

TOGETHER FOR EQUALITY & RESPECT

Action Plan
2013 - 2017



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An electronic version of this publication can be found on the Women's Health East website.

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PREFACE

Together For Equality & Respect Vision:

A society where women live free from men's violence – where every girl and boy grows up to be equally valued, heard and respected, and with equal access to opportunities

On behalf of the Together for Equality & Respect (TFER) Leadership Group, I am pleased to present the first iteration of the *Together for Equality & Respect Action Plan 2013 – 2017*.

Men's violence against women is a pervasive and serious issue in our community. Its causes lie in the lack of equality between men and women in our society, particularly in terms of power and control, and also in the entrenched gender stereotypes and patriarchal structures which women face on a daily basis.

This Action Plan represents the implementation phase of *Together for Equality & Respect: A Strategy to Prevent Violence Against Women in Melbourne's East 2013 – 2017*. The Strategy documents evidence for action, and outlines the vision, purpose, strategic directions and goals for TFER partners.

The Action Plan brings together current and planned work being undertaken by the many partners who have committed to this regional and integrated approach to preventing men's violence against women in the Eastern Metropolitan Region of Melbourne, under the strategic directions presented in the Strategy.

This Action Plan will be used to:

- enable organisations in the Eastern Metropolitan Region (EMR) to identify others undertaking complementary activities
- support a shared approach to regional evaluation
- identify gaps, and opportunities to address them

- build partnerships
- demonstrate the benefit of integrated efforts

The Action Plan is a 'living' document which will be added to over the life of the Strategy as additional work is planned and implemented across the East.

The Leadership Group would like to thank all of those who have been involved in this work so far. The development of both the TFER Strategy and Action Plan have been truly collaborative processes. We look forward to extending involvement over the life of the plan. We encourage organisations that have not been involved to date but would like to contribute to regional action to contact the Project Manager at Women's Health East.

In order to prevent violence against women, a coordinated and sustained approach is needed. We need to address the causes of violence at an individual, community/organisational and societal level in the places where people live, work and play. This is why organisations across the East are working together – because together we can make a difference.

Regards,

Kristine Olaris

*Chair, Leadership Group
Together for Equality & Respect*



TOGETHER FOR EQUALITY & RESPECT: A STRATEGY TO PREVENT VIOLENCE AGAINST WOMEN IN MELBOURNE'S EAST 2013 - 2017

About the Strategy

Together for Equality & Respect (TFER) is a four year strategy aimed at preventing violence against women in Melbourne's East 2013-2017. The Strategy provides partner organisations with the opportunity to work together to prioritise, coordinate and integrate our efforts to prevent men's violence against women across the EMR.

All seven Local Governments and all eight Community Health Services, both Primary Care Partnerships, both Medicare Locals and the Regional Family Violence Partnership have all been actively involved in the consultation and/or development of this Strategy. These partners together created a powerful vision, articulating what they believe this Strategy can achieve for the EMR.

Strategy Framework

• Vision

A society where women live free from men's violence – where every girl and boy grows up to be equally valued, heard and respected, and with equal access to opportunities.

• Purpose

Together for Equality & Respect provides a platform for organisations in the EMR to prioritise and work together on the primary prevention of men's violence against women. It is an opportunity to collaborate, share skills, knowledge and resources, avoid duplication and build the capacity of the region to promote equal and respectful relationships between men and women.

• Strategic Directions

Promote and support integration and coordination in order to:

- Lead and Achieve Change
- Contribute to the Evidence Base
- Invest in Workforce Development
- Strengthen Partnerships

• Recommendations for Partners of Together for Equality & Respect

- Prioritise the prevention of violence against women in organisational plans 2013-2017.
- Reference Together for Equality & Respect in organisational plans 2013-2017.
- Participate in the Together for Equality & Respect Working Group to contribute to the development of the Action Plan.
- Participate in the implementation of Together for Equality & Respect Action Plan.
- Participate in a collaborative approach to evaluate primary prevention initiatives to address violence against women (as identified in the Together for Equality & Respect Action Plan).
- Share evaluation results and learnings with partners of Together for Equality & Respect.

Strategy Governance

Organisations throughout the EMR have made a formal commitment to TFER, which provides a platform for integration and coordination of work towards the prevention of violence against women across the EMR.

A Steering Committee was first convened in October 2012 to provide Women's Health East and partners with guidance and support to develop the Together for Equality & Respect Strategy.

