

GENDER EQUITY & WOMEN'S HEALTH

Overview of training, workforce capacity building and consultancy services



INTRODUCTION

Women's Health in the South East (WHISE) is the sole regional women's health service across the Southern Metropolitan Region (SMR) of Melbourne. WHISE is a strong presence in the community, working to improve the health and wellbeing of all women, with gender equity knowledge and expertise, and a capacity building approach underpinning the work carried out.

WHISE delivers a range of gender equity and related gender-based violence education and training sessions, working closely with and within local businesses and community organisations, local councils, schools/pre-schools and sports/recreation settings across the SMR. Sessions are specifically tailored to each organisations' requirements and needs, as determined through pre-evaluation surveys.

Note: The term gender-based violence encompasses violence against women and family violence. It is an inclusive term which explains violence specifically directed against a woman because she is a woman, or violence which affects women disproportionately. It is useful in explaining other forms of violence, recognising individuals whose experience and/or identity do not conform to rigid constructions of gender, sex and sexuality.

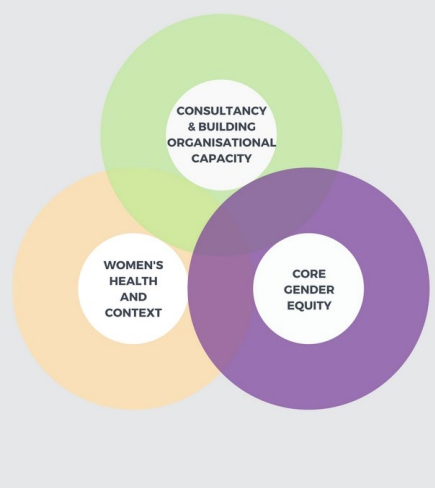
DELIVERY

Our suite of programs can be delivered for a minimum of 10 participants up to 30 participants with sessions ranging from one hour to full days.

WHISE customises all our training and capacity building initiatives to ensure that they are tailored to suit the audience, place and setting.

OUR TRAINING OFFER

Our suite of development programs is divided into three areas that interconnect and can be combined in a range of ways to meet the needs of our stakeholders and community.



CORE GENDER EQUITY PROGRAMS

Exploring gender and gender inequity

- Increase understanding of the social construction of gender, focusing on the impact of masculine and feminine ideology on individuals' everyday lives
- Increase understanding of the difference between gender equity and gender equality
- Increase individuals' understanding of how gender inequities persist within Australia
- The link between gender inequality and gender-based violence
- Provide knowledge and understanding of how gender inequality leads to gender-based violence
- Increase understanding of the difference between the key drivers and contributing factors of gender-based violence
- Explore myths and facts of gender-based violence
- Provide knowledge regarding gender-based violence statistics, on a national and local level



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CONSULTANCY SERVICES AND BUILDING ORGANISATIONAL CAPACITY

Gender Equity: Embedding gender equity in the workplace setting

- Explore primary prevention, its place and importance within the workplace
- Increase individuals' understanding of how gender inequities persist in workplace setting
- Improve awareness of gender drivers of violence within the workplace
- Explore the business case for challenging the drivers of violence within the workplace
- Practical examples of embedding gender equity within the workplace

Gender Equity Assessment

- Undertake a gender-responsive organisation checklist; a preliminary Gender Equity Assessment
- Identify inhibitors, enablers and surprises upon reflection of the gender-responsive organisations checklist
- Develop and/or reevaluate goals for a gender equity policy/procedure/strategy
- Build confidence in using gender equity tools or processes and advocating for gender-aware planning, program and service delivery

Gender Analysis

- Undertake a gender analysis on a current policy, program or initiative within the organisation
- Develop an action plan to address the areas of improvement identified from the gender analysis
- Increase knowledge and practical experience of how to implement best practice approaches to gender equity

Embedding gender equity in the school setting

- Increase individuals' understanding of how gender inequality persists in school setting
- Increase understanding of the ways in which the whole-of-school approach works to prevent gender-based violence and promote gender equality
- Promote the importance of modelling equal and respectful relationships in the home and wider school community

