

Reading

Children's books with female & male protagonists

Parents

Teaching children both 'traditionally' male & female tasks

Workplaces

Offering paid family violence leave

Schools

Modelling & promoting respectful relationships

Communities

Addressing & challenging the embedded sexism in the way we raise children

Parental Leave

Workplaces providing parental leave for men and women

Employment

Challenging workplace cultures which have gender imbalance.

Team Leaders

Mentoring & supporting women into formal leadership positions

Councils

Developing & implementing gender equality strategies

Sporting Clubs

Creating cultures for women & men, girls & boys

Respect & Equality for All

A strategy to prevent violence against women in
Goulburn & North East Victoria

2018–2021

September 2018



women's health
goulburn north east

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Introduction

Respect and Equality for All is a strategy to prevent gender-based violence in our region. It presents the evidence-based and best-practice approaches to build safe and respectful communities.

Respect and Equality for All is a regional strategy tailored for Goulburn North East Victoria to prevent violence against women and achieve gender equality.

The strategy provides a best-practice framework and evidence-based approach to be implemented within partner organisations and community groups to transformation the region using a collective approach.

Respect and Equality for All seeks to align with key state government strategies that promote gender equality and prevent violence against women, while tailoring actions to a rural and regional context.

The realisation of this strategy will help build a future where all people are treated equally, with respect and dignity and live in a safe and equal society.

Strategic Approach

The strategy details the overarching framework to connect local initiatives in a collective impact model. The framework:

- Provides a best-practice framework and evidence-based approach to implementation with partners.
- Aligns with key state government strategies that promote gender equality and prevent violence against women, while tailoring actions to a rural and regional context.
- Enables organisations to enact values of respect and equality in their work.

While initiatives may be undertaken independently, the measure's and outcomes will be developed collectively, gathered and collated to reflect regional achievements and progress.

Vision

A regional strategy sets the vision for a community free from violence. Our vision in Goulburn and North East Victoria is for a fair, equitable, compassionate and accountable culture.

Safe and Strong

A Victorian Gender Equality Strategy (2016)

All Victorians live in a safe and equal society, have access to equal power, resources and opportunities, and are treated with dignity, respect and fairness.

All Victorians recognise that gender equality is essential to economic prosperity and that gender inequality has significant economic cost.

Free from Violence

Victoria's strategy to prevent family violence and all forms of violence against women (2017)

We are working to create a Victoria where:

- Women and men, girls and boys, are treated equally with respect and dignity.
- All parts of the community are engaged in practical and creative ways to learn about respectful, safe and equitable relationships.
- Women and children are resourced, supported and empowered to make decisions regarding their safety and wellbeing.
- All Victorians feel safe and empowered to take a stand against family violence.

Why have a regional strategy?

A regional strategy maps current prevention work and builds a picture for planning. It supports our partners in strategic thinking, documents best practice, and aligns regional work with state, national and international action.

Under the broad vision, the regional strategy interprets evidence-based approaches and integrates them in a local setting. Safe and strong communities, and equality of opportunity for women and men, girls and boys and gender diverse people in Goulburn and North East Victoria requires collective effort. The strategy supports this work by drawing on:

Global to Local

Prevention of violence against women is a global issue and a United Nations priority. While the issue is global, we all have a role to play in making the world and our communities safe for women, girls and everyone.

A Collective Approach

Local action requires planning and partnerships.

Forming Strong Partnerships

Women's health services across Victoria are funded to lead this work, including bringing partners together and supporting strategies to be evidence-based, realistic and achievable in the time frames. Partners can include health and community services, local government, community and youth groups, businesses, sporting and other clubs, and many others.

Deciding Local Actions

Strategies must reflect the local community and their needs.

Implementing & Learning

There will be successes and challenges along the way, but when we have a commitment to each other we learn together, and these important learnings will help inform future actions.

Supporting Best Practice

Victoria's work to prevent violence against women is world-leading and helps to build the evidence worldwide.

Getting Involved

Regional partnerships bring people together to shape better communities for themselves, their families and the entire region. You can join in at any stage of the process.

From: The Action to Prevent Violence Against Women website (www.actionpvaw.org.au)

What is violence against women?

Article One of the United Nations Declaration on the Elimination of Violence Against Women (1993) defines violence against women as:

Any act of gender-based violence that causes or could cause physical, sexual or psychological harm or suffering, including threats of harm, coercion or arbitrary deprivation of liberty in public or private life.

Case for Change

Violence against women in Australia is pervasive. (Bolton, Main, Rughla and Women's Health Victoria, 2009).