After the launch of the Strategy, a Leadership Group was established in September 2013 to uphold the principles of the Strategy and guide the development of this Action Plan. This group consists of representatives from Women's Health East, Local Government, Primary Care Partnerships (PCPs), Community Health, Medicare Locals and the Regional Family Violence Prevention Partnership (See Appendix Two for a full list of Steering Group and Leadership Group members).

For the full Strategy document see [here](#).





TOGETHER FOR EQUALITY & RESPECT ACTION PLAN: DEVELOPING THE ACTION PLAN

The Action Planning phase of Together for Equality & Respect began at a Partner Forum in June 2013 at which an integrated planning approach was endorsed.

An approach known as Intervention Mappingⁱ was identified as a useful methodology to enable both existing and planned activities to inform development of the first iteration of the Action plan. This approach was introduced at the Forum and partners agreed to contribute via completion of a specifically designed mapping tool.

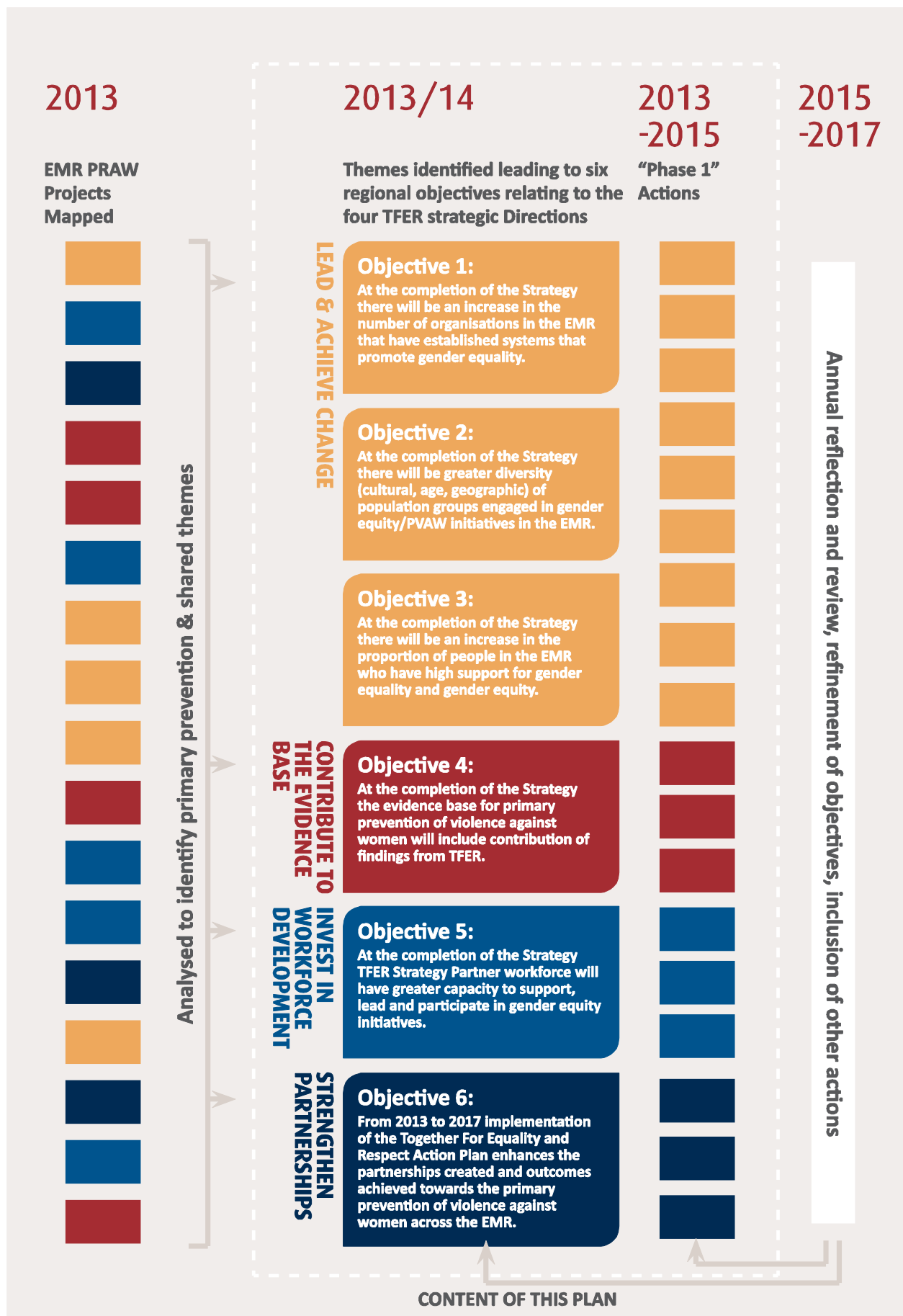
This tool was distributed to TFER partners to document current and planned activities aiming to prevent violence against women in the EMR. The table that was used to collect this information aligns with the VicHealth framework for preventing violence against women; however activities were also collated under the four strategic directions of the *Together for Equality & Respect* Strategy Framework. WHE met with individual organisations through August 2013 to gain a thorough understanding of the work being done and to support partner organisations complete the tool.

