PROMOTING RESPECT AND EQUITY

Draft Action Plan – Year 1 & 2 (July 2021 – June 2023)

1. Making PVAW and GE everyone's business

OBJECTIVE: Work collectively to increase the variety of sectors and settings that engage with the strategy implementation to prevent violence against women in the region.

1.1 Connect and engage with new organisations and professionals in the region

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
1.1.1 The PRET partnership works collectively and independently to leverage existing relationships to engage and connect with **new** partner organisations to increase reach across the SMR. • WHISE & PRET partners to identify, engage and meet with prospective new partner organisations. An example of these may be for e.g., Fire Rescue Victoria, WorkSafe Victoria manufacturing industries etc. or Major Roads Victoria/ Level Crossing Removal Project (gender lens)	Cardinia Shire Council - Major Roads Vic contact PRET working group members to identify (through agenda item at regular working group meetings) and engage new partners WHISE Advisory Committee	Number of new practitioners/organisations engaged by tier, role, priority population represented and gender (including lead partner who engaged them) (target = 4 organisations with a particular focus on priority populations or organisations that traditionally attract a male workforce.) WHISE Advisory Committee to consider how they can	Customer Relationship Management (CRM) system records Working group meeting minutes Evaluation survey	**Increased reach and diversity of organisations and sectors engaged under the strategy** • Newly engaged organisations and sectors disaggregated by tier, role, sector and gender

• WHISE staff to explore with WHISE Advisory Committee the engagement of decision makers within **new** organisations.		assist in the formalisation of membership, commitment at the organisational level.		
1.1.2 The PRET partnership works collectively to extend the reach and engagement **within our own organisations** to make PVAW and GE everyone's business. • Agenda item at working group meeting to discuss ideas for sharing and expanding reach and attendance at learning forums within our own organisations at working group meetings. (For example, promoting attendance at learning forums by cross functional teams for e.g., rec/open space, planning teams, maternal child health, youth services, depot, media and comms, AOD, housing, gambling harm reduction, NDIS teams.) • WHISE staff to work with WHISE Advisory Committee to explore engaging decision makers within	Stonnington Council PRET working group members to promote events internally within own organisations WHISE Advisory Committee to consider how they	Increase in breadth of staff engagement in PRET activities and events per partner organisation Participation at PRET events and forums by partner organisation, participant, role and gender Number of participants who heard about events/forums through internal communications WHISE Advisory Committee to consider how they can assist in the formalisation of membership, commitment at the organisational level.	Event record keeping Evaluation survey Meeting minutes	**Increased reach and diversity of organisations and sectors engaged under the strategy** • Number of partners who report increasing the reach and engagement within their own organisations.

existing organisations resulting in more robust organisational commitment across the region.	can facilitate engagement/commitment at leadership level.			

1.2 Sharing frameworks and principles for a whole of organisational approach to increase gender equity.

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
1.2.1 The PRET partnership expands and shares meaningful resources and frameworks. • Create opportunities to share evidence-based resources and content with the partnership through learning forums/events • WHISE responds to direct requests for information and resources	PRET partners As requested by partners	Number of partners/stakeholders reporting increased knowledge through the sharing of evidence-based resources Number of partners/stakeholders reporting increased confidence in their prevention practice through the sharing of evidence-based resources.	Pre/post surveys Evaluation survey	**Newly engaged and existing processionals/ organisations understand the connection between PVAW/GE** • Targets of engagement (professionals and organisation staff) report increased knowledge and understanding of the connection between gender inequality and the 4 drivers of violence against women • Targets of engagement (professionals and organisation staff) report increased confidence in calling out disrespect towards women and girls. • Targets of engagement report increased knowledge and understanding of the value of a more gender equitable society. • Number of partners and stakeholders who report increased confidence in the

				application of best-practice principles for affirmative consent and the impact and relevance for the primary prevention of violence against women and sexual and reproductive health

2. Organisational Strengthening and Leadership

OBJECTIVE: To foster organisational cultures that embed the principles of PVAW/GE throughout the organisation

2.1 Providing evidence/advocate to decision makers

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
2.1.1 The membership of the PRET partnership is formalised • WHISE to explore relevant vehicles to undertake formalisation and codifying of the partnership at a leadership level (e.g., Advisory committee/CEO/Managers)	Advisory Committee (WHISE) WHISE Leadership (CEO/Managers)	Number of organisations who support the formalised partnership structure by sector and organisation type.	Project records on number of partners signed up to partnership	**Increased organisational commitment to principles of GE and PVAW**

2.1.2 WHISE to sit on diverse partner internal committees and network meetings to strengthen alignment and support for PVAW/GE for e.g., Family Violence Prevention/Community Safety Committees, Community Health Promotion Advisory Group, IHP planning groups. • Attend partner committee and network meetings	PRET partners	Number of partner organisation group/network meetings attended (listed by partner) Summary of WHISE input into meetings by topic/type of advice	Internal records External meeting minutes	**Increased organisational commitment to principles of GE and PVAW** • Partners/stakeholders report increased knowledge of the principles of gender equity in the workplace through network meeting attendance. • Partners/stakeholders report increased confidence in the application of gender equity principles within the workplace through network meeting attendance.

