

WHIN'S TRAINING AND CONSULTANCY SERVICES

Promoting Gender Equality, Health and Wellbeing for Women and Gender-Diverse People



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power

whin.org.au/training



Acknowledgement of Country.

Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services – the Wurundjeri Woi-wurrung people of the Kulin nation – and pay our respect to their Elders past, present and future. WHIN acknowledges that Aboriginal sovereignty was never given up and that we stand on stolen land. We are committed to Aboriginal self-determination and to supporting Treaty and truth-telling processes.

We recognise the ongoing leadership role of the Aboriginal community on gender equality and the health, safety and wellbeing of women and gender-diverse people. As First Peoples, Aboriginal Victorians are best placed to determine a culturally appropriate path to these in their communities.

Women's Health In the North acknowledges the support of the Victorian Government.



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Contents

Acknowledgement of Country	2
Women's Health In the North	3
About WHIN's Training and Consultancy	4
Where We Work	4
Support for Organisations	4
Support for Communities	4
Training and Consultancy Fees	4
At a Glance	5
Training Offerings	6
Preventing Gender-based Violence	6
Preventing Gender-based Violence 101	6
Active Bystander in the Workplace	7
Gender Equality in the Workplace	7
Gender Equality in the Early Years	7
Responding to Family Violence	8
Introduction to Responding to Family Violence	8
MARAM Collaborative Practice	8
Sexual and Reproductive Health	9
Refugee Women's Health	9
Sexual and Reproductive Health in a Family Violence Context	9
Social and Cultural Aspects of Female Genital Cutting	9
Economic Equality	10
Let's Talk Money Community Workshops	10
Let's Talk Money Train the Trainer Program	10
WHIN's Further Connections	11

Women's Health In the North

Women's Health In the North (WHIN) supports individuals, organisations and communities to promote gender equity and improve the health, safety and wellbeing of women and gender-diverse people in the northern metropolitan region (NMR) of Melbourne. WHIN's vision is that women and gender-diverse people in the north have voice, choice, and power in all aspects of their health, safety and wellbeing.



About WHIN's Training and Consultancy

Our training and capability-building services focus on developing the capacity of organisations and individuals to integrate gender equity and health promotion knowledge and skills into everyday practice.

Education and training that increases our knowledge around these areas can enhance our communities and our workplaces. Promoting gender equity in the workplace supports business performance and contributes to equal, safe and inclusive workplace cultures. Building gender equity into services and programs strengthens community health and wellbeing, increases program impact and supports communities to thrive.

We adopt adult learning principles and utilise multiple methods of learning to suit all learning styles. We recognise that participants in our training programs are at different stages of engagement with gender equity, and related issues, and will hold different perspectives. In this context WHIN will meet with you to assess your training needs and tailor the training to your organisational context.

WHIN facilitators are trained health promotion officers and have high levels of expertise and experience in creating safe and welcoming training environments. WHIN can deliver the standard training modules outlined on the following pages or develop a training and consultancy package to meet your organisation's needs.

Where We Work

WHIN works across northern metropolitan region of Melbourne including the municipalities of Banyule, Darebin, Hume, Merri-bek, Nillumbik, Whittlesea and Yarra. We work in partnership with local government in these jurisdictions as well as other key organisations including community health and tertiary education providers. In addition, economic equality sessions are offered in all regions across Victoria.

Training sessions can be delivered in person or online, depending on the topic and your needs.

Support for Organisations

WHIN can also provide consultancy in gender equitable policy and program development. WHIN staff are experienced at working to support organisational cultural change and can assist you to conduct needs assessments and to develop measurable and realistic action plans.

Support for Communities

WHIN can work closely with community members from all walks of life, including multicultural and multi-lingual communities. We can tailor training to meet the learning, language and cultural needs and preferences of community groups to support their learning journey. Modules can also be delivered in languages other than English.

Training and Consultancy Fees

WHIN offers competitive pricing for its training and consultancy services. We also offer generous discounts to our regional partners.

To request a quote please contact WHIN at training@whin.org.au, with reference to one or more of the training modules described in the following pages.