Communication strategy

- Consider language use and common terms related to gender-based violence, including their impact on others
- Increase capacity in responding to questions or statements related to gender-based violence in an effective, informative manner
- Intersectional lens on gender-based violence
- Increase understanding of the intersectional experiences of privilege and oppression, specifically in relation to violence
- Increase knowledge regarding gender-based violence statistics across different identities and experiences

WOMEN'S HEALTH AND CONTEXT

Sexual and reproductive health (SRH)

- Improve knowledge of modern contraception options
- Inform about choice and termination options/methods Increase knowledge and confidence in accessing appropriate female SRH screening, testing and services
- Increase understanding of components of healthy relationships

Empowering men

- Increase understanding of the link between mental health and unhealthy stereotypes of masculinity
- Highlight the important role which that men have in reaching gender equality
- Empowering men to take action on gender equity in everyday life

Primary Prevention of Violence against Women and their Children

Violence against women and their children is a widespread problem within our community that has serious health, social and economic consequences. And it is preventable. Primary prevention seeks to prevent violence before it occurs.

WHISE designs and facilitates tailored workshops on the primary prevention of violence against women. Within an open and safe environment, participants can expect to explore:

- The prevalence and impact of violence against women and their children, as well as on individuals, workplaces and communities
- Underlying socio-cultural factors and drivers that contribute to violence against women and their children
- The prevention spectrum for addressing violence against women: primary, secondary and tertiary
- Practical examples of what works in preventing violence against women and their children
- What you can do to contribute to the prevention of violence against women and their children

At the completion of the workshop, organisations will receive resources and tools to support them in their work. WHISE will provide follow-up support via telephone and email, and additional intensive support can be negotiated.

Note: A variety of topics can be specifically delivered in school, community and culturally and linguistically diverse (CALD) settings.



OUR TEAM

Our team delivers tailored capacity and workforce development programs in partnership with our community and stakeholders.

The WHISE facilitators, educators and consultants are highly qualified, experienced professionals in women's health and primary prevention strategies. Our team walks the talk on gender equity and bring legitimacy and authenticity to their work, collaborations and partnerships.

Laura Ardley
Manager Health Promotion
(Bachelor of Public Health and
Health Promotion, Deakin)

For nearly a decade, Laura has worked in community services and health promotion. Her experience includes supporting refugees and migrant communities for Australian Red Cross as, managing and leading the implementation of a range of community service programs including community visitor schemes, home visiting programs, food security and social connection programs in regional and metropolitan Victoria.

Laura's organisational experience also encompasses local government where most recently she led the delivery of Home and Community Care programs for young people with disabilities and older members of the community.

Laura has significant experience in organisational design, policy and continuous improvement and, at WHISE she leads the Health Promotion team.

Renee Heckman
Health Promotion Officer,
Gender Equality Education and
Facilitator (BA. Hons Public
Health and Promotion, Deakin)

Renee's work in health promotion includes sexual and reproductive health, family violence and mental health in a range of places and settings ranging from disadvantaged communities through to CALD.

In addition to this, Renee has lectured and tutored in public health, health promotion and undertaken research in South Africa in sexual and reproductive health promotion in community settings.

At WHISE, Renee's role is to work specifically on improving women's health and wellbeing through strategies based on creating gender equity across all settings in the Southern Metropolitan Region.

Rebecca Tipper
Facilitator and Educator (B.
Health Science, Australian
College of Natural Medicine;
MA Public Health, Monash)

Rebecca is an experienced facilitator, having delivered prevention of violence against women, sexual harassment and applied gender analysis training.

The training Rebecca delivers is heavily focused on educating the audience on the links between gender inequality, gender stereotypes and violence against women.

Rebecca brings a variety of experience and skills having worked across a range of different sectors and public health issues. Her previous roles have spanned sexual and reproductive health, refugee health, chronic disease and healthy lifestyles.

Rebecca is passionate about health, with a particular interest in health equity and the prevention of violence against women.

