Building relationships.
- Supporting integration.
- Keeping the sector informed of current and relevant information.
- Advocating for our region at a state-wide level.

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"I was honoured to be hand-picked and highly recommended to the Royal Commission into Family Violence to give evidence on the area of governance in October 2015."

Visit the Integrated Family Violence Network Hume Region website:

<http://www.familyviolencehumeregion.com.au> and subscribe to the fortnightly newsletter by visiting the website.

PROFESSIONAL TRAINING AND EDUCATION

Providing opportunities for workforce development and professional training continues to be a priority for WHGNE in the Hume region. WHGNE aspires to affect change in the prevention of violence against women and children and we engage and challenge the community and organisations to take action by participating in professional development and training.

Training opportunities are available to a broad range of sectors including health, housing, legal, sporting, emergency services, welfare and disability within the three streams of training offered: family violence identifying and response, primary prevention and gender and disaster.

Family violence education includes a short course CRAF Level 1 and a longer, more in-depth training, which incorporates concepts of language and victims' resistance. Family violence education encompasses the identification of abuse and local referral pathways, in addition to exploring broader concepts of gender stereotypes and violence against women.

Bystander Action training was developed as part of the public campaign for Courageous Conversations and during the past 12 months 200 people have participated in learning about actions that can prevent violence against women. As a result 16 people from various organisations were invited to undertake a Train the Trainer in Bystander Action as part of the next phase to ensure this work is continued.

The Gender and Disaster stream has been consolidated in the past 12 months with the development and implementation of the Men and Disaster training package. Both Family Violence after Disaster and the men's training have been delivered to the emergency services sector at the Craigieburn Training Complex and in other regions such as Gippsland and Loddon Mallee.

All training packages provide the basis for further health promotion engagement with communities, organisations and individuals which informs our prevention of violence against women and their children work.



As a result WHGNE has affected change in individual attitudes around violence against women, community engagement with the issue and organisational commitment to gender equity principles and primary prevention. These significant shifts and changes have a fundamental impact on cultural change in prevention violence against women and children before it begins.

All of the training packages and modules incorporate up-to-date evidence, research and concepts into the discussions and activities, making the training relevant and engaging for participants.

YouTube CLIPS

In December 2015 we launched four YouTube clips designed to increase the reach of identifying family violence training across the Ovens, Murray and Goulburn regions to other groups and audiences.

Visit WHGNE's YouTube channel to view them.
www.youtube.com/user/WHGNE

LESSONS IN DISASTER PROJECT

The National Disaster Resilience Grants Scheme (NDRGS) funded this project which offered innovative training to inter-disciplinary groups of middle managers in the emergency management sector (about 80 in total).

Four sessions were delivered – two of which were new modules – at the new Victorian EM Training Centre. Topics were FV and Disaster; Men and Disaster; Gender Equity and Disaster; and Living LGBTI in Disaster (with GLHV).

The result is a suite of resources to support an increased understanding of the impact of gender on disaster, and to provide practical strategies and tools to incorporate gender considerations into emergency management policy, planning, decision-making and service delivery.

Training modules are available online:
www.genderanddisaster.com.au/info-hub/education-training/

In February, *The Monthly* covered the Living LGBTI in Disaster training run by the GAD Pod in collaboration with GLHV. It discusses the challenges that participants faced during the training and its importance as Australia is facing increasing risks from climate change. [Read it here: www.genderanddisaster.com.au/gender/february-communicue/](http://www.genderanddisaster.com.au/gender/february-communicue/)

GENDER AND DISASTER TRAINING

Gender and Disaster training led by Rachael Mackay continued this financial year with Family Violence and Natural Disaster training, and Train the Trainer delivered to 86 people in Wellington Shire and Macedon Ranges Shire Council.

AVAILABLE TRAINING

Family Violence Stream:

- Family Violence Awareness modules 1, 2 & 3
- Identifying Family Violence Level 1 CRAF

Primary Prevention of Violence Against Women Stream:

- Bystander Action training
- Bystander Train the Trainer
- Language and Resistance



NAME: Rachael Mackay

POSITION:
Health Promotion/
Family Violence Trainer

AREAS OF EXPERTISE:

- Trainer/facilitator in gender equity, family violence response, prevention of violence against women and children, gender and disaster.
- Development and facilitation of training packages.

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“The development and delivery of the gender and disaster training packages was a particular highlight as we had so much research material to translate into training.”

Gender and Disaster Stream:

- Family Violence after Disaster
- Men and Disaster
- Train the Trainer

NEW RESEARCH ON BARRIERS TO WOMEN IN FIRE AND EMERGENCY MANAGEMENT

The GAD Pod was commissioned by the Department of Environment, Land, Water, and Planning (DELWP) to research the barriers that exist for women taking on leadership roles in fire and emergency management. It involved about 500 staff from DELWP, Parks Victoria, VicForests, and Melbourne Water. Findings were presented to the MUDRI forum, Disaster Resilience Initiatives, and internally by DELWP to 10 workshops with more than 200 staff.

