

**Hands up
for
RESPECT**

Celebrate & Reflect

**EAST GIPPSLAND
PARTNERS IN VIOLENCE PREVENTION**

**16 DAYS OF
ACTIVISM
RESOURCE PACK
FOR**

WORKPLACES

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the Land, the Gunaikurnai People and we recognise their connection to Land, Water, Language and Community. We also pay our respects to Gunaikurnai Elders, past, present and emerging, as well as Elders from other country who live on this land.

ACKNOWLEDGEMENT OF FUNDING & ARTWORK

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EAST GIPPSLAND PARTNERS IN VIOLENCE PREVENTION

The East Gippsland Partners in Violence Prevention (EGPVP) is a partnership of organisations working together to prevent family violence with a focus on respectful relationships and gender equality.

EGPVP is promoting gender equality and respect during the 16 Days of Activism with the theme **Hands up for Respect** encouraging early years services, schools, organisations and community to **celebrate and reflect**.

Bairnsdale Regional Health Service
Department of Education & Training
Department of Fairness, Family & Housing
Department of Justice
Dhelk Dja
Djirra

East Gippsland Shire Council
Gippsland & East Gippsland Aboriginal Corporation
Gippsland Centre Against Sexual Assault

Gippsland Lakes Complete Health
Gippsland Public Health Network
Gippsland Public Health Unit
Gippsland Women's Health
Gippsort
Gunaikurnai Land & Water
Aboriginal Corporation
Latrobe Community Health Service
Mental Health & Wellbeing Local
Moogji
Orange Door

Orbost Neighbourhood House
Orbost Regional Health
Quantum
Royal Flying Doctors Service
Tafe Gippsland
Uniting Gippsland
Victoria Police
Well Ways
Yoowinna Wurnalung Aboriginal
Healing Service (chair)
54 Reasons

WHO THE RESOURCES IS FOR

This resource pack is intended for workplaces to support meaningful involvement in the 16 Days of Activism.

Your leadership and commitment to promoting gender equality and respectful relationships is essential in our collective effort in East Gippsland to create a safer and more equitable world. Being part of the solution is everyone's responsibility.

This resource pack can be used to reflect and generate conversations about what gender equality and respect looks like in your workplace, and to inspire change, building on wherever you are on your journey with gender equality and respect within your workplace.

FOR FURTHER INFORMATION CONTACT

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16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE

ABOUT THE 16 DAYS OF ACTIVISM

The 16 Days of Activism against Gender-Based Violence was started by activists at the inauguration of the Women's Global Leadership Institute in 1991. Three decades on, the 16 Days of Activism against Gender-Based Violence against is a widely recognised global campaign that encourages action to end gender-based violence. During the 16 Days, organisations and individuals around the world raise awareness that men's violence against women is a fundamental violation of human rights.

KEY DATES

16 days of Activism commences on 25th November and concludes on the 10th December

- 25 November: International Day for the Elimination of Violence Against Women
- 3 December: International Day of People with Disabilities
- 10 December: International Human Rights Day

HOW YOU CAN GET INVOLVED

On the following pages you will find ideas of meaningful ways that you can take action during the 16 days:

- Leadership Commitment
- Support for Staff and Community
- Professional Development
- Culture and Environment
- Sector Specific Resources
- Partnerships

The resource pack has been aligned with the Gender Equality Act 2020, and Our Watch Workplace Equality and Respect.

You can use the 16 days to

- Commit to action and engage staff and community
- Assess where you are at on your journey of gender equality and respect
- Plan and/or implement actions
- Evaluate and monitor your progress
- Review and reflect on progress

ACTION IDEAS FOR 16 DAYS OF ACTIVISM

Leadership & Commitment

When managers and workplace leaders advocate for programs, policies and initiatives that promote safe, supportive and gender equal working environments, they are contributing to the prevention of violence against women.



Develop or review your Leadership Statement

Develop a leadership statement outlining your organisations commitment to gender equality and respect.



Leadership commitment checklist

This checklist ensures commitment is secured from board members/senior executives. This may include training to ensure they understand violence against women and the role of the workplace in prevention, discussing the business case for workplace gender equality, and connecting gender equality to the vision and goals of the organisation.