At a Glance

Session	Duration	Max Participants	Audience
Preventing Gender-based Violence 101	3.5 hours	20–30	All staff across the organisation; community groups.
Active Bystander	3.5 hours	20–30	All staff across the organisation; community groups.
Gender Equality in the Workplace	3.5 hours	20–30	Managers, human resources or policy and program staff.
Gender Equality in the Early Years	2 x 3.5-hour sessions	20–30	Early years educators, playgroup facilitators, and any staff who work with young children.
Responding to Family Violence	2 x 3.5 hour sessions	Up to 25	Workers who might engage with people experiencing family violence.
MARAM Collaborative Practice Training	1 full day training (9:30 am to 4:30pm)	20–35	Professionals who respond in any capacity to family violence.
Refugee Women's Health	1 hour	20–30	Health and community service professionals.
Social and Cultural Aspects of Female Genital Cutting	1 hour	20–30	Health and community service professionals.
Sexual and Reproductive Health in a Family Violence Context	2.5 hours	20–30	Health and community service professionals.
Let's Talk Money Community Workshops	1.5–2 hours per session	Up to 20	Women and gender-diverse people from multi-cultural and other community groups.
Let's Talk Money - Train the Trainer	15–20 hours	Up to 12	Workers from organisations working with diverse communities across Victoria.



Training Offerings

WHIN offers a series of training and consultancy services that assist individuals, organisations and communities to promote gender equity in their environment. WHIN takes an integrated approach to promoting gender equity and offers training sessions in preventing gender-based violence, responding to family violence, promoting sexual and reproductive health and building economic equality.



Preventing Gender-based Violence

In order to prevent gender-based violence we need to stop it before it starts by promoting specific behaviours, attitudes and systems that support gender equality.



Preventing Gender-based Violence 101

This training presents how society can prevent gender-based violence by addressing the underlying causes. This evidence-based, foundation module covers the prevalence and impacts of gender-based violence, the link between gender inequality and the gendered drivers of violence, and intersectional approaches to key actions that individuals and organisations can take to prevent gender-based violence. It introduces useful resources and Victorian and national frameworks, including *Change the Story*, the national framework to prevent violence against women and their children. This session is designed for a broad audience, including practitioners, managers and community members.



Active Bystander in the Workplace

This training supports organisations to create safe, inclusive and gender-equitable workplace cultures that contribute to preventing gender-based violence. It builds staff knowledge and confidence to be 'active bystanders' by speaking up when they see or hear gender-based discrimination and sexism in the workplace.

Participants learn and practice a range of actions, applying the 'WHIN Workplace Bystander Tool' to real-life scenarios. This session is suitable for all audiences, including practitioners, customer-facing staff, managers and community members.

Note: the 'Preventing Gender-based Violence' module is a pre-requisite for Active Bystander Training and they can be delivered in a two-part series.

Gender Equality in the Workplace

This training introduces the key concept of gender equality and its impact in the workplace. It explores gender, gender inequality, the links between gender inequality and gender-based violence, including sexual harassment, and outlines workplace strategies to promote gender equality. This evidence-based training is shaped by Victorian and national gender equality policy, frameworks and legislation. It is suitable for a broad audience from all levels of the workplace, such as managers, human resources or policy and program staff. It also supports staff who are preparing to implement Our Watch's Workplace Equality and Respect (WER) Standards or the *Victorian Gender Equality Act (Vic) 2020*.

Gender Equality in the Early Years

This training supports staff to promote gender equality in early years settings including early education, childcare and maternal child health. It highlights the gendered nature of children's lives, and the role that programs and services can play in challenging harmful gender norms and promoting equality from a young age.

This evidence-based training has a strong focus on gender stereotypes, the limitations they place on children and how they drive violence against women in the wider community. It provides tools and resources and is aligned with childhood learning and development frameworks.

This session is suitable for early years educators, playgroup facilitators, and any staff who work with young children.

Responding to Family Violence

Family violence is prevalent across our NMR communities and all professionals have a role to play in supporting the safety of victim-survivors. These training options are delivered by Northern Integrated Family Violence Services (NIFVS) which is auspiced by WHIN.