Barriers identified include that women have fewer role models and sponsors than men and less developed networks. They face barriers in accessing training and release for deployments. They work in a milieu described by most as “a boys’ club”, where men are seen to dominate meetings and stereotype the abilities of women. There are simply more men in senior roles, leaving senior women isolated and often overlooked. Relatively few respondents knew of gender equity initiatives, and leadership training for women was sometimes inaccessible.

Reflecting the wider literature on barriers to women in executive roles, key barriers were threefold – related to career penalties not faced by men for family responsibilities, sexism, and assumptions of women helping other women’s careers. Management have shown courageous leadership in tackling gender inequity in their organisations and this is clearly appreciated by many employees.

The report concludes that the immediate task is to address the issues raised in this research and to address the ‘pushback’ from men who feel their unearned advantage slipping away.

www.genderanddisaster.com.au/wp-content/uploads/2016/03/Summary-Report-Final.pdf



NAME: Debra Parkinson

POSITION: Researcher,
Manager of Gender
and Disaster Pod

AREAS OF EXPERTISE:

- Social research

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“Broad consultation with emergency managers in each state and territory of Australia has led to the first National Gender and Emergency Management Guidelines. This - together with the 1800 RESPECT and GAD Pod Community Service Announcement broadcast on ABC TV and Radio to raise awareness of family violence in disasters – will see an improved response to women in Hume region who experience disasters.”

NATIONAL GENDER AND EMERGENCY MANAGEMENT (GEM) GUIDELINES

Gender issues are known to compound the damaging effects of disaster on survivors. Increased gender and disaster knowledge and subsequent improved emergency planning and response will improve the health and wellbeing of Australian women and men affected by disaster.

The guidelines are evidence-based – supported by a literature review of international and national research. They were collaboratively developed through consultation with more than 350 emergency management personnel covering every state and territory. The Advisory Group was chaired by Professor Frank Archer, Monash University Disaster Resilience Initiative (MUDRI), and the key consultation in Darwin was facilitated by WHGNE EO Susie Reid, WHIN's CEO and the Pod Project Co-ordinator.



Focus areas for the guidelines are gender equity and diversity; communication and messaging; and addressing domestic violence in disasters. This project was funded by National Emergency Management Projects (NEMP).

www.genderanddisaster.com.au/info-hub/national-gem-guidelines/

THE 2015 VICTORIAN EMERGENCY MANAGEMENT CONFERENCE

On July 7, 2015, Victoria's Emergency Management conference hosted the Inaugural Claire Zara Memorial Oration. This 70-minute session commemorated the ground-breaking contributions of our dear friend and WHGNE colleague, Claire. The Oration was given by Australia's Sex Discrimination Commissioner, Elizabeth Broderick, Sir Angus Houston, and Dominic Lane, ACT Commissioner, all of whom noted the significance of Claire's work in this field.

About 500 delegates, along with Claire's family and friends, were present to hear this moving oration. The Claire Zara Memorial Oration will ensure ongoing attention to gender and disaster each year – a fitting tribute to this extraordinary woman.



Watch the oration here:

www.genderanddisaster.com.au/info-hub/research-resources/ Scroll down to Presentations)

GENDER AND DISASTER INTERNATIONAL WORK

The GAD Pod presented to the first Northern European Conference on Emergency and Disaster Studies (NEEDS) in Copenhagen in December. The oral presentation focussed on the research conducted since 2009 with disaster responders, women and men, and the outcomes. A poster presentation on the increase of violence against women after disaster was complemented by a panel interview.

Our chapter entitled, 'Men Reveal the Emotional and Personal Costs of the Black Saturday Bushfires in Victoria, Australia' was included in a new book edited by Dr Elaine Enarson and Professor Bob Pease: *Men, Masculinities and Disaster: Revisiting the Gendered Terrain of Disaster*.

www.routledge.com/Men-Masculinities-and-Disaster/Enarson-Pease/p/book/9781138934177

GENDER AND DISASTER TASKFORCE

Now in its third and final year, the GAD Taskforce continued with a further five meetings. Highlights were a special presentation by Dr Christine Eriksen (<http://bit.ly/29Zrsbj>), and in-house presentations from Executive Officers of emergency service organisations (ESOs) reporting on their own organisation through a gender lens.

The state-wide Taskforce is Co-Chaired by Susie Reid and Craig Lapsley. An article on the Victoria's Gender and Disaster Taskforce was published in the Australian Journal of Emergency Management in October 2015. It discussed the innovative approach by Victoria in establishing the taskforce to mitigate the gendered risks and harms of disasters.

Read it here:

www.ajem.infoservices.com.au/items/AJEM-30-04-08

We'd like to acknowledge the significant contribution of Judy Jeffrey, Project Coordinator for NEMP and NDRGS LID, as well as research assistants Alyssa Duncan and Kiri Joyce.



NAME: Karen O'Connor

POSITION: Microfinance Project Worker

AREAS OF EXPERTISE:

- No-interest loans.
- Financial empowerment for women.
- Financial abuse as a form of family violence.

