

#thisisprevention

Rural City of Wangaratta

Primary Prevention examples:

1. Matt & Vinnie at Childrens service centre
2. Video to support Equity Impact Assessments across the organisation
3. Organisation development – Staff Award
4. Staff Training at Rural City of Wangaratta

Right to freedom of expression

By Kinder Teacher Matt (RCoW Children's Services Centre), posted 3/10/23

Sometimes Vinnie likes to wear tutus or dresses, sometimes I do too. At times we can get comments from others like "boys don't wear dresses" or "that's for girls". We see these as teachable moments; we respond with positivity and talk about inclusion.

We use discussion time to address this and allow each child to have a voice and opinion. We can guide children getting them to think about rights, fairness and inclusion of all.

Choosing your own clothes and deciding what to wear is, for many people, an important part of expression.

This is confirmed under Article 19 of the UN declaration of human rights. Not allowing Vincent to wear what he wants would be denying for many people, an important part of expression.

Organisation Development – Staff Award

Every quarter, staff are encouraged to nominate colleagues for the Karen Chetcuti Award. This award was established in 2017 as a mark of respect for the late employee, Karen Chetcuti, who was killed by a male neighbour in tragic circumstances.

The award recognises a staff member who displays council's values, delivers exceptional services and sets the bar at a high standard to achieve extraordinary outcomes. These are traits which were constantly displayed by Karen.

Nominations are read out at the all-staff meeting where the winner is announced. The award promotes and highlights examples that encourage a culture of respect, creating a safe and supportive workplace where all employees are valued and included.

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Rural City of Wangaratta cont.

Rural City of Wangaratta apply an equity lens across the whole organisation

This video was created as a tool to build organisational capacity as the use of equity impact assessments are introduced across the workplace.

This is part of council's commitment to an inclusive workplace and community recognises that addressing gender inequity is crucial to ensuring equitable outcomes regardless of gender for better health and social wellbeing and the prevention of violence against women.

While this video is not available to the public, here is a transcript:

0:00

It's easy to place people in boxes, drawing lines and creating sites. There are those of us with many chapters and some just starting their story. There are challenges you can see, and there are those that you can't.

0:14

Our view of the world, the people we encounter, the places we go, and the experiences we have is shaped by our life story. It's our own personal reality, a set of invisible glasses that we all wear. Our lens. Imagine putting on someone else's glasses for a minute.

0:33

Someone of a different race, ethnicity, income, religion, gender, age, or disability status. It might take time to adjust to what your new reality looks like. This would impact what you see, notice and feel when you look at a situation. But just because you can't see something doesn't mean it's not there. Now imagine having a set of glasses where you could add different lenses, enabling you to see a situation from many different perspectives.

1:03

Suddenly you'd be able to see the range of experiences, identities, challenges and realities that affect our diverse community. This is your equity lens. Changing your viewpoint can make a situation that used to seem simple a lot more complicated. But people and places are complex, and when we oversimplify decisions or prioritise the needs of one group over another, we won't create an experience that works for everyone.

1:34

By wearing our equity lens when thinking about how a new project might affect the community, the outcome will be fairer and more effective because everyone is being included and considered. If you only asked one person what they see, you wouldn't get the whole story. So see the big picture and make better decisions for all who live, work and visit the rural city of Wangaratta.

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Rural City of Wangaratta cont.

Staff Training @ Rural City of Wangaratta

Rural City of Wangaratta partnered with the Men's Project to staff, focusing on traditionally male-centred silos, to be a part of the conversation around gender equity.

Previous training had not hit the mark, it was reported as being 'too statistic heavy' or that it was talking a language the participants did not understand.

Facilitators adopted a conversational based approach with a focus of looking at the impacts of gender equity on men, based on the Man Box research.

Participants were provided space within the workshops to note their thoughts, feelings, or any questions they had about the project.

The focus of using a conversational approach and relating the content to the groups own experiences reduced resistance and increase participation.

Participants reported they would recommend the session to others and that they felt good about attending the workshop. Feedback included:

"Having conversations about gender and social pressures with my colleagues."

"The open discussion as a group. And the open-ness of the trainers, regardless of what people were saying."

"Relaxed way of presenting heavy content."

"Opening up new ideas on dealing with everyday life."

What has changed is a better understanding of gender equity and its impacts to all genders, 'with an openness to discussing these issues that wasn't there before.