- Intimate partner violence is the greatest health risk factor (greater than smoking, alcohol & obesity) for women aged 25–44 (Ayre et al, 2016).
- Three in ten women (30.5 per cent) have experienced physical violence perpetrated by another person, irrespective of the type of relationship since the age of 15 (2016 Personal Safety Survey (ABS, 2017).
- Approximately one in five women (18 per cent) have experienced sexual violence since the age of 15 (2016 Personal Safety Survey (ABS, 2017).
- Approximately one in four women (23 per cent) have experienced at least one incident of violence by an intimate partner since the age of 15 (2016 Personal Safety Survey (ABS, 2017).
- On average one woman a week in Australia is killed by an intimate partner (Australian Institute of Criminology National Homicide Monitoring Program (Cussen & Bryant, 2015).

Broader Context

Violence against women is preventable. In the past few years, substantial advances have been made in policy and planning for preventing violence against women.

These laws, policies and strategies provide the context for this strategy.

Internationally

- Convention on the Elimination of All Forms of Discrimination Against Women, 1983.
- United Nations Declaration on the Elimination of Violence Against Women, 1993.

Australia

- Sex Discrimination Act, 1984
- The National Plan to Reduce Violence Against Women and their Children 2010–2022, 2010.
- Workplace Gender Equality Act, 2012.
- Indigenous Family Violence Primary Prevention Framework, 2012.
- Our Watch was established in 2013 to drive nationwide change in the culture, behaviours and power imbalances that lead to violence against women and their children.
- In 2015 Our Watch, in collaboration with ANROWS and VicHealth, produced Change the Story: a national framework for the prevention of violence against women and children. This framework is an evidence-based guide to action on gender-based violence.

Victoria

- Charter of Human Rights and Responsibilities Act, 2006
- Equal Opportunity Act, 2010.
- Royal Commission into Family Violence, 2015.
- Victorian Health and Wellbeing Plan 2015–2019, 2015.
- Victorian Public Health and Wellbeing Outcomes Framework, 2016.
- Safe and Strong: A Victorian Gender Equality Strategy, 2016.
- Ending Family Violence: Victoria's Plan for Change – 10 Year Plan, 2016.
- Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women, 2017.

Regional Context

Goulburn and North East Victoria region includes 12 local government areas:

- Alpine
- Benalla
- Indigo
- Mansfield
- Mitchell
- Murrindindi
- Moira
- Shepparton
- Strathbogie
- Towong
- Wodonga
- Wangaratta



There are a number of existing strategies, network groups and actions across the region working to address violence against women and advance gender equality. These partners work in awareness raising, primary prevention, early intervention and response to violence against women.

These include:

- Hume Region Preventing Violence Against Women and Children Regional Strategy 2013-2017.
- Ovens Murray Integrated Family Violence Committees.
- Goulburn Integrated Family Violence Committees.
- Family Violence Prevention groups and networks.
- Indigenous Family Violence Regional Action Groups.
- Department of Education and Training Respectful Relationships Education program.
- Primary Care Partnerships (Lower Hume, Central Hume, Upper Hume, Goulburn Valley) Strategic Plans, and Integrated Health Promotion plans.
- Ovens Murray Children and Youth Area Partnership.
- Local Government Municipal Health and Wellbeing plans 2017-2021.
- Regional Women's Health Service Integrated Health Promotion Plan 2017-2021.



Previous Regional Strategy

The Hume Region has an existing Preventing Violence Against Women & Children Regional Strategy 2013–2017.

It was a three-year initiative funded through the Community Crime Prevention program, Department of Justice and Regulation.

The strategy was developed with stakeholders using a partnership approach.

Respect and Equality for All builds on the previous Hume Region Prevention of Violence Against Women & Children Regional Strategy 2013–2017 by incorporating the following recommendations from the final report:

- The prevention of violence against women requires a co-ordinated community effort. Each agency has an important role to play.
- In any organisation undertaking prevention of violence against women activities, leadership support is paramount. Success will further be heightened by linking actions to organisational vision and strategic direction, and having leaders facilitate respectful workplace culture.
- Communication must utilise language that is jargon-free, simple and appropriate to the audience. Resources and tools must be developed in consultation to ensure they have impact with the intended audience.
- Significant time should be dedicated to bringing stakeholders together, nurturing partnerships, and developing partners' skills and knowledge of prevention of violence against women and primary prevention. Finally, prevention of violence against women projects command long-term vision and dedication, due to the length of time it takes to produce outcomes, and to demonstrate impact on the determinants of violence against women.
- Further research and exploration of appropriate tools are required to effectively track and measure attitudinal and behavioural change, across a range of populations.

These recommendations recognize the particular challenge of our rural context, and the role that local partnership and local knowledge play in shaping action. They have been incorporated into Respect and Equality for All, the next iteration of the regional strategy.

