



# Regional Partnership Strategy

**2025  
GIPPSLAND WOMEN'S  
HEALTH VIOLENCE  
PREVENTION PARTNERSHIP**



# Acknowledgements.

**Gippsland Women's Health acknowledges Aboriginal and Torres Strait Islander people as the Traditional Owners of Country and pay our respects to Elders past and present. We acknowledge the Gunaikurnai and Bunurong as the Traditional Owners of the land and waters now known as Gippsland and acknowledge that they have never ceded sovereignty.**

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# Gippsland Women's Health.



Gippsland Women's Health (GWH) is the lead organisation for gender equality, women's health promotion and prevention of gendered violence in Gippsland. GWH has five pillars to advance women, girls, and gender-diverse people that are underpinned by gender equity. The five pillars are:

- Gendered Violence Prevention (GVP)
- Mental Health and Wellbeing (MH&W)
- Sexual Reproductive Health (SRH)
- Chronic Disease
- Women in a Changing Society (WCS)

These pillars are supported by health promotion and prevention of violence programs and activations and, the GWH Learning and Development program as outlined.

## Learning and Development Program



### Leading For Gender Equity

#### Gender Equitable Leadership Mentoring Program

Over 5 workshops mentors and mentees will develop the skills, knowledge and attributes that will enable them to lead for gender equity.

#### Leading for Gender Equity

This interactive session focuses on building awareness of gender equity by developing leadership skills that foster an inclusive environment, and provide practical strategies for participants to implement in their workplace and/or communities.

#### Leading for Gender Equity for Councillors

This interactive session focuses on building awareness of gender equity, and provide practical strategies to support Councillors in their role.

### Building Gender Equity In Organisations

#### Caring for self & others

Builds the knowledge and skills of people leaders to care for self and others when managing gendered violence disclosures.

#### Creating Gender Equity Change

Supporting workplaces to become gender equity ready.

#### Sustainable Gender Equity for change

Supporting workplaces to embed gender equity.

#### Building Community Campaigns

Supporting communities to deliver key campaigns.

### A Better Go

#### Let's Get Going



#### Let's Get Better



#### Let's Take Action



#### Let's Make Change



A Better Go is a highly interactive series that recognises we can all do better to promote gender equity and prevent gender-based violence. A Better Go will help guide you on your gender equity journey from getting going and getting better, to taking action and making change. Each interactive module builds upon the last to provide you with an in-depth understanding of gender equity and the prevention of gender-based violence as well as the practical skills to support you in creating safe and inclusive environments that promote fairness, respect and encourage us all to do better.

# Gendered Violence.



Gendered violence is an umbrella term that encompasses a range of different behaviours and forms of violence, including street harassment, online abuse, domestic violence, intimate partner violence, work-related gendered violence, sexual assault, stalking, coercive control and family violence, as well as violence experienced by lesbian, gay, bisexual, Trans, intersex and queer (LGBTIQA+) people. In acknowledging this terminology, it is critical to remember that violence against women is the most common form of gender-based violence in Australia and is typically perpetrated by a current or former intimate, male partner. Our definition includes all of these forms of gendered violence.

Gendered violence prevention (GVP) is an all-encompassing term for the prevention of gendered violence.

## Equity.

**Providing tailored support to achieve fairness, addressing systemic barriers that limit opportunities.**

## Equality.

**Treating everyone the same, regardless of unique circumstances and needs.**

### The link between gender inequity and gendered violence

Gender inequity exists when a group of people are considered to have more value than others due to their gender<sup>1</sup>. This creates barriers for people that remove choice, opportunities and resources and can create unsafe environments for people to exist in. This is how inequity creates the foundation for gendered violence.

# Primary Prevention.



Women's health services play a critical role in driving primary prevention activity across Victoria, by working with more than 500 organisations to build the leadership, organisational and workforce capacity of local, regional and sector partners to deliver quality prevention initiatives<sup>2</sup>.

