

ANNUAL REPORT 2017-18



GWH is a member of Gender Equity Victoria (GEN VIC), the peak body for gender equity, women's health and the prevention of violence against women. GEN VIC works with organisations across Victoria to advance a shared vision of gender equality, health and freedom from violence for every woman and girl in every community across Victoria. Through GEN VIC, GWH is able to advocate, influence and collaborate to improve outcomes in gender equity, women's health and in the prevention of violence against women at a statewide level.



GWH would like to acknowledge the many partner organisations with whom we have worked in this reporting period. These partnerships are integral to our work, being able to improve women's health, wellbeing and equity in Gippsland.

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



We proudly acknowledge the Gippsland Aboriginal communities and their rich culture. We acknowledge the Aboriginal people as Australia's first peoples and as the custodians of the land and water on which we live, work and play.



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GENDER EQUITY ETHICAL PRACTICE
FEMINISM INNOVATION EMPOWERMENT
DIVERSITY & INCLUSION PARTNERSHIPS

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GIPPSLAND WOMEN'S HEALTH

Gippsland Women's Health (GWH) is a not for profit, independent, regional service run by women, for women, based on the social model of health. We engage with women, communities, service providers and Government to promote and enhance the health and wellbeing of women across Gippsland.

**WORKING
WITHIN A
FEMINIST
FRAMEWORK,
OUR FOCUS
AREAS ARE:**

Gender
Equity

Sexual &
Reproductive
Health

Preventing
Violence
Against
Women

Family
Violence
Reform

Cancer
Support

GIPPSLAND REGION

Based in Sale in the geographic centre of Gippsland, GWH works to improve the lives of women who live and work in the local government areas of East Gippsland, Wellington, Latrobe City, Baw Baw, Bass Coast and South Gippsland.

Gippsland stretches from the east of Greater Melbourne's eastern suburbs to the New South Wales border, covering an area of over **41,000** square kilometres. The region consists of beaches, farmland, mountains and lakes, with industries including

agriculture, forestry, dairy and pastoral productions, fishing, and coal mining, oil and gas extraction and processing.

Gippsland has a female population of **138,182**, which is **50.9%** of the total population of **271,266**.

9.7%
are aged 15-24
(State average
11.1%)

Aboriginal and
Torres Strait Island
women represent
1.5%
of the population
(State average 1.1%)

84.2
women per 10,000
are diagnosed with
breast cancer
per year (State
average 76.0)

46.5%
feel safe walking
home (State
average 44%)

23.6%
are aged over 65
(State average
20.1%)

151.8
instances of family
violence per
10,000 people
(State average
102)



EAST GIPPSLAND

WELLINGTON

BAW BAW

LATROBE CITY

SOUTH GIPPSLAND

BASS COAST



2017 - 2018 CEO REPORT

After allegations against Harvey Weinstein hit the media in September 2017, the world and life was not going to be the same. We all watched as herstory unfolded in a way we had never before experienced. Large numbers of women came forward to say they were sexually harassed or assaulted, by Weinstein and other perpetrators. As we sat on the edge of herstory, the #MeToo movement galvanized women and women's lived experiences. A tidal wave of women's voices began.

Women's voices have always "disturbed the peace", given voice to rage over the injustices, abuse and silencing of women's experience. **Feminist – Suffragette – Woman**. Either alone or together. There has always been "political consequences of women's rage". As women we have been told that life will be better if we keep our "mouths shut". Whether it was a 16th Century torture device used to "muzzle a defiant or cranky woman"; the censoring of women who speak in dissent until they fold into submissive compliance; or the inevitable degrading of their self-worth through something as relentless and as common as the everyday "cat call".

A year on from the start of the #MeToo movement and women continue to speak out, turning up the collective volume. The voice of women's lived experiences has galvanized the collective memories of women in a way that cannot be made into a degustation banquet for men to feast on. They have brought a "female humanity" (squarely) into view.

The change is not yet about outcomes, it is however, about expectations. It's about what women want to talk about and when they want to talk about it. It's also about women no longer being prepared to keep their mouths shut.