CONTACT DETAILS:

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"The CENTSable website aims to assist workers in the community services sector to have informed financial conversations with women on low incomes by providing access to information about NILS and other beneficial options to make the most of limited incomes."

ECONOMIC EMPOWERMENT THROUGH THE NO INTEREST LOAN SCHEME (NILS)

NILS is a national, community-led initiative providing no interest loans to those on low incomes. Good Shepherd Microfinance is the national auspice body.

As a NILS provider since 2007 WHGNE is committed to this program, which offers people on low incomes no interest loans to buy essential household items.

In the 2015-16 financial year 82 loans were written by WHGNE for a total of \$101,635.

Most of the loans were for washing machines and fridges but there were also loans for household furniture, computers, vehicle repairs and registrations.

The WHGNE board funds the wage of a NILS worker for one day a week and the other day is covered by government funding through Good Shepherd Microfinance.

NILS is based on upholding the individual dignity and respect of all applicants.

It is not just no interest loans. It is a vital tool for early intervention and financial capacity building for individuals experiencing social and economic disadvantage.

NILS also provides a safe alternative to pay-day loans and rent-to-buy schemes.

Research has shown a 110 per cent increase in women using pay-day loans in the past decade and last year single mothers, who represent just 15 per cent of women, made up 47 per cent of women who used pay-day loans.

The Consumer Action Law Centre reported in 2015 that Radio Rental's total revenue last financial year was \$197 million, and \$90 million of that came from Centrepay payments.

Consumer leases such as these can cost at least twice, but usually three times as much as the usual retail price, and sometimes even more. But with a NILS loan only the actual cost of the item is paid back - no interest, no administration fees and no risk of not being able to manage the repayments.



Tracey from Corowa is living proof of the success and the necessity of NILS. View her story here:

www.youtube.com/watch?v=N7Lf6jTXIVA

CENTSable

CENTSable is a website to assist workers in the community services sector to have informed financial conversations with women on low incomes who are applying for a NILS loan.

It was created by WHGNE to educate and empower women when it comes to making financial decisions by compiling a resource for workers in the sector.

The information on CENTSable is available state-by-state and on a national basis. It gathers in one place handbooks, videos, posters, checklists and web-links for workers to inform clients about concessions and helplines, smart loans and budgeting, managing bills and money traps, bankruptcy and gambling, and domestic and financial abuse.

Visit www.centsable.org.au for more information.

With thanks to the Ian Potter Foundation for making this possible.



FINANCE AND ADMINISTRATION

WHGNE highly values its finance and administration staff.

Christine works behind the scenes, crunching the all-important numbers that keep the staff employed and WHGNE operational.

Meanwhile, Anthea's face will likely be the first seen when visiting the office in Wangaratta.

We thank her for her tireless efforts in everything she does, including finance support.



NAME:

Christine Alexander

POSITION:

Finance and Systems

AREAS OF EXPERTISE:

- Finance.
- Human resource.
- Information technology.
- Administration.

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"I am happiest when I balance!"



NAME: Anthea Pratt

POSITION:

Office Administration/
Finance Assistant

AREAS OF EXPERTISE:

- Meeting and greeting visitors.
- Administration support.
- Event organisation.

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"I enjoy assisting my colleagues with their many wonderful and varied projects and witnessing the positive impact that they have on participants."

It's all about team work here and we thank Christine, Anthea and all the other staff and supporters who make WHGNE an efficient and successful workplace.

ADDITIONAL ARTICLES, PRESENTATIONS AND RESOURCES DEVELOPED BY WHGNE IN 2015-16

- Gendered Data and Health Planning resource for Local Government
- Breastfeeding and Work; Let's Make it Work resource
- Hume Region Preventing Violence Against Women & Children Strategy 2013 – 2015: Project Report
- Included in the 'Compendium of Victorian Community-Based Resilience Building Case Studies' by MUDRI and EMV. <http://bit.ly/29HSGah>
- Women and Climate Change' presentation at On Topic, Deakin University (Burwood campus).
- Women in fire and emergency leadership roles: How can we improve the gender balance? Presentation by Alyssa Duncan and Sharon MacDonnell to the first MUDRI Forum for 2016, Disaster Resilience Initiatives: State, National and International.
- The Disaster Agender: An exploration of women's vulnerability and resilience during natural disaster.
- Invited as panel presenter by the Global Women's Project at Trades Hall, Melbourne.
- Poster presentation on Men and Disaster at the Population Health Congress, Hobart, Tasmania.
- Oral presentation on 'Violence against women in the aftermath of the Black Saturday bushfires' by D. Parkinson at the Population Health Congress, Hobart, Tasmania.
- National Climate Change Adaptation Research Facility (NCCARF) and Public Health Assoc. Aust. (PHAA): Developing Climate Change adaptation with vulnerable communities. D. Parkinson presenting on Women and Climate Change. Pre-conference workshop, Population Health Congress, Hobart, Tasmania.
- ACOSS NCCARF Policy Workshop, Melbourne. Parkinson, D. and Duncan, A. Presenting on Climate Change and Gender.



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