GWH defines primary prevention as whole of population initiatives which are aimed at preventing the violence before it occurs. This includes creating the social conditions where communities can reduce risks to women and change the social norms which produce gendered violence<sup>1</sup>.

## Respectful Gippsland

A regional partnership provides a mechanism for support, advocacy and development for work being undertaken within sub-regional partnerships.

## Regional Partnerships

Respectful Gippsland is committed to working alongside our regional partnership structures to end gendered violence in Gippsland.

The **Gippsland Family Violence Alliance (GFVA)** is a Regional Partnership of agencies who work to provide an integrated response to those who are using or experiencing violence.

GFVA advocates for integrated family violence response within our Gippsland communities and assist's practitioners who work in the sector to build their knowledge, skills and practice.



The GFVA partnership works to:

- Build workforce capacity and capability
- Support implementation, monitoring and evaluation of family violence reform initiatives
- Develop an evidence base to inform planning prioritisation of system improvement and advocacy for system change
- Lead initiatives which support service improvements
- Support effective cross sector governance.

The GFVA works within the Secondary and Tertiary area of health promotion and is dedicated to working alongside the Respectful Gippsland Partnership in Primary Prevention.

## **Dhelk Dja Action Group**

Dhelk Dja is the key Aboriginal-led Victorian Agreement that commits Aboriginal communities, Aboriginal services and government to work together and to be accountable for ensuring that Aboriginal people, families and communities are stronger, safer, thriving and living free from violence.

# **Sub-Regional Partnerships**

There are a range of prevention activities and organisations committed to working in and embedding prevention activities within their workplaces and communities throughout Gippsland. Including five existing (funded or in-kind) sub-regional gendered violence prevention networks.



## The sub-regionals are:

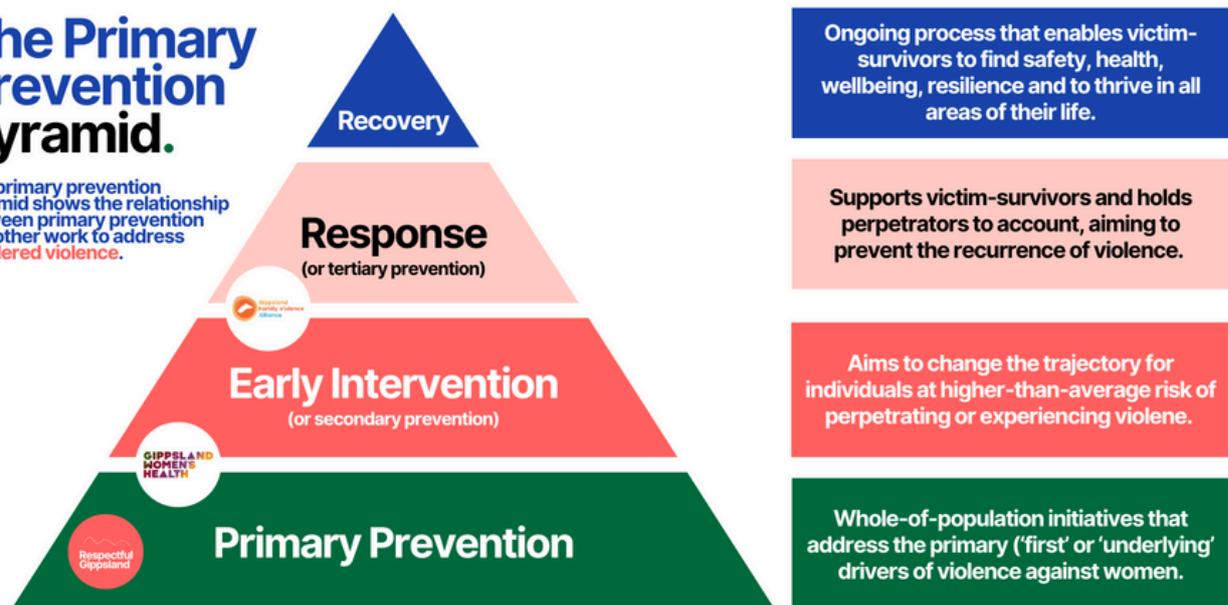
- Latrobe Prevention of Men's Violence Against Women Network
- Baw Baw Prevention of Violence Against Women Network
- Wellington Gender Equity & Violence Prevention Partnership
- East Gippsland Partners in Violence Prevention
- Partnership to Prevent Family Violence in South Gippsland and Bass Coast (not currently in operation)