Our work at Gippsland Women's Health is about Gender Equality. We prioritise and promote gender equity, sexual and reproductive health, the prevention of violence against women and the integration of a high quality family violence service system. We are grateful for the support of our many partnerships over the past twelve months who join and support us in this work. I am personally grateful for the commitment, expertise and tireless energy of the staff and board.

Our work has been inspired by the **#MeToo** movement, **#ThisGirlCanVic**, **#IWillGoOut**, **#TimesUp**, **#WithYou**, **#WeToo**, **#DontTellMeWhatToWear** and **#VicVotesEquity**.

It has been driven by other significant events of the past year: the passing of the Marriage Equality Bill, talk of Treaty in Victoria, conversations about policy visibility (binaries/bisexuality/intra LGBT exclusivity); the decriminalisation of abortion in Ireland and Queensland; women in politics **#JacindaAdern**, celebrating 125 years of Suffrage, and by young emerging leaders who advocate for gender equality into the future. We are inspired by women in the arts, women in music, by girl bands and oh, so, so much more.

We have been saddened by the deaths of so many women in Australia, and in Gippsland particularly. On average one woman is murdered each week in Australia. In September and early October, eight women were murdered in 10 days. Why is violence against women not declared a national crisis? We pay honor to these women and we make a pledge to continue to work hard to achieving gender equality and to prevent violence against women occurring. **The Time is Now.**

“

We are living through a period in which women are enacting crucial, swift, large scale social and political change.

”

Fiona Owen

CHAIR REPORT & BOARD

On behalf of the Board, I am pleased to present the 2017 - 2018 Annual Report of Gippsland Women's Health.

I begin by commending the work of the CEO Fiona Owen and the staff of GWH who are highly skilled and passionate about improving the health and wellbeing of Gippsland women. The Board has had a productive year; often making use of technology to participate in meetings, very useful for a region like ours which covers a large geographic area; which has included the biennial review of governance policies, approving and funding new initiatives, participating in governance training along with other rural women's health services and conducting a review and refresh of the Strategic Plan.

The CEO and I have met with local politicians in the lead up to the state election, seeking their commitment to the strategic priorities of our peak body Gender Equity Victoria (GEN VIC) of advancing gender equity, promoting women's sexual and reproductive health and preventing violence against women. This same process will occur in the lead up to the federal election next year.

We say goodbye to a large number of Board members this year with Melanie Brown and Roslyn Hunter having resigned to take up new positions and Chelsea Caple, Claire Barrance, Bodye Darvill and Wendy Reeves moving on. I thank the retiring and resigning members for the time and commitment they have given over a number of years and in a variety of positions. I wish them all the best in their future endeavours.

Gina Boyanton, Chair

BOARD MEMBERS

CHAIR Gina Boyanton	DEPUTY CHAIR Roslyn Hunter	SECRETARY Melanie Brown
TREASURER Bodye Darvill	MEMBER Wendy Reeves	MEMBER Claire Jenkins
MEMBER Chelsea Caple	MEMBER Debra Manning	MEMBER Sue Barker

COMMUNICATION & OUR TEAM

COMMUNICATING TO ENGAGE, LEAD, ADVOCATE & EMPOWER

Our new communication strategy guides the sharing of our work and expertise to inspire change in Gippsland.



GWH 1973 LIKES
MTL 1264 LIKES



GWH
ARE YOU COVERED
MAKE THE LINK



GWH 2038 FOLLOWERS
MTL 1361 FOLLOWERS



PLANNING FOR
WEBSITE UPGRADE

5 MEDIA RELEASES

6 NEWSPAPER ARTICLES PUBLISHED

4 RADIO & 2 TELEVISION INTERVIEWS

Highlights

International Women's Day Open office morning tea to #PressForProgress and equity for women.

40 Years Strong Online campaign to celebrate Women's Health in Women's hands in Victoria.

Our Campaigns

Are you Covered A safe sex project promoting consent. AreYouCovered

Make the Link Highlighting the importance of addressing gender inequality to end men's violence against women. www.makethelink.org.au



Newsletters

Summer 'Taking the Lead' inspired by leaders in our community.