2.2 Providing partners with direct advice or support

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
2.2.1 Respond to requests for support or advice for e.g., GIA audits, GEAP support, tailored advice or planning reviews with an intersectional gendered lens.	All partners and stakeholders Gen Vic The Commission for Gender Equality in the Public Sector Municipal Association of Victoria (MAV) - partnership opportunities	Number/type of organisations who request direct support or advice	Project tracking records Most Significant Change stories Evaluation survey	**Increased organisational commitment to principles of GE and PVAW** • Partners/stakeholders show case to the partnership examples of best practice and promising gender equality commitment (GIA's, gender audits, GEAPs) • Partners/stakeholders have increased confidence of how GIAs/gender audits/Gender Equality Action Plans (GEAP) directly impact PVAW. • Partners/stakeholders have increased knowledge of how GIA's/gender audits/GEAPs directly impact PVAW. • Partners/stakeholders show-case studies that demonstrate partner representatives have an increased commitment to the value of the work (beyond mandated requirements of the Gender Equality Act).

3. Building Workforce Capacity

OBJECTIVE: To strengthen workforce capacity in PVAW/GE

3.1 Providing training and learning opportunities

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
3.1.1 Collective approach to identifying capacity needs of partner organisations • Work with **working group members** to consult and refine ideas around the key focus areas of need relating to GIA implementation across the partnership • Working groups to decide the most pressing and relevant areas for a learning forum - for e.g., mental health, climate change, emergency management	PRET working groups	Topics identified and learning forum program for years 1&2 finalised and disseminated.	Project tracking records Meeting minutes Survey	**New insights gained from participation in learning forums and events** • Partners/stakeholders report gaining new insights from other's experiences via learning forums/events. **Increased knowledge of staff/workforce in applying and intersectional gendered lens to their work.** • Partners/stakeholders have an increased understanding of the importance of using an intersectional gendered lens in their work. • Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work. • Partners/stakeholders report increased knowledge and confidence in specific topic /priority areas from training/learning activities.

3.1.2 The PRET partnership supports, promotes, attends and evaluates **a range of** learning forums based on consultation with partners. • Deliver **ONE** learning forum for partner organisations on effective GIA implementation for PVAW prevention based on the above identified need (refer 3.1.1) • Deliver **TWO** learning forums that address intersectional theory and actual practice (case studies) across the breadth of the partnership (one of these to have community health focus).(refer 3.1.1)	GADPOD (emergency response/recovery) Municipal Association of Victoria (MAV) - partnership opportunities MCWH (intersectional practice) *Community Health focus - Monash, Koo wee Rup, CBCH, Penn Health (key), CCH, Star Health (key)*	Number of learning forums delivered by topic Number of participants at each forum by organisations, role and gender/ Number of partners who attend learning forums by tier, priority population and gender.	Project tracking records Pre/post survey Most significant change stories	**Increased organisational commitment to principles of GE and PVAW** • Partners/stakeholders have increased confidence of how GIAs/gender audits/Gender Equality Action Plans (GEAP) directly impact PVAW. • Partners/stakeholders have increased knowledge of how GIA's/gender audits/GEAPs directly impact PVAW. • Partners/stakeholders show-case studies that demonstrate partner representatives have an increased commitment to the value of the work (beyond mandated requirements of the Gender Equality Act). **Increased knowledge of staff/workforce in applying and intersectional gendered lens to their work** • Partners/stakeholders have an increased understanding of the importance of using an intersectional gendered lens in their work. • Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work. • Partners/stakeholders report increased knowledge of best -practice application of an intersectional gendered lens across all health priority areas.

				• Partners/stakeholders report increased confidence levels in the application of an intersectional gendered lens across health priority areas **New insights gained from participation in learning forums and events** • Partners/stakeholders report gaining new insights from other's experiences **Strengthened relationships and connections between partners/individuals** • Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG)

3.1.3
 	
The PRET & Good Health Down South (GHDS) partnership to explore opportunities that illustrate the links between gender inequity, PVAW & SRH.
(PRET & GHDS combined actions)
 	
• Deliver **ONE** combined event/learning forum to understand, reflect and align SRH and PVAW for improved gender equality outcomes.
	Diverse settings and organisations including Baby Makes Three, Youth Teams, Maternal Child Health, CALD organisations
	
	GHDS partners
	
	PRET partners
	
	Youth Services Teams
		Number of participants (including PRET partners) at forum by organisation, role, gender, tier and priority population.
		