Introduction to Responding to Family Violence

This training is an introductory session to provide a baseline understanding of family violence, including prevalence, forms of violence and the Victorian regulatory context. It supports participants to respond to disclosures in a trauma-informed way and help victim-survivors to plan for safety.

This training is useful for practitioners who come across people experiencing family violence in the course of their work and complements MARAM training, particularly for those who have not worked in the field of family violence previously.

MARAM Collaborative Practice

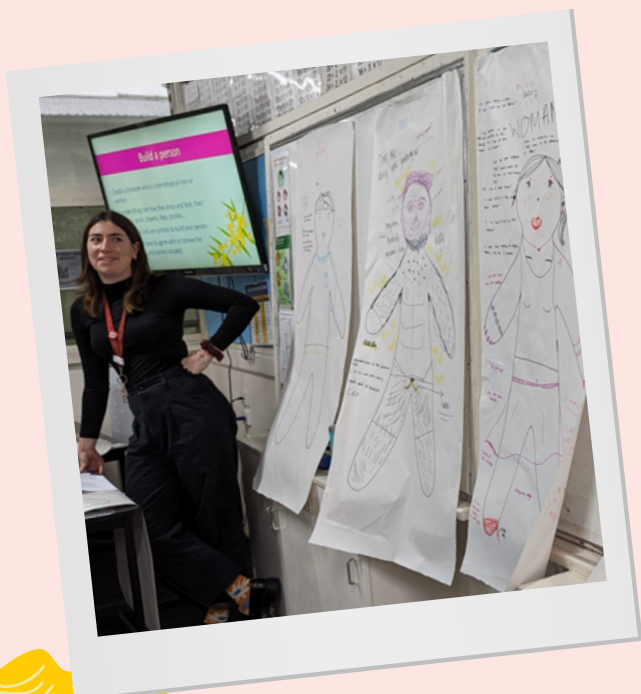
Multi-Agency Risk Assessment and Management Framework (MARAM) Collaborative Practice training is available to all professionals who respond to family violence in the NMR in any capacity.

This training focuses on both collaborative practice and the foundational aspects of MARAM that enable collaboration. The training explores how professionals can undertake risk assessment and collaborate for ongoing risk management, through respectful and sensitive engagement with victim-survivors, information sharing, referral and secondary consultation.

While relevant to professionals from prescribed and non-prescribed organisations under MARAM, the training is best suited to professionals from Tiers 2, 3 and 4 of the Victorian Government Responding to Family Violence Capability Framework. It is designed for practitioners but is also useful for team leaders and managers who are responsible for embedding MARAM within organisations and through external partnerships.

This training is delivered on a regular basis to individual participants, however can also be delivered 'in-house' to organisations.

For more information on Responding to Family Violence training visit www.nifvs.org.au



Sexual and Reproductive Health

Sexual and reproductive health literacy for health and community services helps to address barriers and enable access to services, information and support for women and gender-diverse people.

Refugee Women's Health

This training supports health and community service professionals to provide culturally sensitive care to women from migrant and refugee backgrounds. It explores experiences of health and healthcare, and the wide variation between different groups based on factors such as gender, age, pre-migration experiences, migration status and settlement experiences. This training builds understanding of strategies to support refugee women's engagement with health services, and to address barriers in accessing health care.

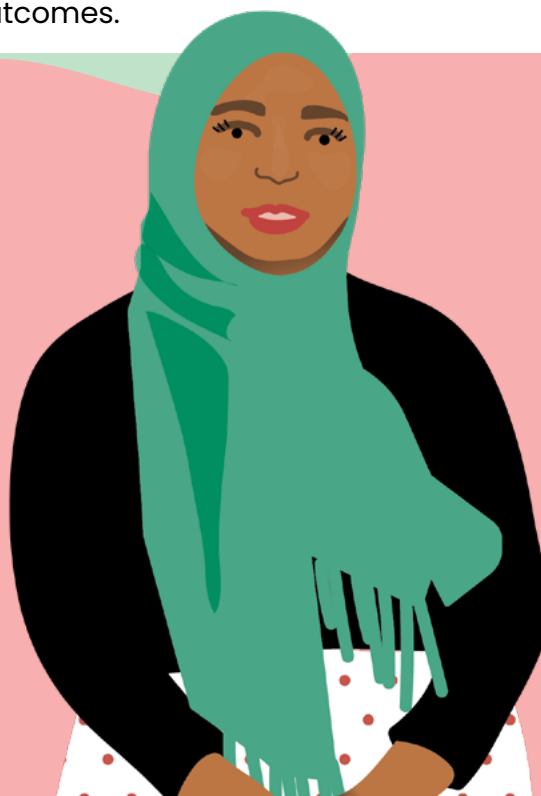
Sexual and Reproductive Health in a Family Violence Context