Culture & Environment

Examine if the organisations policies and activities treat everyone equally

Review the service's vision, values and ethos and in procedures and policies to ensure that gender equality and respectful relationships are articulated and promoted.



Gender impact assessments/audits

Gender impact assessments (GIAs) are designed to help organisations think critically about how their policies, programs and services will meet the needs of women, men and gender diverse people. These assessments can help organisations ensure all people have equal access to opportunities and resources.

[Gender Equality Commission Website](#) has a number of resources on conducting workplace gender audits and gender impact assessments
[Accelerating Workplace Gender Equality Toolkit](#) 16 practical ways to accelerate gender equality in your workplace

[Our Watch Workplace Equality and Respect: How-to guide](#)

[Workplace Gender Equality Agency Action Planning Playbook](#)

[Work Well Toolkit Respect Your Workplace](#)

ACTION IDEAS FOR 16 DAYS OF ACTIVISM



Professional Learning

Build staff capacity to

- promote respectful relationships, positive attitudes and behaviours within teaching approach to enable children to build healthy relationships, resilience and confidence
- understand the role of gender equality in the prevention of family violence and learn practical strategies for promoting gender equality in teaching practice
- recognise and respond to family violence and build support networks.



Encourage discussions in whole-staff or team meetings about gender equality and respect

- Reflect and learn from what has been tried
- Make space to reflect honestly on how things are going and do not be afraid to identify areas or strategies that need improvement.
- Celebrate successes, however small



Share information and resources with staff to prompt their thinking, learning and discussions about gender equality and respect

Useful resources to encourage discussions and reflection;

[WGEA Gender equality and Men](#)

[WGEA Gender equality and caring](#)

[WGEA Gender equality and intersecting forms of diversity](#)

[Our Watch Working in rural, regional and remote workplaces](#)

[Because why video series](#)

[Respect Victoria It Starts with a Conversation series](#)

**JOIN GENDER EQUALITY COMMISSIONER NIKI VINCENT IN
EAST GIPPSLAND IN 2025**

Commissioner Vincent will visit the region in early April 2025

To find out more about this event, please [register here](#)

ACTION IDEAS FOR 16 DAYS OF ACTIVISM

Activity



Hands up for Respect Activity

Print out the artwork provided with this resource pack – template 1. The artwork was created by Sally Hood and was commissioned by GEGAC.

Use the artwork (template 1) and the reflective questions below as a conversation starter about gender equality and respect.



Reflective questions

- What does respect mean to you?
- How do you show respect?
- What does respect **look** like?
- What does respect **feel** like?
- How do you know when people are being respectful to you?
- Think about the places and people in your life and what respect means to you;
 - with your friends
 - with family
 - in your relationships
 - at work
 - in your sports club
 - online

(Gippsland Women's Health Let's Chat Toolkit, 2024)



Suggested activities

Template 2 – Reflection Page

Have staff draw a picture of how they show respect at work

Template 3 – Colouring Page

Have in waiting areas for children to colour

Template 4 – Collaborative Colouring Page

Have staff complete a section and put together and display in the workplace

Template 5 – Hand prints page

Have each staff member put a paint handprint or a paper cut out on the page and write their name and/or a message to the theme and display in the workplace



ACTION IDEAS FOR 16 DAYS OF ACTIVISM

Partnerships



Engage with local specialist family violence and sexual assault services who can provide support for staff and community experiencing family violence

See following page for service details



Promote/participate/partner with local service's events



Utilise State & Regional 16 days of Activism promotional collateral

Respect Victoria 16 Days of Activism Toolkit 2024

Materials have been developed for use during the 16 Days of Activism and beyond.

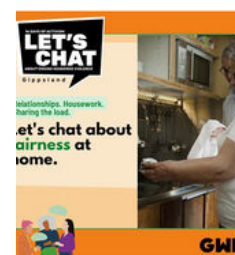
- Posters
- Online video background
- Email signature banner
- Respect Is... card
- Book recommendations
- Media release template
- Social media tiles and templates



Gippsland Women's Health - Let's Chat

Tips on hosting Let's Chat events, including event ideas, event resources, social media resources, guidelines, support services and leadership statement guide.