The Evidence Base – What Works

A good strategy is designed to build the evidence of what works – researching best practice initiatives, trialing them within our context and evaluating their impacts. The following sections present the evidence base underpinning this strategy.

Gender Equality

National and international research show that gender inequality is the key driver of violence against women (Victorian Government, 2016a).

Change the Story (2015) is the national framework for the primary prevention of violence against women and children. The framework is an evidence-based collaboration between Our Watch, Australia's national primary prevention organisation; Australia's National Research Organisation for Women's Safety (ANROWS); and VicHealth. It identifies four other drivers of gendered violence.

These drivers are:

- Rigid gender roles and identities.
- Men's control of decision-making and limits to women's independence.
- Condoning of violence against women.
- Male peer relations that emphasise aggression and disrespect towards women.

This approach was reaffirmed in the final report of the Victorian Royal Commission into Family Violence (RCFV), which highlighted the need for primary prevention strategies to dismantle harmful attitudes towards women, promote respectful relationships and gender equity (State of Victoria, 2016). The RCFV called for the Victorian Gender Equality Strategy to serve as the platform for a strong primary prevention approach, linked to the Primary Prevention Strategy of the Family Violence Action Plan.

The Victorian Gender Equality Strategy highlights the importance of strong gender equality governance structures.

These structures included:

- Gender equality targets
- Quotas to increase women's representation in formal decision making
- Gender audits
- A workplace gender equality strategy
- Gender-blind hiring practice
- A gender equality lens on budgets and procurement and policy processes and development. (Victorian Government, 2016b)

Public Health Approach

Respect and Equality for All uses a public health approach. Public health efforts in other domains, such as tobacco control and road injury prevention have been highly successful in reducing the prevalence of ill-health and disease over a number of decades. Key public health frameworks and best-practice theories are well understood and researched in these health areas, leading to the identification of what works.

A comprehensive and long-term approach is also required to achieve gender equality, however it is important to recognise that the nature of change being sought is different from previous tobacco control and road injury campaigns. Not only does this strategy depend on individual change, but more critically, it requires a focus on broader society and norms; what is acceptable in our communities regarding how we treat and behave towards others (Victorian Government, 2017)

Principles of this Strategy

Respect and Equality for All is guided by the following ten principles:

Gender Equity

'If we are serious about ending violence against women, then we must begin by addressing gender inequality. After all, bad outcomes for women, begin with bad attitudes towards women' (Victorian Government, 2016b, pii).

Challenging problematic and harmful ideas about masculinity is important (Our Watch, 2017, p66).

Human Rights

A human rights framework supports the right of all individuals to live free from violence and discrimination regardless of their sex, gender identity, sexuality, ethnicity, age, ability or religion.

Sustainable & Long Term

We recognise that to transform the deeply entrenched structures, norms, practices and attitudes that perpetuate violence against women, long-term and sustainable work is essential.

Primary Prevention Approach

Violence against women is preventable. The strategy will encourage primary prevention actions that address the underlying drivers of violence.

Build on Existing Efforts

Whole-of-community efforts and actions are most effective when they build from what already exists, honouring current efforts and engaging established organisations. Whole-of-community includes diverse organisations and institutions as well as individual women and men, girls and boys. Strategic alliances ensure no-one is left behind.

Intersectionality

Intersecting systems of privilege and oppression (such as sexism, racism, ableism, homophobia, ageism or transphobia) increase the risk, severity and impacts of violence against particular women.

Gender-transformative Practice

A gender-transformative approach seeks to actively examine, challenge and transform attitudes, roles, structures, norms and practices that reinforce gender inequality, and to strengthen those that support gender equality.

Evidence-based Practice

Evidence-based practice is informed by rigorous evidence, research and theory. This strategy will contribute to the primary prevention evidence through effective monitoring and evaluation efforts.

Accountability

The strategy is accountable to and informed by women's live experience of violence, sexism and gender inequality. We take a 'do no harm' approach. We are accountable to one another and the communities and individuals with whom we work.

Develop & Maintain Reflective Practice

Reflective practice is the process of consistently reflecting on our own identity and experiences of power and privilege, as well as our approach to the work. This is a critical component of the 10 principles (Our Watch, 2017).