Once prevention of violence against women (PVAW) initiatives across the EMR were mapped, the information was collated and organised. Activities were categorised according to activity type and as primary, secondary or tertiary prevention. An Evaluation Working Group was convened by the Leadership Group to develop the Action and Evaluation plans based on the information derived from the Intervention Mapping process. This group analysed the collated mapping tables to identify key themes of activity. From these key themes six regional objectives were developed and aligned with the four Strategic Directions and corresponding goal. This first draft listed the relevant initiatives beside the related objective and included proposed indicators to be used across the region to measure achievements (see figure one – from Intervention Mapping to Regional Objectives). This draft was then presented to partner organisations for feedback at a Partner Forum in March 2014. Feedback from this Forum informed the next iteration of the plan, which follows below.

Throughout the development of the action plan the Evaluation Working Group has been working on a corresponding evaluation plan, developing or sourcing tools to measure achievements against the objectives and related indicators. A comprehensive evaluation guide provides further support to organisations in order to promote a consistent approach to data collection, which will enable integration of findings and documentation of regional achievements. Organisations will also be able to use the data for internal evaluation, and to compare their results with the results across the EMR.

Evaluation resources and data obtained through the regional evaluation will be made available through the TFER website and the Primary Care Partnerships resource sharing initiative “The Well”.

Together for Equality & Respect – Dynamic Action Planning





ACTION PLAN AS AT JANUARY 2017

Strategic Direction: LEAD and ACHIEVE CHANGE

Goal:

Organisations will lead initiatives that promote equal and respectful relationships and prioritise the prevention of violence against women in their plans, policies and practices (both internally and externally).

Regional Objective 1:

At the completion of the Strategy there will be an increase in the number of organisations in the EMR that have established systems that promote gender equality.

Indicators:

Organisational commitment - internal

- Written commitment to gender equality
- Allocated budget for workforce development in respect of gender equity
- Sex disaggregated data is used for planning

Initiatives:

Develop internal systems to promote

Types of activity¹:

- Develop and adopt an organisational statement on gender equity
- Develop policies relevant to gender equity
- Foster organisational change agenda for gender equity
- Conduct organisational gender equity audit

Organisations doing this work:

- Access Health and Community
- Carrington Health
- Department of Health and Human Services (DHHS)
- EACH
- Eastern Community Legal Centre (ECLC)
- Eastern Health (Eastern Centre Against Sexual Assault ECASA)
- Eastern Melbourne PHN (EMPHN)
- EDVOS
- Inspiro
- Knox Council
- Link Health and Community
- Manningham Council
- Maroondah City Council
- Monash City Council
- Outer East Health and Community Support Alliance (OEHCSA)
- Regional Family Violence Partnership (RFVP) members
- Whitehorse City Council

¹ Note not all organisations listed will be doing all of these activities

	<ul style="list-style-type: none"> • Women's Health East (WHE) • Yarra Ranges Council
<p>Support other organisations to develop systems to promote gender equity</p> <p>Types of activity:</p> <ul style="list-style-type: none"> • Work with private enterprise to promote gender equity in the workplace • Work with sporting bodies to build equal participation of women and girls • Work with Early Childhood sector in respectful relationships and gender equity • Implementation of Resilience, Rights and Respectful relationships with 14 lead schools and related partner schools across the EMR • Work with Early Years providers to rewrite Baby Makes 3 to add a cultural lens 	<ul style="list-style-type: none"> • Monash City Council • Knox City Council, • Yarra Ranges Council • Maroondah Council • EDVOS • Department of Education and Training (DET) • EDVOS • Access Health and Community • City of Boroondara • Yarra Ranges Council • Maroondah Council • Knox Council • Manningham Council • Doncare • WHE • Access Health and Community • WHE • Manningham Council • DET • Boorndawan Willam Aboriginal Healing Services, Carrington Health