- Social media templates
- Zoom/team background
- Email signature



Support for Staff & Community



Recognise and respond to family and domestic violence

Workplaces are increasingly being recognised as settings where people experiencing family and domestic violence can seek support.



Develop or review your family violence workplace policy

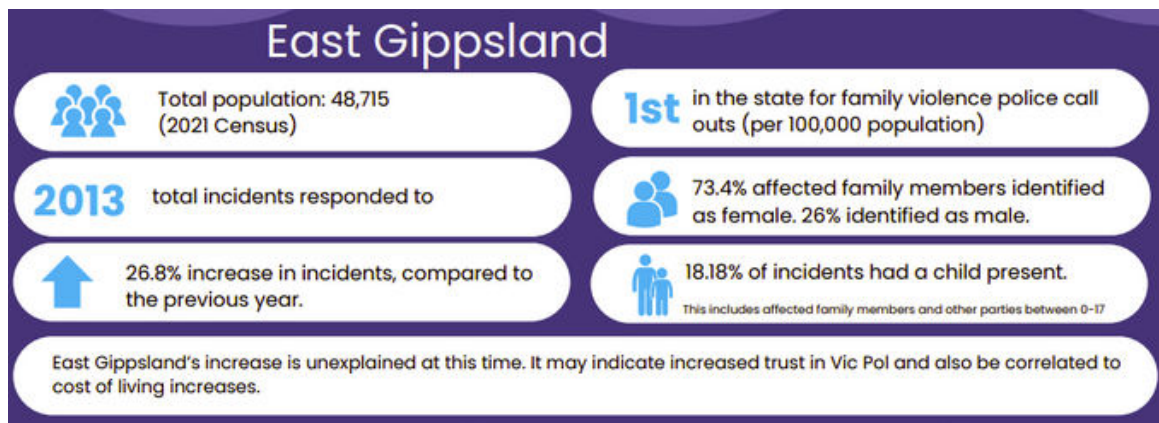


Review how the family violence workplace policy is meaningfully embedded with staff training and engagement



Prevalence of Family Violence in East Gippsland

You can find the latest data on the [Gippsland Family Violence Alliance](#) website



Support services

A directory of **available services** can be found on the [Gippsland Family Violence Alliance](#) website

Respect Victoria also has a list of **support services** as part of the 16 Days of Activism Toolkit



ACTION IDEAS FOR 16 DAYS OF ACTIVISM

Sector Specific Resources - Children & Family Services



Promoting Gender Equality and Respect when working with families and children

These fact sheets contain some important things to consider when working with children and their families.

- [Working with babies and young children](#)
- [Am I promoting gender equality in my practice?](#)



Men as Caregivers Poster Series

<file:///C:/Users/racha/Documents/EGPVP%20New/Dad-as-carers-series-Supporting-Doc-A4-com-v3-002-reduced-compressed.pdf>



Baby Makes 3

healthAbility's *Baby Makes 3* promote equality in parenting through programs directly for new parents, and through initiatives that increase the capacity of universal settings (local governments, maternal and child health services and public antenatal services) to integrate gender equality principles, practices and structures within perinatal services. There is information, tools and resources for

- Maternal and child health and maternity services staff
- Childbirth educators
- Maternity and midwifery education deliverers
- Professional associations
- Community organisations working in child health

<https://healthability.org.au/services/baby-makes-3>



Playgroups

Level Playgroup Facilitator Guide

A tool to support playgroups to promote gender equality and challenging gender stereotypes and to create a welcoming playgroup environment. It includes information, activity suggestions and tips on setting up your playgroup space.

ACTION IDEAS FOR 16 DAYS OF ACTIVISM

● Sector Specific Resources - Youth Services



Leaders For Change

Equips people aged 15–25 years with the skills, confidence, and knowledge to become violence prevention leaders and champion gender equality in their community. Over several months, young people come together with violence prevention practitioners and community leaders to share ideas, engage in rich discussions, and delve into content by exploring theoretical and practical ways to address gender inequality. The program targets attitudes and behaviours condoning violence against women and fosters an environment where everyone can participate in these conversations and create tangible solutions together.