Winter 'Speaking out for a brave new world' creating change for good.

eNews

369 people received 6 editions of GWH eNews and 9 extra updates. Family Violence and Sexual & Reproductive Health networks established.

**MAKE
THE LINK
RESOURCES
PRODUCED**

6000
POSTCARDS

7200
STICKERS

3000
BADGES

OUR TEAM

Aldona Kmiec
Andrea Hall
Anna Roberts
Claire Haines
Clare McHugh

Fiona Owen
Heather Watts
Jan Tracey
Janine Pilgrim
Judith Cobby

Kim Adams
Kerry Hamer
Lynette Teese
Marg Centra
Megan Barnes

Michelle Hoare
Rosalie O'Neil
Sarah Krause
Sarah Smethurst
Selena Gillham

OUR WORK

ADVANCING GENDER EQUALITY AND RESPECT FOR WOMEN IN GIPPSLAND

GENDER EQUITY

Advocating for Women's Health in Municipal Public Health Plans, #VicVotesEquity

Celebrating Women - International Women's Day & 40 Years of Women's Health in Victoria

Gender Analysis Toolkit

Here We Are Project

Wellington Leadership Hub for Women with Disabilities

Enabling Women in Gippsland Leadership Program

PREVENTING VIOLENCE AGAINST WOMEN

Gippsland Prevention of Men's Violence against Women Strategy

Gippsland for Gender Equality

Gender Equality in Sport Project

Make the Link Campaign

PMVAW Workforce Capacity Building

Active Bystander Program (MATE)

16 Days of Activism against Gendered Violence

FAMILY VIOLENCE REFORM

Gippsland Family Violence Alliance

Family Violence Regional Integration

Family Violence Training & Education

Workforce Support and Capacity Building

Stop Family Violence Resources

CANCER SUPPORT

McGrath Breast Care Nurse, Wellington

Breast Cancer Support Groups (Pink Ribbon, Blossoms)

Breast Cancer Assistance Programs

Gippsland Wig Bank

SEXUAL & REPRODUCTIVE HEALTH

Gippsland Sexual & Reproductive Health Strategy

Are You Covered Campaign

Condom Vending Machine Project

Sexual Health School Grants

Annual Sexual Health Forum

Statewide Community of Practice

HEALTH INFORMATION & EDUCATION

Health Information & Informal Referral

Information Sessions (Women's Health & Well-being)

Newsletters, eNews & Social Media

Communications, Media and Conference Presentations

ADVOCATING FOR GENDER EQUALITY

ENABLING WOMEN IN GIPPSLAND LEADERSHIP PROGRAM

Through our ongoing partnership with the Enabling Women in Gippsland Leadership Program Partnership Group, and with funding from the Victorian Women's Benevolent Trust, two more Enabling Women Leadership Programs have been delivered in Gippsland. This six-week program provides the opportunity for women with disabilities to come together, share their experience of disability, find solutions together to the problems they experience in their lives in the community, and build leadership skills.



WELLINGTON LEADERSHIP NETWORK HUB

In 2018, GWH became one of four sites across regional Victoria to host a pilot Leadership Network Hub for Women with Disabilities. Facilitated by Women with Disabilities Victoria, this Hub provides the opportunity for graduates of the Enabling Women Leadership Program, as well as other women with a disability who live in the Wellington Shire, to meet twice monthly to work on projects related to leadership, empowerment, human rights and advocacy.



The Hub group is good for women with a disability to speak, share and be heard. It is an opportunity to share our collective knowledge and experience. I also like the social aspect of coming to the group and meeting others 'in the same boat'.