Strategic Direction: LEAD and ACHIEVE CHANGE *continued*

<p>Regional Objective 2:</p> <p>At the completion of the Strategy there will be greater diversity (<i>cultural, age, geographic</i>) of population groups engaged in gender equity/PVAW initiatives in the EMR.</p>	<p>Indicators:</p> <p><i>General focus</i> Increase in diversity of people participating in TFER initiatives across EMR</p> <p><i>Specifically targeted</i> Between 2014 and 2017 TFER Partner organisations working with immigrant and refugee communities have increased the incorporation of good practice principles for culturally appropriate violence prevention efforts.</p> <ul style="list-style-type: none"> • The number of TFER Partner organisations engaging women and leaders from the target community in the development and planning of gender equity initiatives. • The extent to which gender equity initiatives reflect the target community's specific needs, cultural norms, language and expressions of family. • Both male and female bilingual cultural workers are involved in the development and/or delivery of gender equity initiatives.
<p>Initiatives:</p>	<p>Organisations doing this work:</p>
<p><i>General focus</i> Implement and evaluate</p> <ul style="list-style-type: none"> • iMatter • WeMatter • Extending the Knox Pledge • Resilience, Rights and Respectful Relationships program in 11 lead schools and associated partner schools across the EMR <p><i>Specifically targeted</i> Activities</p> <ul style="list-style-type: none"> • Engage & consult with Indian communities about culturally appropriate prevention approaches • Forum to explore Family Violence and Culturally and Linguistically Diverse Communities • Through Our Eyes program 	<p><i>General focus</i></p> <ul style="list-style-type: none"> • Doncare • Knox PLEDGE (People Linking to Embrace and Develop Gender Equality) group – EACH, Knox City Council, WHE, ECLC, The Basin Community House, Knox InfoLink • DET <p><i>Specifically targeted</i></p> <ul style="list-style-type: none"> • Link Health and Community • RFVP Cultural Diversity Working Group, WHE • Boorndawan Willam Aboriginal Healing Service, Healesville Community Services Association

<ul style="list-style-type: none"> • Promoting Burmese women in leadership • Family Relationships Programs targeted at couples from the Zomi, Hakha Chin and Falam Chin communities • Men's support programs on gender equity in practice targeted at the Zomi, Hakha Chin and Falam Chin communities • Women's support programs on gender equity in practice targeted at the Zomi, Hakha Chin and Falam Chin communities 	<ul style="list-style-type: none"> • Migrant Information Centre (MIC), WHE • MIC
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Strategic Direction: LEAD and ACHIEVE CHANGE *continued*

Regional Objective 3: At the completion of the Strategy there will be an increase in the proportion of people in the EMR who have high support for gender equality and gender equity.	Indicators: <ul style="list-style-type: none"> • Changes in attitudes to gender equality and equity • Relevant and acceptable key messages • Number of people exposed to the message
Initiatives:	Organisations doing this work:
<p>Programs</p> <ul style="list-style-type: none"> • Speaking Out program • Women in Song • Writing for Hope • Community Awareness raising on and around White Ribbon Day – various and coordinated initiatives across the EMR • EMR community campaign around the 16 Days of Activism 25th November – 10th December #GE4Me • Resilience, Rights and Respectful Relationships program • Our Codes Our Clubs project • Yarra Junction Changing the Story action group • International Women’s Day events across the region each year • Busting the Myths to Change the Story 	<ul style="list-style-type: none"> • WHE • EDVOS • ECASA • Knox PLEDGE Group • City of Boroondara • Eastern Health • Knox Council • Manningham Council • Maroondah Council • Monash Council • Yarra Ranges Council • Women's Health East, lead with partners: • Access Health and Community, Carrington Health, DET, EACH, ECASA, ECLC, EDVOS, EMPHN, Inner East PCP, Inspiro, Knox City Council, Knox PLEDGE Group, Link Health and Community, OEHCSA, Manningham City Council, Maroondah City Council, MIC, Monash City Council, , Yarra Ranges Council. • DET • Knox, Maroondah and Yarra Ranges Councils, EACH, DET, WHE, EDVOS • Eastern Health, Yarra Ranges Council, EDVOS • City of Boroondara, EDVOS, Manningham City Council, Maroondah City Council, Monash City Council, RFVP, WHE, Women in Rotary, Yarra Ranges Council • OEHCSA lead • Community Reference Group • EDVOS • Speaking Out Advocates • WHE

Strategic Direction: CONTRIBUTE TO THE EVIDENCE BASE

Goal:

Organisations will adopt evidence informed primary prevention approaches to prevent men's violence against women and rigorously evaluate initiatives.

Regional Objective 4:

At the completion of the Strategy the evidence base for primary prevention of violence against women will include contribution of findings from TFER.