Strategies & Suggested Actions

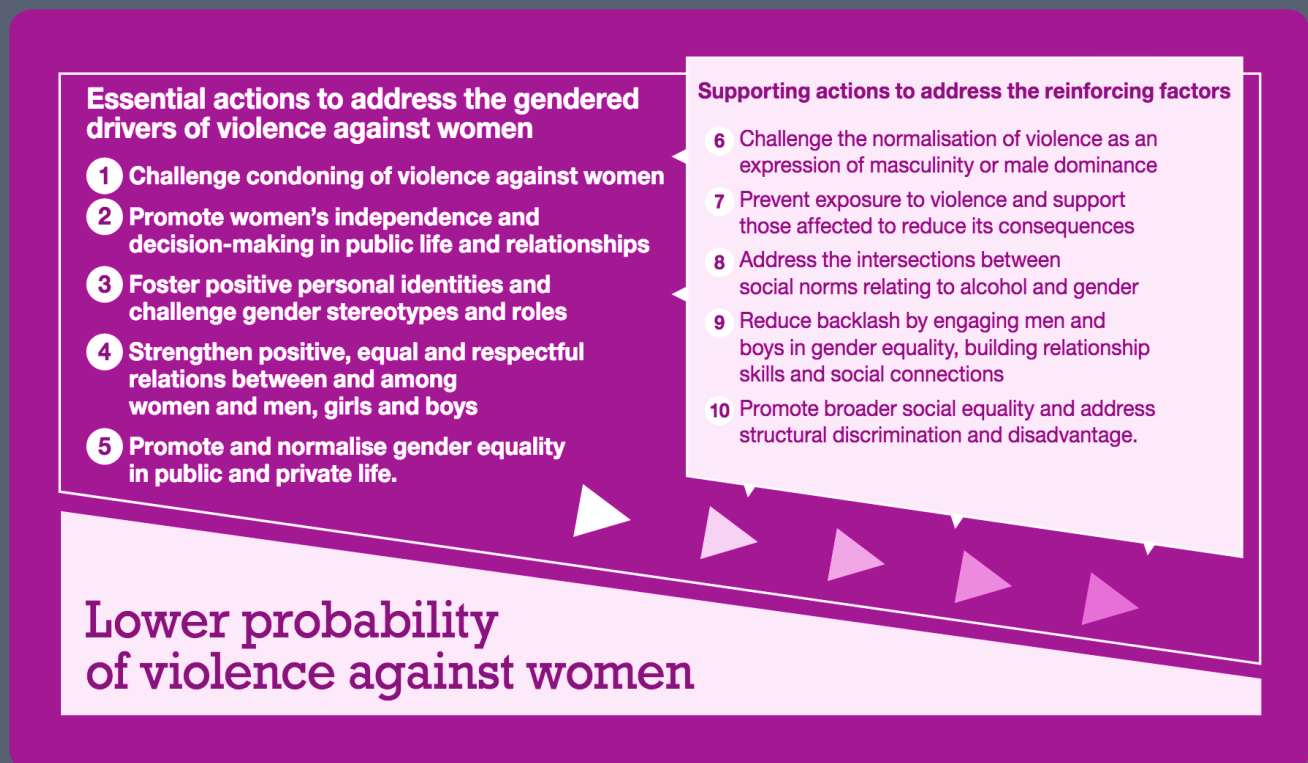
This strategy will build a comprehensive regional approach to redressing the drivers of violence against women and advancing gender equality. This section outlines actions that are required to achieve the vision of this strategy.

In addition to actions in this strategy the following strategies and guides provide informative and evidenced based actions that can inform your organisations gender equity work:

- Safe and Strong: Victorian Gender Equality Strategy, 2016.
- Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women, 2017.
- Putting the prevention of violence against women into practice: How to 'Change the story', 2017 (Handbook).