Hub Member



MUNICIPAL PUBLIC HEALTH AND WELLBEING PLANS 2017 - 2021

GWH worked with Gippsland shire councils as they developed their 2017 – 2021 Plans. We advocated for women's health to be a priority in their planning and actions, achieving the following outcomes:

5/6

have included Sexual and Reproductive Health in their plans

100%

have Gender Equity and Prevention of Violence Against Women as an action area

LOCAL GOVERNMENT GENDER ANALYSIS TOOLKIT

GWH partnered with Latrobe City Council to develop this Toolkit. It is designed to enable equitable program and service planning and delivery by incorporating gender analysis into the core business of local government.



PREVENTING VIOLENCE AGAINST WOMEN

Three new organisations joined the regional steering committee which reviewed its governance and endorsed a revised Terms of Reference. A partnership analysis of the Steering Committee indicated that it is based on genuine collaboration.

CONVENED AND LED THE
GIPPSLAND PREVENTION
OF MEN'S VIOLENCE
AGAINST WOMEN STEERING
COMMITTEE.

GENDER EQUALITY IN SPORT = EVERYBODY WINS

GWH was an integral partner in the 2018 Orange Round – a project designed to challenge gender stereotypes in sport and launched 28 June. The inspiring stories of five sports ambassadors from Gippsland Football Netball community were shared on posters and on Make the Link website.



BUILDING ACTIVE BYSTANDERS (MATE)

We continue to deliver Active Bystander awareness sessions (MATE) across Gippsland to workplaces and community groups. MATE is a leadership program focused on preventing all forms of violence against women, empowering participants with practical tools to prevent violence and challenge sexist behaviour.

40

ACTIVE MATE
FACILITATORS
IN GIPPSLAND

550

PARTICIPANTS
ATTENDED 24
SESSIONS

76%

OF ATTENDEES
INCREASED
KNOWLEDGE ABOUT
VIOLENCE AGAINST
WOMEN

96%

OF ATTENDEES
WOULD RECOMMEND
MATE TO OTHERS

GENDER EQUALITY MATTERS

16 Days of Activism against Gender Based Violence – 25 November to 10 December 2017

Sixteen community advocates shared their diverse personal stories on *Why Gender Equality Matters*. Posters with the advocates were distributed throughout Gippsland, while their stories on the Make the Link website were shared widely on social media.

“

I am no longer afraid to speak up when I am subject to, or witness to, gender inequality. It's not just because I am a woman - it's because I'm human.

#GEmatters

”

Chelsea

“GROWING
STRONG
RESILIENT
WOMEN.”



“WE NEED
EQUITY TO
ACHIEVE
EQUALITY.”



“DIVERSE
VOICES ARE
VALUED.”



“EQUITY
EQUALS TEAM
STRENGTH.”



SEXUAL & REPRODUCTIVE HEALTH

ADVOCATING FOR IMPROVED SEXUAL AND REPRODUCTIVE HEALTH

CONVENE GIPPSLAND SEXUAL AND REPRODUCTIVE HEALTH ALLIANCE, TO IMPLEMENT REGIONAL STRATEGY

CONDOM VENDING MACHINE PROJECT

29 condom vending machines have been installed to increase access to affordable contraceptives and safe sex practices.



GIPPSLAND SEXUAL HEALTH FORUM

Gippsland's 7th Sexual Health Forum was presented to 74 attendees. Topics included: Rainbow Tick accreditation; working with children and youth displaying harmful and sexualised behaviours; access to medical termination of pregnancy in rural/regional areas; Living Safer Sexual Lives; Family Planning Victoria Specialist School Curriculum; and a showcase of Gippsland work.

“Today's forum really helped me to better understand the complexity of sexual and reproductive health
Forum participant”

GP CLINICS SURVEY

With the assistance of a Deakin University Health Science student, GWH has mapped sexual and reproductive health services in General Practice Clinics in Gippsland. Seventy-five clinics were contacted with a 48% response rate. The results of this survey provides quantitative evidence that women's access to the full suite of sexual and reproductive services, including pregnancy options in Gippsland is limited resulting in many GPs referring women to Melbourne. The project findings have informed the **1800 My Options** information line and the Gippsland Sexual and Reproductive Health Strategy.