This workshop supports health and community service professionals to build their skills, knowledge, and confidence to discuss sexual and reproductive health with their clients. It takes a rights-based approach to sexual and reproductive health and demonstrates the links between sexual and reproductive health, gender-based violence and gender inequity. The workshop covers a broad range of sexual and reproductive health topics and considers the complexities of managing sexual and reproductive health in a family violence context. After this session, participants will have increased capacity and confidence to refer their clients to appropriate services to support their sexual and reproductive health needs. Content can be tailored to the community and organisational settings relevant to the participant group.

Social and Cultural Aspects of Female Genital Cutting

This training focuses on the social, cultural and clinical aspects of Female genital cutting or circumcision (FGC) to build confidence, capacity and expertise of health and community service professionals working with women and girls who have experienced or are at risk of FGC. The module includes the background context of FGC as a cultural practice that violates women and girls' human rights and the Australian context.

This module forms part of the Family and Reproductive Rights Education Program (FARREP) professional development training for health professionals including general practitioners, nurses, and midwives. The (FARREP) is a Victorian state-wide health promotion program that works with communities who have been exposed to cultural practices in their country of origin that have led to poor sexual and reproductive health outcomes.





Economic Equality

Structural discrimination in the economy and workforces leaves women and gender-diverse people financially disadvantaged. Financial literacy training aims to end inequality and advocates for an equitable and secure financial future for all.

Let's Talk Money Community Workshops

Let's Talk Money is an award-winning financial capability program which aims to provide women and gender-diverse people with evidence-based knowledge to make independent financial decisions.

It comprises a series of short interactive workshops that address the following topics:

- Financial rights and responsibilities
- Budgeting and saving
- Banking, credit cards and loans
- Debt management
- Legal awareness
- Tenancy rights and responsibilities
- Tax and superannuation
- Centrelink

These workshops provide accessible financial education in plain English or in-language to women and gender-diverse people in the community. These sessions can be offered in Arabic, Greek, Hindi, Punjabi, Urdu and English (simplified, for speakers for whom English is an additional language) and can be tailored to the needs of the community, including the number, topic and frequency of sessions.

Let's Talk Money Train the Trainer Program

The Let's Talk Money Train-the-Trainer Program (LTM-TTT) is a Victoria-wide initiative that equips nominated workforce members with comprehensive training to effectively deliver the content covered by 'Let's Talk Money' (LTM).

In this training participants receive in-depth instruction and guidance on how to deliver financial education sessions across a range of topics from financial rights, budget through to tenancy rights and Centrelink services.

Following the TTT program, trainer participants receive ongoing support from WHIN including continued access to content and community workshop assistance prior to their sessions. Trainers enrolled in the LTM-TTT program gain access to an extensive online library containing interactive, current and best practice information on various financial and legal topics.

For more information about the Economic Equality modules visit:
www.economicequality.org.au





WHIN's Further Connections

WHIN leads the **Building a Respectful Community Partnership**, an alliance of 28 organisations including local government, health, community, and education organisations who are committed to working together to prevent gender-based violence. The goals of the BRC partnership include promoting and working towards workplaces, services, communities, and neighbourhoods that are gender equitable, safe and inclusive. The partnership works collaboratively across a range of settings in the NMR to design, implement, monitor and evaluate primary prevention of gender-based violence initiatives.

For more information on this work, visit www.whin.org.au/brc



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