

WOMEN'S HEALTH IN THE SOUTH EAST STRATEGIC PLAN



2023

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2028

VISION

A region where gender equality is everybody's experience, empowering women and girls to be safe, healthy and thriving.

PURPOSE

We strive to advance gender equality, ensuring the safety and wellbeing of women and girls in our region. We achieve this through advocating for the removal of intersectional barriers, engaging in evidence-based collaboration with our partners and community. Collectively, we raise awareness, enhance capabilities, share information, and lead the way in driving transformational change.

OBJECTIVES

- Everyone in our region experiences gender equity in their daily lives
- Women & girls in our region:
 - Have access to gender-informed and appropriate healthcare and sexual and reproductive services and information.
 - Experience mental and physical wellbeing.
 - Live free of gendered violence and in a sustainable, healthy environment.

VALUES

- Curiosity
- Collaboration
- Authenticity
- Feminist leadership

OPERATING PRINCIPLES

- Intersectional feminism
- Compassion
- Lived experience

PILLARS FOR ACTION

- Sustainability
- Impact
- Inclusion

WHISE STRATEGIC PLAN - THEORY OF CHANGE

VISION: A region where gender equality is everybody's experience, empowering women and girls to be safe, healthy and thriving.

PILLARS	STRATEGIC OUTCOMES	SHORT-TERM OUTCOMES	INTERMEDIATE OUTCOMES	OBJECTIVES
SUSTAINABLE	<ul style="list-style-type: none"> • Staff are resilient, skilled and supported. • Consolidated and robust funding base and income pathways. • Our organisation is environmentally sustainable. • Our staffing and board reflect the communities we serve. • WHISE consistently embodies its values through its operational practices. 	<p>PEOPLE</p> <ul style="list-style-type: none"> • Increased allyship and partnerships with gender-diverse and non-binary individuals, communities and organisations. • Deeper engagement with migrant and refugee communities, organisations and individuals. • Increase codesign engagements that centre the lived experience of people experiencing multiple points of marginalisation 	<p>PEOPLE</p> <p>More women and girls in our region from a diverse range of communities have access to relevant and accessible information and:</p> <ul style="list-style-type: none"> • understand their sexual and reproductive rights and how to access services • understand their right to be safe and respected and know their options • have a transformative understanding of gender equality and know their value • have increased knowledge and access to gender-appropriate mental and physical health services • Have increased knowledge and access to family violence services 	<p>Everyone in our region experiences gender equality in their daily lives.</p>
IMPACT	<ul style="list-style-type: none"> • Our work is valued and understood. • Region-wide, we are a respected, trusted and are an influential voice. • Our partnerships and collaborations create transformative change for our communities and individuals living and working in our region. • We build the evidence base by measuring and evaluating our work and its impact at the systemic, community and individual levels. • Our processes and workplace culture enable adaption and innovation that responds to and builds evidence-informed action. • We work to dismantle systems and strengthen intersectional practice. 	<p>COMMUNITY</p> <ul style="list-style-type: none"> • Stronger and more durable partnerships and collaborations with our communities and workforce partners that equip and drive leadership and participation. • Shared transformative understanding of gender equality across the diverse communities in our region and with professionals that drives change. • Evidence and data are leveraged to support our advocacy and operational decision-making. 	<p>COMMUNITY</p> <p>Regional increase in:</p> <ul style="list-style-type: none"> • Community-facing organisations and workplaces with policies and practices that improve mental and physical health and gender equality outcomes and eliminate gendered violence. • Professionals engaged in effective gender-informed practice and advocacy. 	<p>Women and girls in our region have access to gender-informed and appropriate healthcare.</p>
INCLUSION	<p>We build practices internally and externally that are intersectional so that we enable ways of working that</p> <ul style="list-style-type: none"> • Decolonise. • Are anti-racist. • Embrace a non-binary definition of gender. • Centre the lived experience of marginalisation. • Enacts climate justice. 	<p>ORGANISATION</p> <ul style="list-style-type: none"> • Profit-for-purpose income generation infrastructure embedded. • Staff wellbeing practices are documented, known and utilised. • Staff wellbeing is measured, benchmarked, and improvement plan developed. • Environmentally sustainable practices formalised. • Intersectionality Plan and Reconciliation Action Plan developed and embedded. 	<p>ORGANISATION</p> <ul style="list-style-type: none"> • Strong pipeline of profit-for-purpose income. • Our government funding is secure. • The diversity of the community is reflected in WHISE's leadership. • WHISE is an employer of choice for people from marginalised communities. • WHISE has a reduced environmental footprint. • Staff well being tracked with identified improvements implemented. 	<p>Women and girls in our region have access to sexual and reproductive healthcare services and information.</p>
<p>UNDERPINNING ASSUMPTIONS - Gender inequality causes harm and suffering to people of all genders, especially women, girls, gender-diverse and non-binary people, particularly those experiencing multiple forms of marginalisation. Through engagement and partnerships, collective impact drives change at the individual, community and systemic level that eliminates discrimination and inequality, enabling communities to flourish in which people are safer, healthier and thriving.</p>				