REASONS GP CLINICS DID NOT PROVIDE TERMINATIONS:

- NO TRAINING
- NO TIME
- CONSCIENTIOUS OBJECTION



INCREASING SEXUALITY TEACHING CAPACITY

The Relationship and Sexual Health School grants have enabled Gippsland schools to utilise Family Planning Victoria training for professional development of teaching staff, enabling comprehensive, inclusive teaching of sexual health. This initiative is activating schools and the school community to become more involved in sexual health education and promotion.

“We are now able to facilitate relationship and sexual health education in all levels of our school.”
Primary School Principal



FAMILY VIOLENCE REFORM

The Gippsland Integrated Family Violence Service Reform Steering Committee is made up of 31 Alliance members (organisations and individuals). Our team is working to drive the integration of services responding to family violence in Gippsland and oversee reform processes to achieve safety, accountability and choice. This includes the recommendations of reform across the family violence sector, following the Victorian Royal Commission into family violence.

CONVENED AND RESOURCED THE GIPPSLAND INTEGRATED FAMILY VIOLENCE SERVICE REFORM STEERING COMMITTEE.

2018 Strategic Planning day outcomes:

NEW NAME: GIPPSLAND FAMILY VIOLENCE ALLIANCE

NEW STRATEGIC ACTION PLAN, ALIGNED WITH STATEWIDE PRIORITIES

5 PILLARS IDENTIFIED TO GUIDE WORK

5 PILLARS: GOVERNANCE REGIONAL FOCUS INTEGRATION WORKFORCE LEADERSHIP



70,000

Stop Family Violence cards and 1200 Stop Family Violence posters printed

1,950

Family Violence 'The Facts' distributed

1000

practitioners attended family violence training coordinated, facilitated or supported by Gippsland Women's Health.

FAMILY VIOLENCE TRAINING AND SUPPORT NETWORKS

Safe and Together Training

Building workforce knowledge, this training is a suite of intervention tools, using an integrated and child-centred approach to respond to family violence, for an effective service system in Gippsland.

“This training is very useful for my work. It was fantastic to finally have the perpetrator in focus and being held to account.”
Participant

Common Risk Assessment Framework (CRAF)

Level one

CRAF training is aimed at helping people to identify family violence, understand the dynamics which drive it and respond appropriately, including correct referral pathways.

40
SESSIONS
DELIVERED

781
PARTICIPANTS

71%

OF PARTICIPANTS FELT MORE CONFIDENT ABOUT IDENTIFYING FAMILY VIOLENCE AFTER THE TRAINING.

Men's Behaviour Change Facilitators and Family Violence Counsellors Network

Two new training and support networks for specialist staff have been established to offer professional development and connection; increase wellbeing and resilience; identify and respond to key needs across the sector; and to strengthen and improve outcomes for staff and clients.

“This group is essential and relevant and is key to maintaining strong links and networks within the region.”
Family Violence Counsellor

CANCER SUPPORT

MCGRATH BREAST CARE NURSE, WELLINGTON

The McGrath Breast Care Nurse (BCN) coordinates and provides advanced breast care across the continuum, supporting individual client needs, with the purpose of optimising outcomes for those experiencing breast cancer and their families.



“ It’s a privilege to work with clients and their families during such a challenging period of their life and to have a real impact on their ability to cope with what can be a complex and confusing treatment process. This year has seen the broadening of services with establishment of a Yarram Outreach Clinic and continued uptake and engagement locally.

Marg Centra ”

HIGHLIGHTS

- Ongoing care for newly diagnosed women, continued support for 220 clients and families
- Facilitate and assist Pink Ribbon Support Group, referral to Blossoms Young Women’s Support Group
- Being a leader in breast care in the community
- Trialling an outreach clinic in Yarram
- Working with key stakeholders for a Lymphoedema Clinic in Sale
- Coordinating educational opportunities for health professionals in breast cancer
- Coordinating regional peer support for McGrath BCN’s
- Mother’s Day Classic and ‘Field of Women’, Sale

WIG BANK

The Wig Bank has been in operation for 8 years and in that time has grown from its humble beginnings. This year, there were 32 new borrowers and a number of women requiring longer term loan who swapped their wig for a fresh new look. We also established an outreach to Bairnsdale. The Wig Bank is supported through generous donations which affirms the high regard in which the Wig Bank is held.