		Number of partners who attend/engage with learning forum/training session by tier, priority
			Project tracking records
			
			Pre/post survey
				Newly engaged and existing professionals/organisations understand the connection between PVAW and GE (and SRH)
				• Partners/stakeholders report having increased knowledge of the links and relationship between gender inequity and PVAW/SRH.
				  o Best practice affirmative consent (increased confidence and knowledge) - see GHDS AP
				• Partners/stakeholders report increased confidence in the application of the links and relationship between gender inequity, PVAW and SRH to their work.
				  o Best practice affirmative consent (increased confidence and knowledge) - see GHDS AP

		population and gender.		New insights gained from participation in learning forums and events
The PRET and GHDS partnership to explore existing consent education literature and disseminate learnings to the partnership. • WHISE and partners to deliver **ONE** learning forum/training session to enhance understanding of affirmative consent for the prevention of violence against women and improved sexual and reproductive health.	DET (Respectful Relationship) Secondary school nurses Taskforce			• Partners/stakeholders report gaining new insights from other's experiences via learning forums/events. **Strengthened relationships and connections between partners/individuals** • Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG)

3.2 Providing access to tools, resources and evidence-based practice to implement PVAW/GE initiatives

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
3.2.1 The PRET partnership supports, promotes, attends and evaluates a range of learning forums/events which share tools, resources and/or case study/s from the region showcasing evidenced based practice in PVAW and GE. • Host **ONE** half day plenary for partners to come together and share learnings (successes and limitations) relating to healthy	Mornington Peninsula Shire Council Family Life Macedon Shire/Orygen (grant recipient) Vic Health NFP organisations JSS, Michael Flood DET	Number of partners who present/facilitate at the plenary event. Number of partners who attend by organisation, tier, priority population role and gender. Promotional avenues tracked at point of	Project tracking records Pre/post survey Registration data capture	**Increased capacity of staff/workforce to engage men and boys in PVAW/GE** • Number of partners/stakeholders who report having increased knowledge of engaging men and boys in healthier masculinities for the promotion of PVAW/GE following the learning forum. • Number of partners/stakeholders who report having increased confidence to engage men and boys in healthier

masculinities for prevention of violence against women across the region and beyond.	PRET partners GHDS partners	plenary participant registration (including partner referrals/channels)		masculinities for the promotion of PVAW/GE following the learning forum.
3.2.2 The PRET partnership supports, promotes and attends ongoing evidenced-based best practice messaging tools for PVAW/GE prevention. • Deliver a succinct forum and/or training session on values-based messaging (VBM) including practical tools for application in prevention practice with multidisciplinary teams and or settings for e.g. media and communications teams, early years or sporting club settings	Common Cause Partner Media and Comms Teams Sporting clubs/early years settings PRET partners GHDS partners	Number of partners who attend by organisation, tier, setting, priority population role and gender. Number of participants (partners) who heard about event/forum through internal communications	Project tracking records Pre/post survey	**New insights gained from participation in learning forums and events** • Partners/stakeholders report having increased knowledge around the application of values-based messaging as a tool in PVAW and GE via learning forum attendance. • Partners/stakeholders report having increased confidence in applying values-based messaging as a tool in PVAW and GE via learning forum attendance.

4. Knowledge Brokering

OBJECTIVE: To identify, and disseminate emerging evidence-based research, for the translation into effective practice for PVAW/GE

4.1 WHISE staff attend peak body and state and local level networks

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
4.1.1 Attend network meetings to advocate, bridge relationships, identify opportunities, share resources and learnings, and enhance connections to community • WHISE to attend peak body, local and state level networks (e.g. Women with Disabilities Vic) • WHISE to attend the Regional Dhelk Dja Action Group to strengthen connections to local Aboriginal and Torres Strait Islander communities' organisations and projects. • WHISE to attend/participate in multicultural network meetings/CoP's	Municipal Association of Victoria (MAV) Nous agency SMR Dhelk Dja Action Group and associated organisations Multicultural organisations (i.e. MCWH) Mental health/suicide prevention groups – Headspace/SEMPHN Community Health Promotion Advisory Group	Number of network meetings attended (peak body and state level networks) Number of Dhelk Dja Action group meetings attended. Number of multicultural network meetings/CoP's attended Record opportunities or projects arising from attendance at these meetings	Project tracking records External meeting minutes Evaluation survey	**Strengthened relationships and connections between partners/individuals** • Partners/stakeholders report strengthened relationships with individuals or organisations in the region. **Increased capacity of staff/workforce in applying an intersectional gendered lens to their work** Partners/stakeholders have an increased understanding of the importance of using an intersectional gendered lens in their work. Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work.

| | | | | Partners/stakeholders report increased knowledge of best -practice application of an intersectional gendered lens across all health priority areas.