Tafe & Universities

Our Watch Respect and equality in TAFE & Universities

Information, tools and resources to help you create a case for change, as well as plan and implement prevention activities, education and communications.

● Sector Specific Resources - Local Government



Local Government MAV Family Violence Prevention Resources



Our Watch Local Government Toolkit

Suite of factsheets, tips and tools for local governments to drive change and prevent violence against women



Our Watch Councillors and leadership: Leading primary prevention of violence against women in local government Webinar

Aimed at local councillors and executive staff who have the opportunity to lead initiatives to prevent violence against women in their communities.



Our Watch Councils and communities: Local governments supporting the prevention of violence against women Webinar

For local government staff working across a wide range of areas who have the opportunity to lead and support initiatives to prevent violence against women in their communities.

ACTION IDEAS FOR 16 DAYS OF ACTIVISM

Sector Specific Resources - Sporting Clubs



Our Watch Equality and Respect in Sport

Range of tools and resources to support sporting organisations address the gendered drivers and prevent violence against women.



Safe and Inclusive Sport: Preventing gender-based violence

A guide to support gender equity and the prevention of gender-based violence through sport. The guide provides 10 guiding principles, case studies and practical tools to support state sporting associations, regional sports assemblies, women's health and community health services, local councils, and other organisations work together to develop and implement prevention of gender-based violence projects in community sport settings.



Our Watch Power of community sport to prevent violence Webinar

Explores the important role of community sporting clubs, organisations and leagues in the prevention of gender-based violence.



Creating a Place for Women in Sport

Creating a Place for Women in Sport helps sporting clubs identify strengths and opportunities for improvement in promoting gender equality through the use of a Self-Assessment Audit Tool. The tool and associated resources enable a broad-based discussion on ways to create environments where women and men can participate equally and better understand how welcoming and inclusive their club is for women and girls.



GippSport Orange Round

Designed to tackle family violence while promoting gender equality in sports, Orange Round calls upon sports clubs across Gippsland to make a powerful statement to gender equality and respect, starting conversations and sharing understanding around the issue.. Clubs and codes across Gippsland have hosted Orange Rounds since 2015, with orange goalpost covers declaring clubs' emphasis on respect, players wearing orange armbands in a show of solidarity, and GippSport staff offering the option to learn more about gender equity and family violence prevention in sports clubs. Previous hosts have shared how important it was for them to take this visible stance in their community, and some enlisted GippSport for gender audits and in-club education sessions to ensure the work they are doing is cemented and sustainable. Clubs are invited to register each year and further information can be found on [GippSports](#) website.

FEEDBACK

We encourage you to share feedback on how you have used the resource pack – what actions you have taken, what you thought of the resource pack and feedback on what else would support your service to promote gender equality and respectful relationships. We would also love to share your examples with other organisations, community groups and businesses across East Gippsland.

Complete the form [online](#) or complete a hard copy and email to – rachelb@ywahs.org.au

WHAT ACTIONS DID YOU TAKE DURING 16 DAYS OF ACTIVISM?

HOW WOULD YOU RATE THE RESOURCE PACK IN SUPPORTING YOU WITH YOUR 16 DAYS OF ACTIVISM ACTIONS?



WHAT ELSE WOULD BE USEFUL TO SUPPORT YOUR ORGANISATION TO CONTINUE TO PROMOTE GENDER EQUALITY AND RESPECTFUL RELATIONSHIPS?

- | | |
|--|---|
| ☐ Leadership Commitment | ☐ Other – please specify |
| ☐ Support for Staff and Community | |
| ☐ Professional Development | |
| ☐ Support with Culture and/or Environment | |
| ☐ Sector Specific Resources & Tools | |
| ☐ Partnerships with local organisations | |

IS THERE ANYTHING ELSE YOU WOULD LIKE TO SAY?