“ We are always delighted by the many positive comments made by the community regarding the Wig Bank, created locally, and proudly supporting the women of Gippsland. Lynette Teese ”





MEMBERSHIP, DONATIONS & VOLUNTEERS

MEMBERSHIP

Gippsland Women's Health membership is a vital part of our organisation. Any woman residing, working or studying in the Gippsland region, and who supports our Statement of Purpose, is eligible to become a member.

This financial year, **142 women applied** for or renewed their membership, of those, **61 were new members**. With members of all ages and all locations across Gippsland, it is often the starting point for getting our message out into the community and to also hear from supporters.

DONATIONS

Generous donations to the total of **\$15,773.28** were received. Donations have been used to purchase wigs and care products for the Wig Bank, and provided support, including food and travel vouchers, to women undergoing breast cancer treatment.

Gippsland Women's Health's deductible gift recipient status enables donors to claim a tax deduction for donations of \$2 or more.

We received several donations of significance, which have gone towards the breast cancer support fund.

OUR KIND THANKS TO:

Avon CWA branch | Beard Shave BBQ | Central Gippsland Yoga Day
Commonwealth Bank of Australia (Sale) | D Lucke | DEET, Staff Social Club | Habitat Essentials
H Napper | J Maxwell | Maffra Golf Club Lady Members | Ritchies Community Benefits
Rotary Clubs of Maffra & Morwell | T Coster - Yarram Campdraft Club

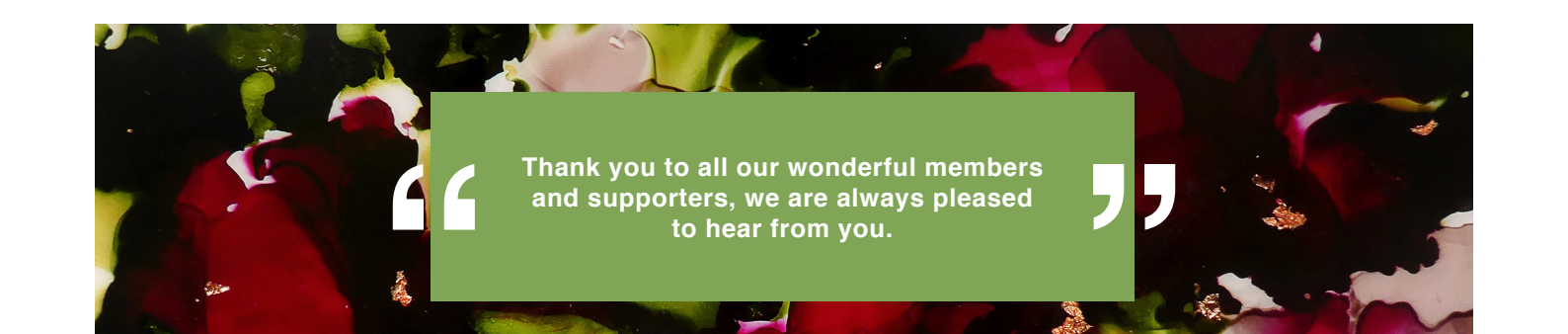


Abby hand delivering CWA's donation

VOLUNTEERS

After 20 years of service to Gippsland Women's Health, we farewelled **Rachel Smith** in November 2017. Rachel has volunteered twice a week assisting with reception and administration. In recent years she was accompanied by her guide dogs, a great source of attraction and interest to staff and visitors. We thank Rachel for her contribution and commitment and wish her well in her future endeavours.

We thank **Judith Coby** for supporting us with some administration tasks and assistant facilitation in the Pink Ribbon Breast Cancer Support Group.



“ Thank you to all our wonderful members and supporters, we are always pleased to hear from you. ”



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