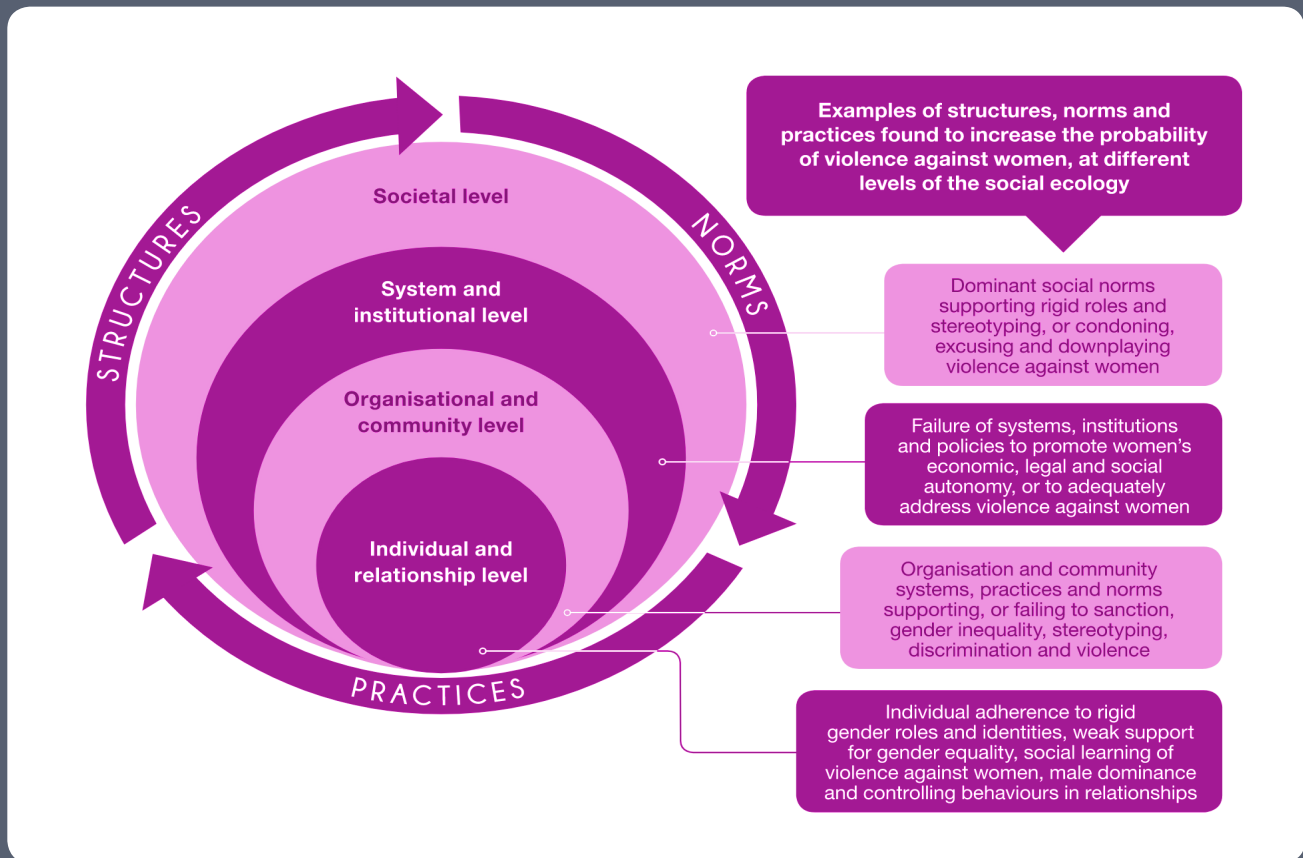
Address the Essential Actions

A range of actions to prevent violence are outlined in Change the Story (2015). It identifies five essential and five supporting actions to address the factors that drive and reinforce violence against women. This strategy encourages these actions to be undertaken across our region by a diverse range of stakeholders.



Source: Our Watch, ANROWS and VicHealth 2015

Implement a Whole of Community Response



Source: Our Watch, ANROWS and VicHealth 2015

Use proven and promising techniques

Change the Story handbook (2017) identifies five techniques articulating the different ways that prevention practice can be undertaken that demonstrate effectiveness or promise:

- Direct participation programs: face-to-face engagement with individuals or groups.
- Community mobilisation and strengthening: collective action of community partnerships and collaborations to address the drivers of violence.
- Organisational development: actions that address the drivers of violence against women in all aspects of an organisation.
- Communications and social marketing: raise awareness of violence against women and challenge harmful attitudes, behaviours and social norms across a variety of media and popular entertainment channels.
- Civil society advocacy: building collective momentum for change through civil society organisations.



Settings

This section focuses on seven settings within our communities where there are opportunities to take action. These have been identified to align with state-wide strategies.

Work in other settings can also be represented as part of the regional strategy.

Included settings are:

- Local government
- Education & Training
- Sporting & Recreation
- Health Sector
- Early Childhood
- Media, Arts & Culture
- Workplaces



Local Government

Why this setting?

