

YEAR 1 & 2 ACTION PLAN

Gender and Mental Wellbeing



Integration and Prioritisation

Short Term Outcomes (from the Victorian Women’s Health Services Theory of Change):

- Mental health and wellbeing are deliberate goals in strategic planning for local government, workplaces and NGOs
- Partnerships to support gendered mental health and wellbeing policies and programs are in progress
- Gendered approaches to mental health and wellbeing are integrated across sectors outside health

Objective 1: Connect actions to promote sexual and reproductive health with mental health promotion and prevention.

<i>Action</i>	<i>Output/deliverable(s)</i>	<i>Process measure(s)</i>	<i>Data collection method(s)</i>	<i>Impact measure(s)</i>	<i>Data collection method(s)</i>	<i>Timeframe</i>
Action 1.1 The WHISE Gender and Mental Wellbeing portfolio, and the Good Health Down South Partnership, will seek opportunities to promote the integration of sexual and reproductive health within projects, policies, actions or interventions for primary prevention and early intervention in mental health and wellbeing.	1 x forum, resource, practice exchange or other, on the bidirectional relationship and/or linkages between sexual and reproductive health and mental wellbeing.	# forum, resource, practice exchange or other	Evidence of implementation of actions in yearly evaluation reports	Partners and stakeholders report overall: -Increased confidence to apply knowledge of women's sexual and reproductive health - Increased knowledge of sexual and reproductive health issues as significant determinants of mental wellbeing - Increased confidence to apply knowledge of a gendered approach to improve mental health and wellbeing	Survey Semi-structured qualitative interviews	By 30 June 2024



Objective 2: Engage regional workforce in capability and capacity sharing, to embed gender transformative practice in health and wellbeing plans, policy, programs, and evaluation.

<i>Action</i>	<i>Output/deliverable(s)</i>	<i>Process measure(s)</i>	<i>Data collection method(s)</i>	<i>Impact measure(s)</i>	<i>Data collection method(s)</i>	<i>Timeframe</i>
<p>Action 2.1</p> <p>Engage stakeholders and create partnerships, to promote gendered approaches to mental health and wellbeing.</p>	<p>Participate in relevant mental health and wellbeing networks. Initiate contact and MHWB discussions with relevant key stakeholders.</p> <p>Develop strategic relationships/ partnerships with health sector and services that impact women’s mental wellbeing to support implementation of gendered mental health and wellbeing policies.</p>	<p>Number of new partners/ stakeholders engaged</p>	<p>Evidence of implementation of actions in yearly evaluation reports</p>	<p>Number of existing partner organisations engaged in one-on-one mental-health work under the portfolio.</p> <p>Three new partner organisations engaged in one-on-one work under the portfolio.</p>	<p>Partner interviews</p>	<p>Ongoing</p>
<p>Action 2.2</p> <p>Translate and broker the existing evidence-base on the sex and gendered determinants of mental wellbeing for frontline workforce.</p>	<p>1 x forum with HER Centre Australia</p>	<p>Number / gender of attendees at WHISE led events</p>	<p>Evidence of implementation of actions in yearly evaluation reports</p>	<p>Participants report overall:</p> <ul style="list-style-type: none"> - Increased confidence to apply knowledge of a gendered approach to improve of mental health and wellbeing - Increased understanding of how mental health promotion with a gender lens, can be embedded into a direct-service provision role - Increased confidence to apply gender transformative practice principles into front-line worker engagement with clients 	<p>Survey</p> <p>Semi-structured qualitative interviews</p>	<p>By 30 June 2024</p>



<p>Action 2.3</p> <p>Explore opportunities to promote awareness of the role of family violence and trauma in mental ill-health and suicidality.</p>	<p>1 x forum, presentation, resource, practice exchange or other, on the bidirectional relationship and/or linkages between family violence, trauma and mental ill-health and suicidality</p>	<p>Number / gender of attendees at WHISE led events</p>	<p>Evidence of implementation of actions in yearly evaluation reports</p>	<p>Participants report overall:</p> <ul style="list-style-type: none"> - Increased confidence to apply knowledge of a gendered approach to improve of mental health and wellbeing - Increased knowledge of the main drivers of family violence - Increased confidence to apply knowledge of the extent and impact of gender inequality (& gendered violence) on the health and wellbeing of women - Increased confidence to apply intersectional practice when implementing primary prevention initiatives <p>Decrease in attitudes that justify, excuse or minimise, hide of shift blame for family violence</p>	<p>Survey</p> <p>Semi-structured qualitative interviews</p>	<p>By 30 June 2024</p>
<p>Action 2.4</p> <p>Explore opportunities to promote application of size inclusive practice for improved mental wellbeing</p>	<p>1 x forum, resource, practice exchange or other, on the bidirectional relationship and/or linkages between biological sex, gender, body image and mental health and mental wellbeing.</p>	<p>Number / gender of attendees at WHISE led events</p>	<p>Evidence of implementation of actions in yearly evaluation reports</p>	<p>Participants report overall:</p> <ul style="list-style-type: none"> - Increased confidence to apply knowledge of a gendered approach to improve of mental health and wellbeing - Increased confidence to apply intersectional practice when implementing primary prevention initiatives - Increased knowledge of the main drivers of family violence - Increased confidence and skills to challenge sexism, sexual harassment, gender inequality and other forms of discrimination in the workplace and social situations 	<p>Survey</p> <p>Semi-structured qualitative interviews</p>	<p>By 30 June 2024</p>