Indicators:

- Number of organisations that contribute to shared evaluation and learnings
- Presentations at National, State and local conferences
- Publication in industry journals
- Publication in PVAW network newsletters
- TFER representatives contribute to State and National PVAW initiatives

Initiatives:

- Implement a regional TFER Strategy evaluation plan including development of relevant tools
- Conduct regular EMR Forums
- Facilitate regional evaluation capacity building workshops around the tool
- Develop mechanisms to share understanding of best practice principles and sharing learnings
- Present at conferences and other forums
- Contribute to industry journals and other relevant publications
- Development of web based resource detailing current research and evidence for Prevention of Violence Against Women accessible via "The Well"
- Research project Gender harassment and work-family conflict: Outcomes and prevention

Organisations doing this work:

- Coordinated by the Leadership Group
All Strategy Partners contribute, led by Women's Health East, EACH, Inner East Primary Care Partnership, Outer East Health and Community Support Alliance, City of Boroondara
- EACH
- ECASA
- WHE
- Yarra Ranges Council
- Inner East PCP
- OEHCSA
- Centre for Workplace Leadership, University of Melbourne lead with partners
- Women's Health East
- Monash City Council
- EACH

Strategic Direction: INVEST IN WORKFORCE DEVELOPMENT

Goal:

Organisations will invest in building the capacity of their workforce to effectively address the determinants of men's violence against women.

Regional Objective 5:

At the completion of the Strategy TFER Strategy Partner workforce will have greater capacity to support, lead and participate in gender equity initiatives.

Indicators:

- Proportion of people who participate in capacity building initiatives that
 - understand the determinants of gender based violence
 - report positive attitudes to gender equity
 - are able to identify how gender is relevant to their work
 - report increased confidence to apply a gender lens to their work

Initiatives:

- Internal capacity building to promote gender equity
- Specific gender equity training for staff
- Supporting women in male dominated professions
- Raising staff awareness

Organisations doing this work:

- Access Health and Community
- EACH
- Eastern Community Legal Centre
- Eastern Health
- ECASA
- EDVOS
- Inner East PCP
- Inspiro
- Knox City Council
- Link Health and Community
- Manningham Council
- Maroondah City Council
- Monash City Council
- OEHCSA
- WHE
- Yarra Ranges Council

Strategic Direction: STRENGTHEN PARTNERSHIPS

Goal:

Organisations will work in partnership to prevent men's violence against women and to reinforce consistent prevention approaches across the Eastern Metropolitan Region.

Regional Objective 6:

From 2013 to 2017 implementation of the Together For Equality and Respect Action Plan enhances the partnerships created and outcomes achieved towards the primary prevention of violence against women across the EMR.

Indicators:

- Broader reach and sector representation of organisations engaged in TFER initiatives
- The level of engagement of TFER partners in TFER activities and planning
E.g.
Participation in EWG
Participation in Leadership Group
Attendance at TFER forums
Contribute resources to TFER website
Share evaluation data
TFER activities listed in organisational plans
- Membership of the Strategy has amplified PVAW outcomes achieved by partner organisations

Initiatives:

Organisations leading this work via the TFER Leadership Group and Evaluation Working Group:

Region wide activities

- Develop shared resources
- Organise forums of interest to key partners
- Provide data for planning
- Publish a TFER website and communicate
- Develop the TFER Action plan and Evaluation Framework
- Collect and Analyse regional data
- Develop submissions and position papers
 - Victorian Royal Commission into Family Violence (2015)
 - Victorian Gender Equality Strategy (2016)

- City of Boroondara
- DHHS
- EACH
- Eastern Community Legal Centre
- Inner East PCP
- Knox City Council
- MIC
- Monash City Council
- Outer East Health and Community Support Alliance
- Outer East Child Youth Area Partnership - Department of Education and Training
- RFVP
- WHE
- Yarra Ranges Council



MANAGING THE PLAN

The Leadership Group

The Leadership Group has overall responsibility for upholding the principles and values of Together for Equality & Respect: A Strategy for the Prevention of Violence Against Women in Melbourne's East 2013 - 2017.

The Terms of Reference for this group includes responsibility for the development and monitoring of the TFER Action Plan.

The Leadership Group meets on a monthly basis and receives reports from working groups it has convened including the Evaluation Working Group, which has been responsible for developing the Action and Evaluation Plan.