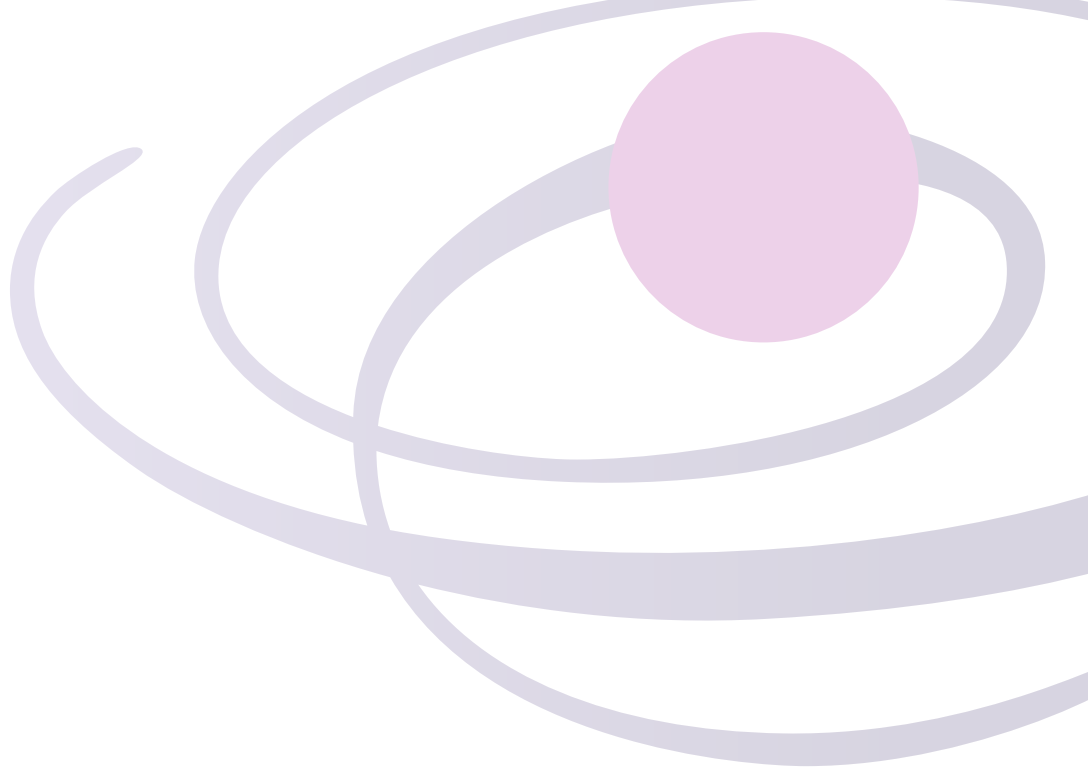
In the 2017 article [‘How local government can help prevent violence against women’](#), Domestic Violence Resource Centre Victoria outlined the opportunities for working in this setting:

As recommended by the Royal Commission into Family Violence (2015), all Victorian councils are now required to articulate how they will help reduce family violence in their community. Recommendation 94 states: local government is critical in driving the change needed to prevent violence against women and to embed gender equality and respect into local communities.

Councils work with people across all life stages and across a number of settings, such as health and community services, arts, sports and recreation, education and care settings and public spaces. Councils are a major employer within their municipality, providing them with a unique opportunity to embed primary prevention in their communities through civic leadership, service provision, policies, work practices and community engagement.

Possible Actions & Resources

- **Encourage greater participation of women in local government as councillors:** [‘A Gender Agenda – kit for women who want to stand for local government’](#) is a kit for women who want to stand for local government and for those who want to assist other women to make a stand.
- **Sign up** to the [‘Victorian Local Government Women’s Charter’](#). The charter supports the following three principles: Gender equity; Diversity; and Active citizenship, to encourage greater participation of women as councillors and senior managers.



Education & Training

Why this setting?

The Victorian Gender Equality Strategy (2016b) identifies Education and Training as a key setting:

This setting presents an opportunity to look specifically at education programs and curriculum that have direct impact at student level, but the education sector also offers broader engagement with staff and school communities, as workplaces and community hubs (Our Watch et al, 2015).

Possible Actions & Resources

- **Sign up** to the Victorian Department of Education and Training's '[Respectful Relationships Program](#)'. The Respectful Relationships Education program aims to embed a culture of respect and equality across your entire school community, from classrooms to staffrooms, sporting fields, fetes and social events.
- **Join the state-wide network:** '[Partners in prevention \(PiP\)](#)'. PiP is funded to support community sector and local organisations focusing on Respectful Relationships Education in Victoria, including family violence and sexual assault services, local government and community and women's health services.



Sporting & Recreation

Why this setting?

Sport and Recreation is identified in the Victorian Gender Equality Strategy (2016b) as a key setting:

As a highly visible and valued part of our state's culture and identity, sport has the capacity to challenge gender stereotypes and discriminatory attitudes and to promote core values of fairness and respect. Having more women involved in sport and recreation is important in promoting health and wellbeing and improving social cohesion and inclusion (Victorian Gender Equality Strategy, 2016, p29).

For rural communities in particular, sporting and recreation groups fulfil a key function in local areas by bringing people together, and offering chances to socialise and connect over common interests.