Partners/stakeholders report increased confidence levels in the application of an intersectional gendered lens across health priority areas |

4.2 Disseminate emerging evidence and increase profile of the partnership

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
4.2.1 WHISE to offer partners opportunities to profile their work outside of the PRET partnership through external connections e.g. cluster workshops/CoP through schools as an opportunity to highlight resources and work to PVAW (DET - Respectful Relationships) • WHISE to identify opportunities for partners to profile and share their work beyond the partnership to contribute to broader PVAW/GE prevention practice • WHISE and partners to connect with the family violence response sector to	PRET working groups WHISE leadership & Advisory Committee Bayside Peninsula Integrated Family Violence Partnership (BPIFVP) Southern Melbourne Integrated Family Violence Partnership (SMIFVP)	Number of opportunities created for partners to profile their work by event and target audience Number of partners offered opportunities to present or showcase work outside of the partnership (by type) Number of updates from BP and SM Principle Strategic Advisors at working group meetings	Project tracking records Evaluation survey Semi structured interviews Working Group meeting data	**Strengthened relationships and connections between partners/individuals** • Partners/stakeholders report strengthened relationships with individuals or organisations in the region (working groups) **Strengthened regional knowledge of PVAW/GE** • Partners have increased sense of connectedness to the response sector and related activities to improve prevention practice.

		Number of family violence response sector meetings attended by WHISE	Semi structured interviews with partners	**Improved access to evidence-based research** • Partners/stakeholders (at all levels) who engage with the strategy report improved access to evidence-based research.
understand relevant and emerging sector developments (policy/workforce) and translate to the prevention workforce network				

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<tr><td colspan="5" style="background:purple;color:white"><h2>5. Collaboration and Networking</h2>
OBJECTIVE: To maximise collaborative partnership opportunities between partner organisations in the SMR through working groups and learning forums</td></tr>
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5.1 Providing a platform for partners to share and learn from each other

Actions	Partner involvement	Output indicators	Data capture	Expected outcome of activities and associated indicators
5.1.1 The PRET partnership to actively support, attend and evaluate regular (bi-monthly) working group meetings. • Working groups to meet regularly with WHISE and PRET partners to record, assign and track actions undertaken by working groups back to the strategy action plan.	PRET working groups	Number of working group meetings held each year Number of partners (by organisation/tier/role and gender) represented on WHISE area working groups Breakdown of members attending meetings by	Project tracking records Meeting minutes	**Strengthened relationships and connections between partners/individuals** • Partners/stakeholders who report strengthened relationships with individuals or organisations in the region (WG) **Strengthened regional knowledge of PVAW/GE**

		organisation, tier, role and gender Bi-annual reporting of action plan process presented at partnership working group meetings		• Partners/stakeholders report increased awareness of primary prevention action within the region. (WG) • Partners/stakeholders report feeling an increased feeling of connection to the response sector as a result of being connected to the partnership
5.1.2 The PRET partnership to support, promote, attend and evaluate activities relating to the Critical Friends Network to support schools across the SMR to implement and sustain Respectful Relationships (RR) as part of the curriculum. • Deliver and evaluate **ONE** intake (training) of new Critical Friends. • Deliver and evaluate **TWO** learning forums showcasing tools/shared learnings/local case studies or areas of need identified by members for existing Critical Friends Network.	Department of Education and Training (DET) Critical Friends Organisations PRET partners	Number of critical friends and partner organisations who are represented on the Critical Friends Network. Number of critical friends who attended intake training by organisation/role/gender/partnership status Number of critical friends who attend learning forums by organisation/role/gender/partnership status		**New insights gained from participation in learning forums and events** • Critical Friends report having increased knowledge of tools and resources available to support schools in implementing RR following the learning forum/s. • Critical Friends report having increased confidence in the application of these tools to support schools in implementing RR following the learning forum/s.
5.2 Providing opportunities for partners to link with external networks and groups/subject matter experts				

5.2.1
See activities under
   • 3.1.2
   • 3.1.3
   • 3.2.1
   • 3.2.2
 	
(learning forums)				