<p>Action 2.5 Promote gendered, evidence-based approaches to mental wellbeing programs for men’s mental health programs, which are intersectional, they are integrated with violence prevention/ gender equality promotion.</p>	<p>1 x forum, resource, practice exchange or other, on the bidirectional relationship and/or linkages between gender expectations, gender relations and mental health outcomes for improved/ holistic/ intersectional mental health promotion.</p>	<p>Number / gender of attendees at WHISE led events</p>	<p>Evidence of implementation of actions in yearly evaluation reports</p>	<p>Participants report overall:</p> <ul style="list-style-type: none"> - Increased confidence to apply knowledge of a gendered approach to improve of mental health and wellbeing - Increased confidence to apply intersectional practice when implementing primary prevention initiatives 	<p>Survey</p> <p>Semi-structured qualitative interviews</p>	<p>By 30 June 2025</p>
<p>Action 2.6 Engage regional workforce in capability and capacity sharing, to embed an intersectional lens and gender transformative practice in health and wellbeing plans, policy, programs, and evaluation.</p>	<p>Evidence of consultation whereby WHISE supported partner to embed an intersectional and/or gender transformative lens into their work</p>				<p>Partners survey feedback</p> <p>Number of partners engaged</p> <p>Level of engagement /commitment with partners</p>	<p>Ongoing</p>



Mental Health Literacy

Short-term outcome:

- Opportunistic actions to integrate mental health literacy across all age groups are taken

Objective 3: Promote the integration of mental health literacy into wellbeing and mental health promotion work.
(Intersectional approach – across all communities, age groups, diverse groups of girls and women)

Action	Output/deliverable(s)	Process measure(s)	Data collection method(s)	Impact measure(s)	Data collection method(s)	Timeframe
Action 3.1 Explore opportunities to facilitate the integration of mental health literacy into all existing wellbeing and mental health promotion work, with an intersectional gendered lens.	1 x forum, resource, practice exchange or other, on how to integrate biological sex, gender into mental health literacy. Explore the creation of a Gender and Mental Wellbeing Network led by WHISE	Number / gender of attendees at WHISE led events Number of organisations who report including sex/gendered determinants in mental health literacy programs	Evidence of implementation of actions in yearly evaluation reports	Participants report overall: - Decreased attitudinal stigma of mental illness - Increased likeliness to seek help - Increased confidence to identify mental health challenges or mental ill-health - Increased knowledge of biological sex and gendered risk and protective factors	Survey Semi-structured qualitative interviews	By 30 June 2025



Equitable Access - Social Connection and Leadership Opportunities

Short term outcome:

- Community infrastructure to support women's health and wellbeing is strengthened and reaching the most vulnerable

Objective 4: Support, enable and strengthen, women's leadership & participation in social life

Community infrastructure to support women's health and wellbeing is strengthened and reaching the most vulnerable

Action	Output/deliverable(s)	Process measure(s)	Data collection method(s)	Impact measure(s)	Data collection method(s)	Timeframe
Action 4.1 Support, enable and strengthen, women's participation in social life through involvement in the Social Inclusion Action Groups and Social Prescribing Trials	Support the application of an intersectional gender lens to the planning and implementation of work in the region that seeks to promote women's participation in social life and social connection.	TBC	TBC	Increased understanding of applied wellbeing education (micro level and macro level) OR Increased understanding and confidence in positive parenting (increase in social connection)	TBC	By 30 June 2025
Action 4.2 Take action through an intersectional lens, to strengthen community infrastructure to support women's health and wellbeing / leadership opportunities	Support the application of an intersectional gender lens to the planning and implementation of work in the region that seeks to promote women's participation in leadership opportunities, (First Nations in particular)	TBC	TBC	TBC	TBC	By 30 June 2025