Possible Actions & Resources

- **Get involved with 'This Girl Can' campaign:** This state-wide campaign is designed to inspire more women to get more active. [Download the free guide](#) to help you create more welcoming environments for women.
- **Read stories of change:** 'Change Our Game' is a rally cry to ignite an undeniable desire amongst women and men who want to see their sport and recreation activities prosper into the future.
- **Build equality and fairness into the core business of your sport:** These '[10 Key Elements for Sport](#)' identify the role that sport can play in preventing violence against women by promoting women's participation and opportunities, challenging gender stereotypes violence-supportive attitudes and behaviours, and encouraging respectful, healthy and equal relationships on and off the field.
- **Promote an equal and respectful culture and take actions to address sexism and inequality:** '[Sporting Club Handbook](#)' has been designed with sporting clubs in our region to support this work.
- **Be workplace leaders in promoting gender equity and respect for women:** '[Stepping In: Bystander Action Toolkit](#)' is a resource to support State Sporting Associations as workplace role models. A key aspect of creating a safe and inclusive workplace is to equip all staff to step in when they see or hear about sexist language, sex discrimination or sexual harassment taking place at work.



Health Sector

Why this setting?

Health providers have an opportunity to reach groups outside other the settings identified in this strategy.

Health providers can implement actions within their own organisations and influence social norms through their contact with community members (Our Watch et al, 2015).

Possible Actions & Resources

- **Take action as a workplace to promote workplace gender equality** (see Workplaces section, page 18).
- **Aim to be gender equitable service provider and employer:** [‘Why Gender Matters: A guide for community health services’](#), is a guide that aims to increase the capacity of staff to apply a gender-responsive approach to their work practice, with the intention of working towards gender transformative practice.
- **Take action in early intervention:** [‘Strengthening Hospital Responses to Family Violence \(SHRFV\)’](#) is currently being rolled out across Victoria. The aim of SHRFV is to support and equip staff to identify and respond to family violence. Whilst this initiative is more focused at early intervention than primary prevention, it is a beginning for organisations to get their response systems working well before moving into actions to prevent violence against women.



Early Childhood

Why this setting?

Early Childhood is a key setting for primary prevention, as highlighted by Victorian Gender Equality Strategy (2016b):

We start learning about the world around us and our place in it in early childhood. Children are able to 'self-socialise', which means that children's books and toys, their parent's jobs, the way people around them interact and the attitudes they convey, all influence how children think about themselves in the world. From the age of two children begin forming concepts of gender and gender difference. By age five, children develop their gender identity and become aware of gender differences and by seven, children are developing rigid ideas of gender.

Primary school aged children already define jobs as 'boys' or 'girls' jobs and while they may be keen to challenge these categories, stereotypes can stand in the way (Victorian Gender Equality Strategy 2016b, p21).

Possible Actions & Resources

- **Select children's books that embrace diversity beyond gender:** This [checklist](#) will help you select books that challenge gender stereotypes. [Here are some other recommendations.](#)
- **Promote gender equity in child care services to create equitable and enriching lives for the children:** 'Playing Fair – Gender equity in child care' supports professionals to identify inequities for boys and girls, and plan to overcome these through an ongoing process of self-reflection, observation, planning and evaluation.
- **Promote gender equality in early childhood settings:** The '[No Limitations Guide](#)' has been developed for early childhood educators. It provides practical tools, tips and resources for both an organisational focus and working with families. It is also useful for parents and families, and anyone working with young children.



Media, Arts & Culture

Why this setting?

The media is powerful. It can reach millions of people, challenge rigid gender roles and empower both women and men.

According to the '[Global Media Monitoring Project 2015](#)', women are the focus of only 10% of news stories, comprise just 20 per cent of experts or spokespeople

interviewed, and a mere 4 per cent of news stories are deemed to challenge gender stereotypes.

'The media has an important role to play as it has a wide reach and a significant influence in shaping and maintaining social norms. Media organisations themselves have potential to develop into workplaces that actively support equal and respectful relationships' (Our Watch et al, 2015, p40).

Possible Actions & Resources

- **Report on violence against women and children in a factual, ethical and sensitive way:** '[Our Watch](#)' aims to build the media's understanding of prevention, and its ability to report on the issue in a factual, ethical and sensitive way.
- **Engage with media to prevent violence against women and their children:** '[Working with News and Social Media to PVAW Quick Reference Guide](#)' gives an overview of the framework and is designed to be accessible and useful for a diverse range of practitioners and organisations that have a stake in their respective areas of work.
- [Eleven ways to boost your work with news media.](#) How you can help the media report prevention of violence against women is a practical guide for violence against women sector workers.
- Online abuse and harassment are sadly growing. Use this Online Active Bystander Toolkit from GenVic to support your work in creating safe places online.



Workplaces

Why this setting?

Working-age Australians spend around one-third of their lives at work. As a consequence, workplaces have a significant role in setting the standard for respectful cultures and equity of opportunity.

When workplaces create and support a respectful culture that values all staff to reach their full potential, free from rigid stereotypes, then everyone benefits. Staff morale and productivity is boosted, staff turnover and leave reduces, and the workplace is recognised as an employer of choice (Our Watch, 2018).