The objectives of the Leadership Group as outlined in the Terms of Reference are to:

- Coordinate efforts promoting an integrated approach to PVAW across EMR by:
 - developing and monitoring a regional action plan for implementing the Strategy;
 - adopting a structure for implementation, including the identification of appropriate working groups and Terms of Reference for these; and
 - identifying ongoing opportunities and mechanisms for extending involvement in the Strategy.
- Develop a communication plan for the Strategy;
- Provide a Regional voice to comment on issues relevant to the Prevention of Violence Against Women within the EMR; and
- Act as a problem-solving forum to address issues that have the potential to hinder implementation of the Strategy.

The Evaluation Working Group

The Evaluation Working Group has representation from WHE, Community Health and Local Government (see Appendix for a full list of Evaluation Working Group members).

The objectives and responsibilities of the Evaluation Working Group are to:

- Develop an evaluation framework/plan for the Strategy
- Recommend appropriate evaluation tools and resources for shared use within PVAW initiatives across EMR
- Monitor implementation of the evaluation plan
- Analyse findings from the TFER evaluation
- Report to each meeting of the Leadership Group for the duration of the Working Group
- Provide the Leadership Group with:
 - an evaluation plan;
 - progress reports against the evaluation plan;
 - summary of information collected by the EWG;
 - summarised analysis of evaluation findings; and
 - recommendations for dissemination of information.

TFER Working Groups

Other working groups may be convened by the Leadership Group over the life of the Strategy.

If you are interested in participating in one of these groups or would like further information on TFER please contact Dr Sue Rosenhain TFER Project Manager on 9851 3700, srosenhain@whe.org.au



NEXT STEPS

It is anticipated that this plan will be dynamic and will evolve over the lifetime of the Strategy. The initiatives identified to date represent the first phase of plan development derived as they are from work that was current or planned at the time of the mapping, although it does include some activities that have been initiated since.

In the next phase of the Action plan the Leadership Group will review the initiatives outlined within the plan and determine whether there are gaps in relation to the four Strategic Directions. Any such gaps will be discussed and plans for addressing these developed. This process will be repeated throughout the Strategy Implementation period.



ABBREVIATIONS

EMR	Eastern Metropolitan Region
TFER	Together for Equality & Respect
WHE	Women's Health East
PVAW	Prevention of Violence against Women
PCPs	Primary Care Partnerships
IEPCP	Inner East Primary Care Partnership
OEHCSA	Outer East Health and Community Support Alliance
RFVP	Regional Family Violence Partnership
DHHS	Department of Health and Human Services
DET	Department of Education and Training
ECASA	Eastern Centre Against Sexual Assault
EMPHN	Eastern Melbourne PHN
PLEDGE	People Linking to Embrace and Develop Gender Equality
ECLC	Eastern Community Legal Centre
MIC	Migrant Information Centre



APPENDICES

APPENDIX ONE

KEY DEFINITIONS

Violence against women

Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life.ⁱⁱ

Primary prevention

Primary prevention initiatives are those that seek to prevent violence before it occurs. The focus of a primary prevention approach is on addressing the underlying determinants of violence against women including gender and power inequality between men and women. Consistent with findings from national and international research VicHealthⁱⁱⁱ identifies the key determinants of violence against women as:

- Unequal power relations between women and men
- Adherence to rigid gender stereotypes.

Gender equality

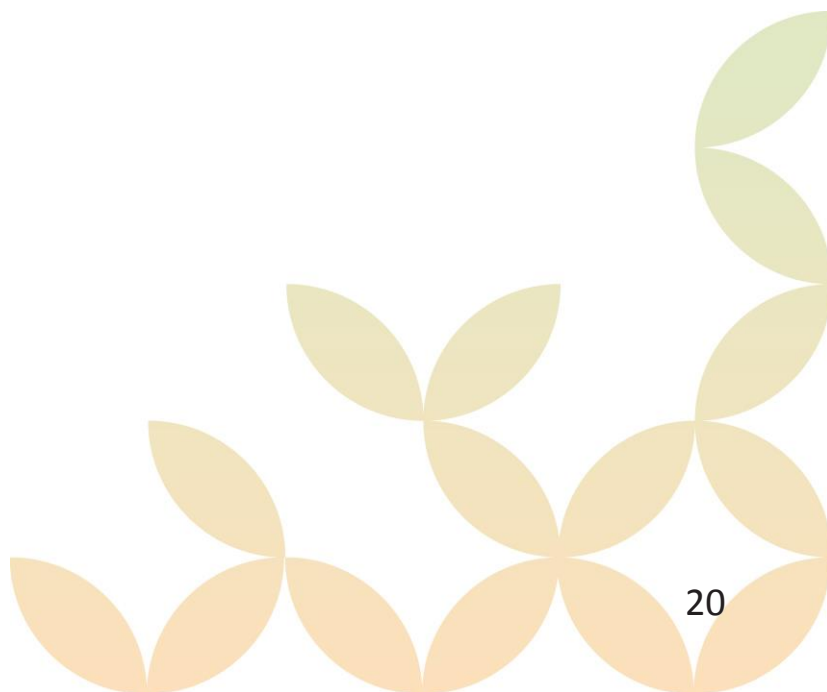
The result of the absence of discrimination on the basis of a person's sex in opportunities and the equal allocation of resources or benefits or in access to services.

