

*mission* Positively transforming the health, wellbeing and safety of all women and girls

*values* Feminism • Human Rights • Respect • Women-Centred • Inclusiveness • Excellence

*guiding principles* Women's Voices • Partnership & Collaboration • Leadership • Theory to Practice  
Best Practice • People & Culture • Workplace Practices • Accountability

## **VISION - Rural women and girls have optimal health and wellbeing**

### **Leadership in Primary Prevention**

Address the underlying determinants that influence women's health

- a) Demonstrate and advocate for best practice in gender transformative primary prevention approaches
- b) Work with organisations, communities and systems to build health promotion capacity to embed gender equity into practice
- c) Research current and emerging issues affecting women and turn research into practice

### **Organisational Excellence**

Deliver exceptional outcomes while maintaining a strong, productive organisational culture

- a) Develop leadership capacity of staff, Board and volunteers
- b) Build workforce capacity through professional development
- c) Ensure that governance and finance systems are in place and are effective
- d) All staff and volunteers enjoy a supportive working environment consistent with WHGNE values

### **Growth, Sustainability and Innovation**

Expand the reach and influence of our work and maintain sustainability into the future

- a) Lead the response to emerging issues and create and embrace new opportunities
- b) Ensure that the organisation has quality systems & resources to respond innovatively to opportunities in a timely manner
- c) Invest in IT & communication resources & skills to increase reach and social impact

## *values*

Feminism:	Working in the context of a strength-based feminist framework.
Human Rights:	Protecting and promoting women's and girls' economic, social, cultural, civil and political rights.
Respect:	Demonstrating respect for the women, girls, organisations and communities we work with.
Women-Centred:	Placing the needs and voices of women and girls 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 diverse backgrounds, especially individuals in vulnerable circumstances.
Partnership & Collaboration:	We foster and maintain strong collaborative partnerships to lead 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 positively affect 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 all women and girls.
Workplace Practices:	We foster a workplace culture that promotes health, safety and wellbeing of our staff, and values their unique contributions.
Accountability:	We are accountable to the women and girls, organisations, agencies and communities we work with.