Possible Actions & Resources

- **Begin a conversation about gender in your workplace:** This [‘Workplace Checklist’](#) is designed to support workplaces to begin and identify potential areas for action.
- **Consider what is involved in applying a gender lens in your work place:** This six page overview [‘Applying a Gender Lens in the Workplace’](#) will give an organisation information needed to make this decision.
- **Promote equal and respectful relationships in a workplace:** The [‘Equal Footing Toolkit’](#) is a practical guide for leaders, teams and individuals to drive change in their workplace. The first booklet describes the steps you can take to start the Equal Footing program and includes all the materials you will need to start the conversation. The second booklet puts the latest tip-sheets and resources at your fingertips. The posters can be used around your workplace after your Equal Footing program has commenced.
- **Accelerate strategic, sustainable and meaningful change in your workplace:** A well-constructed gender strategy provides the fundamental framework by which organisations can navigate and accelerate their own unique gender equality journey. A strategic approach enables organisations to build a workplace where all employees are able to access and enjoy the same rewards, resources and opportunities, regardless of whether they are a woman or a man. The [‘Gender Strategy toolkit: A direction for achieving gender equality in your organisation’](#) is a practical toolkit to equip organisations with the skills and resources to adopt best practice.

Implementation

Implementation translates our vision into action. A thoughtful, evidence-based, consistent approach to implementation of prevention work ensures that outcomes from the strategy align with objectives. How to Change the Story, Our Watch's evidence-based implementation approach, is summarized below.

Stage 1 Understanding

The first stage is to understand violence against women and the evidence-based actions that are required to prevent it. Also, to identify and recognise existing work being undertaken across the region and highlight actions that can be embedded within existing programs and policies.

Stage 2 Explore

This strategy is a working document. Using the principles and evidence base, we will work together as partners to explore gender equality priorities, the role of particular settings, the leadership journey and individual, organizational and community values. As a region we will explore collective impact as a model for sustainable change.

Stage 3 Plan

This strategy will formalise a regional plan alongside organisational, workplace and community plans. As well as collective actions this stage involves developing governance structures and evaluation plans.

Stage 4 Implement

Implementation of the regional strategy and local plans will include evaluation and continuous improvement, including monitoring how partnerships and relationships with partners and stakeholders are progressing.

Stage 5 Evaluate

Evaluation is crucial for effective and sustainable prevention work to learn about what works and what doesn't work, and to examine and prevent unintended consequences. Evaluation will provide information to share and to help build best practice in our region.

Stage 6 Learn

Throughout the stages of this regional strategy, we will reflect on what has been learnt and use that to revise and reshape the strategy where necessary. Known as 'action learning', this methodology uses critical reflection to affirm positives as well as identifying areas for development or change.

Evaluation

Region-wide evaluation of the strategy helps us understand what safe and respectful communities look like in Goulburn North East, to track our progress toward this vision, and incorporate insights from our work into regional development.

The Evaluation for this strategy will be based on Evaluating Victorian projects for the primary prevention of violence against women: A concise guide (2015). The knowledge gained from evaluation will improve our ongoing implementation of strategies and inform future prevention work



Step 1

Identify the purpose and users of your evaluation



Step 2

Develop or review your logic model



Step 3

Develop your overall evaluation design



Step 4

Engage the right people to conduct your evaluation



Step 5

Establish your indicators (process and/or impact)



Step 6

Select your data collection methods and develop instruments



Step 7

Implement your data collection



Step 8

Analyse and interpret your data



Step 9

Communicate and disseminate your findings to facilitate shared learning



Step 10

Feedback findings to improve your prevention strategy

Resources

Bolton T, Main A, Rugkhla P, and Women's Health Victoria (2009) Women and violence (Women's Health Issues Paper 4), Women's Health Victoria, Melbourne

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Acknowledgement and thanks to Victorian Women's Health Services and regional strategies:

- Together for Equality & Respect: A strategy to Prevent Violence Against Women in Melbourne's East 2013-2017, Women's Health East
- Strategic Plan Preventing and Addressing Violence Against Women and Children in the G21 Region 2016-2020, Women's Health and Wellbeing Barwon South West
- The Loddon Mallee Action Plan for the primary prevention of violence against women 2016-2019, Women's Health Loddon Mallee
- Communities of Respect and Equality: A plan to prevent violence against women and their children in the Grampians Region 2016-2020, Women's Health Grampians
- Preventing Violence Together: A Strategy for the Southern Metropolitan Region 2016-2021, Women's Health in the South East
- Building a Respectful Community Strategy 2017-2021, Women's Health in the North
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