In this document gender equality is used to describe the outcome being sought.

Gender equity

Entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes.

In this document gender equity is used to describe the processes that will be adopted to achieve gender equality.



APPENDIX TWO

TOGETHER FOR EQUALITY AND RESPECT

COMMITTEE REPRESENTATION TO JULY 2015

Steering Group

This group gave direction to the development of the Strategy from October 2012 until September 2013

Membership

- Kristine Olaris – Women’s Health East
- Liz Smith – Women’s Health East
- Jill Exon – Women’s Health East
- Libby Hargreaves – Inner East Primary Care Partnerships to March 2013
- Deborah Cocks – Outer East Primary Care Partnership
- Jacky Close – Outer East Primary Care Partnership
- Jo van Dort – Manningham Community Health Service
- Catherine D’Arcy – Knox Community Health Service
- Olive Aumann – Whitehorse Community Health Service (now Carrington Health)
- Narelle Algie – Inspiro
- Nicole Meinig – Monash City Council to February 2013
- Bridget Ruff – Manningham City Council
- Rosie Tuck – Knox City Council
- Kiri Bear – VicHealth from November 2012
- Natalie Russell – Monash City Council from March 2013
- Raymond Burnett – Inner East Primary Care Partnership from April 2013
- Kate Vrljic – Inner East Primary Care Partnership from April 2013
- Laura Wood – Monash City Council from April 2013

Leadership Group

This group was first convened in September 2013, evolving from the Steering Group the overall purpose of the Leadership Group is to provide Women's Health East and partners with guidance and support to implement the Together For Equality & Respect Strategy.

Objectives for this group are to:

- Coordinate efforts promoting an integrated approach to PVAW across EMR by:
 - Developing and monitoring a region action plan for implementing the Strategy
 - Adopting a structure for implementation including the identification of appropriate working groups and Terms of References for these
 - Identify ongoing opportunities and mechanisms for extending involvement in the Strategy
- Develop a communication plan for the Strategy
- Provide a Regional voice to comment on issues relevant to the Prevention of Violence Against Women within the EMR
- Act as a problem-solving forum to address issues that have the potential to hinder implementation of the Strategy

Current Membership January 2017

- Jacky Close – Outer East Health and Community Support Alliance Chair
- Kristine Olaris – Women's Health East
- Sue Rosenhain – Women's Health East
- Vanessa Czerniawski – Women's Health East
- Nicole Hunter – Knox City Council
- Ann Elkins – EACH
- Catherine D'Arcy – EACH
- Annette Worthing – Department of Health and Human Services
- Michael Smith – Eastern Community Legal Centre
- Meg Beilken – Outer East Child Youth Area Partnership, Department of Education and Training
- Tracey Egan – Monash City Council
- Rachel Messer – Inspiro
- Sally Missing – Inner East Primary Care Partnership

Previous members

- Annette Rudd – Knox Social and Community Health Service to January 2015
- Marg D'Arcy – EACH, to January 2015
- Jill Exon – Women's Health East to January 2014
- Kate Vrljic – Inner East Primary Care Partnership to June 2014
- Rebecca Morgan – Inner East Primary Care Partnership from August 2014 to November 2016
- Deborah Cocks – Outer East Health and Community Support Alliance to March 2014
- Natalie Russell – Monash City Council to June 2014
- Jane Torney – Monash City Council from July 2014 to October 2015
- Erica Robertson – Whitehorse City Council from October 2013 to May 2014
- Narelle Algie – Inspiro to February 2014
- Julia Blackburn – Yarra Valley Community Health from March 2014 to April 2015
- Mandy Geary – Inner East Melbourne Medicare Local to October 2013
- Chris Bates – Inner East Melbourne Medicare Local to December 2013 – February 2014
- Debbie Neill – Inner East Melbourne Medicare Local from February 2014 to April 2015
- Belinda Crockett – Eastern Melbourne Medicare Local to July 2014
- Denise Robertson – Regional Family Violence Partnership to November 2013
- Jelena Djurdjevic – Regional Family Violence Partnership from May 2014
- Jess Pendlebury – Inner East Melbourne Medicare Local from April 2015, Eastern Melbourne PHN from July 2015 to October 2015
- Danika Gasparini – Eastern Melbourne PHN from November 2015 to December 2016