## The pyramid below highlights the difference between primary prevention, early intervention, response and recovery.

- Respectful Gippsland does primary prevention
- GWH does primary and early intervention
- GFVA does secondary and tertiary intervention

### The Primary Prevention Pyramid.

The primary prevention pyramid shows the relationship between primary prevention and other work to address gendered violence.



# The Story of Gendered Violence Prevention in Gippsland



Stemming from the 2015 Victorian Royal Commission into Family Violence (recommendation 187), in 2018 Gippsland Women's Health formed the Gippsland Free from Violence Coalition (GFFVC) which built on existing sub-regional Gippsland Prevention of Violence Against Women (PVAW) committees. GFFVC was developed on a short-term funding model which created significant challenges in being able to develop a strong strategic direction.

With an additional boost of short-term funding in 2021, GWH attempted to quickly and effectively re-calibrate the GFFVC in order to establish and support a sustainable and active prevention model in Gippsland. The GFFVC was rebranded and relaunched as the Gippsland Free From Violence Partnership (GFFVP). In 2021 GFFVP held a number of meetings, however in the partnerships second year (2022) only half the number of steering group meetings went ahead compared to 2021, and engagement dwindled. In 2023 and 2024 the GFFVP steering group met only once per year. The last touch point for GFFVP was a steering group meeting in April 2024.



**Gippsland's response to family violence prevention has been developed on short-term funding models proving unsustainable with multiple attempts to reinvigorate the GFFVP/VC partnerships without long-term success. Upon reviewing the history of Gippsland's prevention of violence partnerships and strategies, GWH are moving to embed gendered violence prevention across all priority areas of the organisation, creating a more sustainable approach to gendered violence prevention in Gippsland. The redesign and redevelopment of this important partnership will enable GWH to support other organisations to create their own sustainable approaches to violence prevention in Gippsland.**



The Victorian Free from Violence Second Action Plan (2022–2025) marks the mid-point of Victoria’s 10-year plan to break the cycle of family violence and gendered violence in the places Victorians live, work, learn and play. The plan represents a partnership between the Victorian Government and Respect Victoria – the statutory authority dedicated to the primary prevention of all forms of family violence - to work with the broader family violence sector and the community to end family violence.

In November 2024, Respect Victoria held a systems mapping workshop for organisations working in gendered violence prevention in Gippsland. The workshop highlighted the complexity of primary prevention across the region and specifically highlighted the need for community, regional leadership and partnerships to work collaboratively toward achieving prevention goals across Gippsland. The Respectful Gippsland Partnership aims to address the leadership and network gaps identified through this mapping.



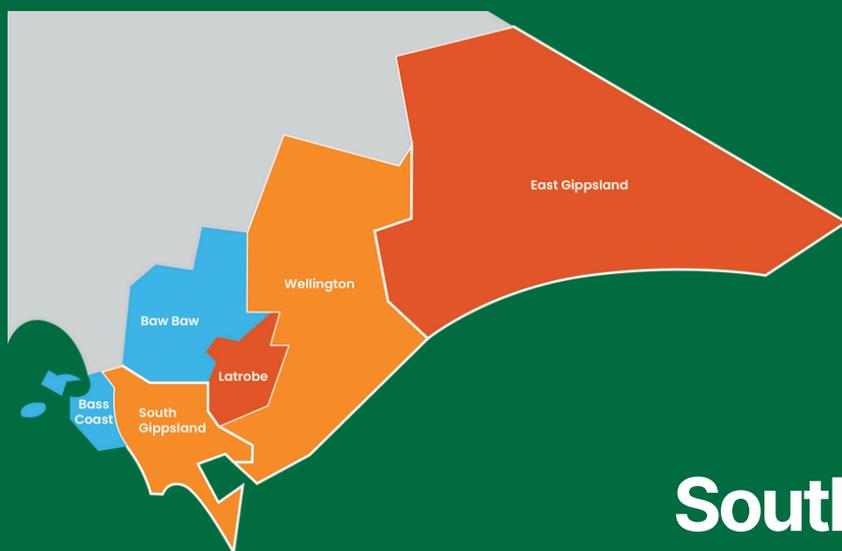
# The facts about gendered violence in Gippsland.