VALUES Curiosity, Collaboration, Authenticity, Feminist Leadership

OPERATING PRINCIPLES Intersectional feminism, Compassion, Lived experience

VALUES

CURIOSITY

We have a thirst for knowledge and embrace learning opportunities. We ask questions, listen and explore new possibilities. We acknowledge and use our mistakes to learn, build new understanding and improve our practice. We seek out a diversity of opinions and embrace new perspectives as these offer opportunities for growth.

COLLABORATION

Collaboration is fundamental to our work. We believe in the power of working together and collective action to create a more equitable world. We build, support and encourage collaboration within our organisation and across the region. We value and respect the skills, knowledge and experience of others and seek to create opportunities to share ideas, knowledge and expertise.

AUTHENTICITY

Integrity, honesty, trustworthiness and reliability provide the foundation for all our work. We act according to our values daily, respectfully and robustly, holding ourselves accountable to each other and our communities. We are committed to open communication and transparent decision-making. When faced with difficult decisions, we do the right thing to achieve our vision and purpose, even in the face of adversity.

FEMINIST LEADERSHIP

We are leaders with purpose, proudly feminist, using our power and social capital to inspire, influence and build a society in which gender equality is the experience of everyone in our region. With courage, resourcefulness and energy, we work across the region to advance our goals, developed in partnership with our community. We work with transparency, share power, and build and acknowledge the leadership of others so that collectively we create transformative change.

OPERATING PRINCIPLES

INTERSECTIONAL FEMINISM

WHISE is a feminist organisation strengthening its intersectional practice throughout all its work and ways of being.

We work collaboratively with communities, partners, activists and scholars. We deepen our knowledge and practice of intersectionality by centering the knowledge and expertise of people with lived experience of living with multiple points of oppression and learning from intersectional scholars and activists.

We actively seek opportunities to hear how oppression and privilege shape people's experiences of gender equality, safety, wellbeing and sexual and reproductive choice. We acknowledge the commonalities and uniqueness of each experience and actively work to work in partnership to undo the harm of oppressive systems.

COMPASSION

We centre compassion in all our work. We extend this care, love and respect to our communities, those we seek to serve, the land we work, play and rest on, and towards each other. We hold those that cause harm to account without losing sight of their humanity and our own. All people in our region deserve to live with their human rights respected. We use resources so our communities can extend their agency, thrive and flourish. To do this, we are evidence-informed, engaging in rigorous curious enquiry with our communities centring lived experience, human rights and self-determination.

We recognise that people deserve to live free of suffering and harm, and we take action. Taking the most compassionate action within our power is not always easy, but essential for achieving our vision and purpose. We know we don't have all the solutions, but we will work with those that who experience the harm to build and enact powerful and lasting solutions collectively.

LIVED EXPERIENCE

We seek to work in partnership and allyship with people with diverse experiences of gender inequality and other oppressions.

We know the people closest to the harm are best placed to speak to their experience and bring solutions forward. We share power with and make space for people with lived experiences of gender inequality and amplify their voices.

People are not single stories; they are more than a story of oppression. People are resilient and strong, but those experiencing multiple oppressions must continuously call upon their strength and resilience to negotiate the world. We acknowledge people's strength and resilience and celebrate their joy, resourcefulness and tenacity.

KEY DEFINITIONS

INTERSECTIONALITY

Intersectionality is a theoretical framework initially developed by Dr Kimberlé Crenshaw to speak to and explain the experience of Black American women. It explores the power dynamic behind oppression and privilege and the systems and cultures that hold oppressive systems in place. An intersectional approach acknowledges the multiple forms of oppression and privilege that individuals experience, including but not limited to gender, religion, sexuality, disability, nationality and racial identity. Intersectionality analyses the power dynamics that impact people's lives, defining place, experience and context. Intersectionality is not just about differences but about how specific differences come about and what purpose these differences serve as they inhabit everyday life.

DECOLONISATION

For WHISE, this is the practice of taking action to undo the structures and ways of working that continue to oppress communities impacted by colonisation. This involves centering the knowledge, experience, sovereignty and self-determination of First Nation's people and acknowledging the harm caused by colonisation whilst recognising the continuous and dynamic cultures of First Nation's people in Australia.