Evaluation Working Group

This working group was commissioned by the Leadership group to:

- Give advice in respect of TFER evaluation to support the principles and values of the Strategy to be realised, and
- Coordinate a shared approach to evaluation of prevention of violence against women initiatives in the EMR

Membership 2014

- Kristine Olaris – Women's Health East
- Sue Rosenhain – Women's Health East
- Jill Exon – Women's Health East to January 2014
- Vanessa Czerniawski – Women's Health East from January 2014
- Annette Rudd – Knox Social and Community Health Service (A service of EACH)
- Ruth Klein – Knox Social and Community Health Service (A service of EACH) to August 2014
- Veronique Roussy - Knox Social and Community Health Service (A service of EACH) August - December 2014
- Kate Vrljic – Inner East Primary Care Partnership to June 2014
- Rebecca Morgan – Inner East Primary Care Partnership from August 2014
- Deborah Cocks – Outer East Primary Care Partnership to March 2014
- Laura Newstead - Outer East Primary Care Partnership Sept 2014 – Jan 2015
- Bronwyn Upston – Link Health and Community
- Kate Gibson – Outer East Cluster for the Prevention of Violence Against Women in Our Community
- Libby Hargreaves - Whitehorse Community Health

Membership 2015

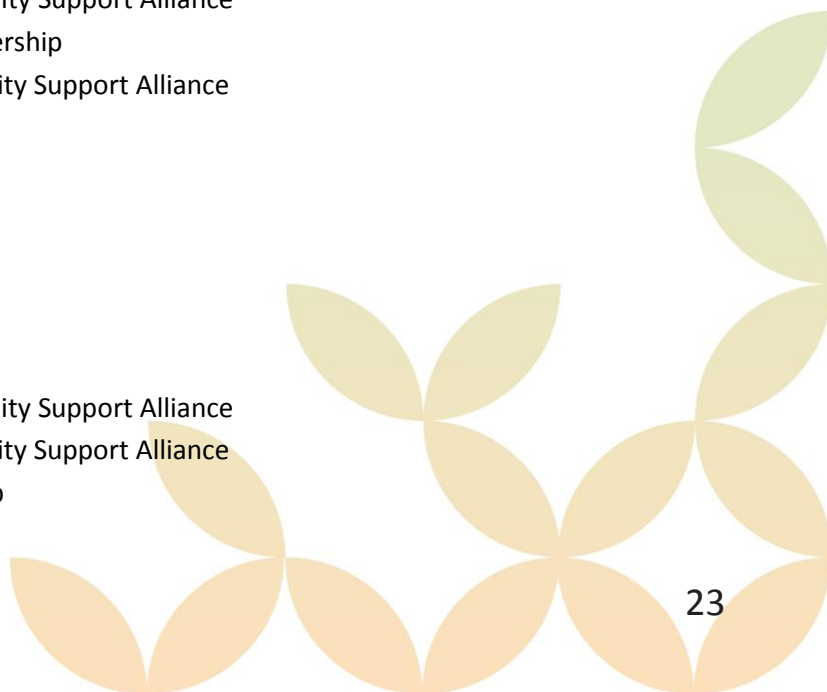
- Kristine Olaris – Women's Health East
- Sue Rosenhain – Women's Health East
- Vanessa Czerniawski – Women's Health East
- Jill Exon – Women's Health East
- Belinda Crockett – EACH
- Rebecca Morgan – Inner East Primary Care Partnership
- Kelly Naughton – Outer East Health and Community Support Alliance
- Bronwyn Upston – Link Health and Community
- Libby Hargreaves – Carrington Health
- Sophie Allen – Inner East Primary Care Partnership

Membership 2016

- Sue Rosenhain – Women's Health East
- Catherine D'Arcy – EACH
- Belinda Crockett –City of Boroondara
- Laura Newstead – Outer East Health and Community Support Alliance
- Rebecca Morgan – Inner East Primary Care Partnership
- Kelly Naughton – Outer East Health and Community Support Alliance
- Jayde McBurnie - WHE

Membership 2017

- Sue Rosenhain – Women's Health East
- Catherine D'Arcy – EACH
- Belinda Crockett –City of Boroondara
- Laura Newstead – Outer East Health and Community Support Alliance
- Kelly Naughton – Outer East Health and Community Support Alliance
- Sophie Allen – Inner East Primary Care Partnership
- Jayde McBurnie - WHE





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