## Key notes:

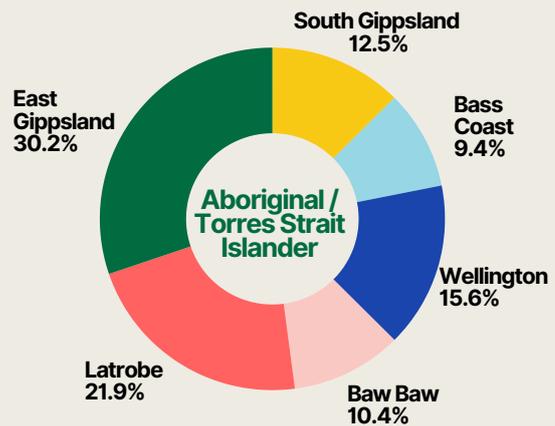
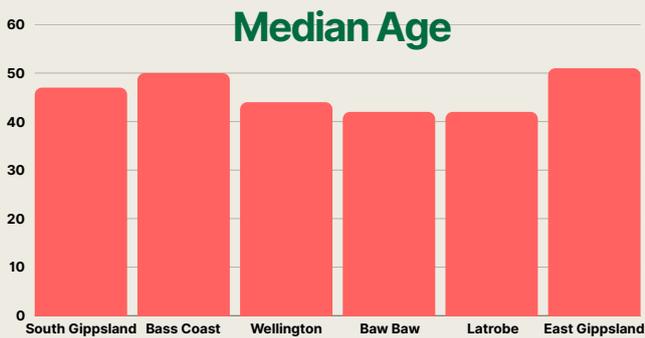
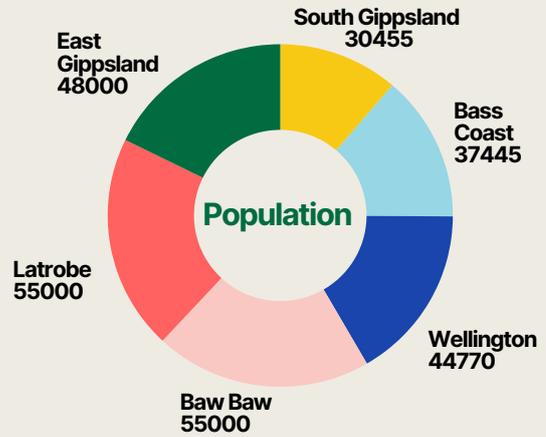
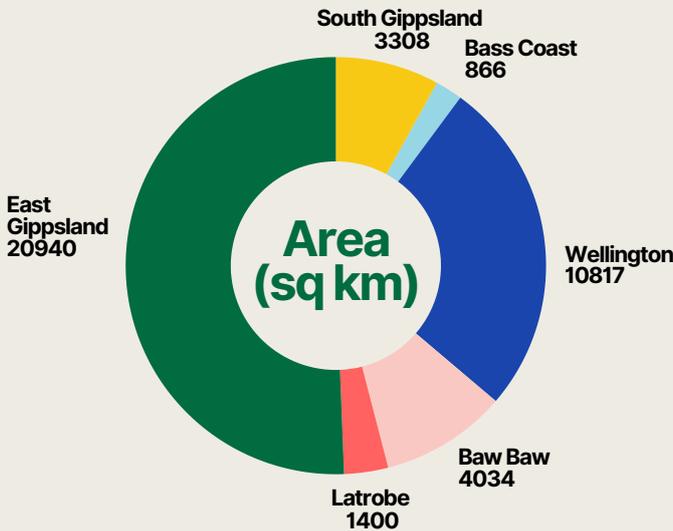
- Gippsland is a geographically, socially and economically diverse region<sup>3,4,5,6,7,8,9</sup>
- At approximately 41,000 km<sup>2</sup>, Gippsland is the largest region in Victoria<sup>3,4,5,6,7,8,9</sup>
- Home to approximately 300,000 people and six local Government areas - Baw Baw, Latrobe, Wellington, South Gippsland, Bass Coast and East Gippsland<sup>3,4,5,6,7,8,9</sup>
- The Traditional Owners of the land now known as Gippsland are the Gunaikurnai and the Bunurong people
- 49% of people in South Gippsland are aged 50+<sup>3,4,5,6,7,8,9</sup>
- In Bass Coast, 7.1% of people live with a disability. 27.8% of the population are aged 65+.
- In Wellington, 11% of the people were born overseas. They also have a younger population compared to neighbouring areas.
- In Baw Baw, 12% of people provide unpaid care for someone with a disability.
- In Latrobe, there is high health care employment and 28% of people are aged 60+. Latrobe is one of the most disadvantaged areas in the state.
- In East Gippsland, 50% of the land area was burnt in the Black Summer Bushfires. Climate change and an older population are key issues.

## Gippsland LGAs Family Violence Ranking (out of 79 LGAs, 2023 data)



- Bass Coast #1**
- Latrobe #2**
- Wellington #8**
- Baw Baw #21**
- Bass Coast #26**
- South Gippsland #29**

# Each of the six local government areas are unique.



## Socioeconomic Rank (of 79 LGAs)

- Latrobe #4
- East Gippsland #18
- Wellington #22
- Bass Coast #34
- South Gippsland #40
- Baw Baw #42

The Index of Relative Socio-economic Disadvantage (IRSD) summarises a range of information about the economic and social conditions of people and households within an LGA. A general socio-economic index that summarises a range of information about the economic and social conditions of people and households within an area.

Low income is the strongest indicator of disadvantage. Other indicators include (but are not limited to): joblessness, no Internet connection, low or no education, unskilled occupations, single parent status, needing assistance with daily living, having no car, and low English proficiency<sup>3,4,5,6,7,8,9</sup>



# What is the Respectful Gippsland Partnership?

The Respectful Gippsland Partnership was founded to provide leadership, strategic direction and build on networks for those working to address gender inequity and prevent gendered violence in Gippsland.

## The Strategy

### Vision

A fair, inclusive, and connected\* Gippsland, where all women, girls, and gender-diverse people live with equity, respect, and safety. GWH provide strong regional leadership and lead with partners to prevent gendered violence and drive systemic change.

*\*The term connected is being used in line with IAP2 Public Participation Spectrum (inform, consult, involve, collaborate, empower) as well as to express cohesion, collaboration, and unity.*

### Purpose

Respectful Gippsland lead and guide collaborative efforts in addressing gender inequity and preventing gendered violence in Gippsland. Through regional advocacy, shared expertise, and collective action, Gippsland Women's Health aim to increase the confidence of communities and organisations to drive equitable and lasting change.

# Principles

## that guide our work:



Underpinned by GWH's Gender Equitable Leadership Principles

- **Accountability:** We hold accountability for, and are informed by, women and gender diverse people's living experiences. We have a shared commitment and take a 'do no harm' approach which prioritises the safety of participants in any work we do.
- **Human rights-based:** We recognise gendered violence as human rights abuse and we apply an approach that places human rights, including rights to physical integrity, agency and autonomy, at the centre of prevention efforts.
- **Gender equitable:** We use a gender equitable approach to advocacy and action, underpinned by a feminist understanding which identifies gendered violence as an issue grounded in structural gender inequity.
- **Gender transformative:** Our work examines, challenges and ultimately transforms structures, norms and practices that reinforce gender inequity and strengthens those that support gender equity.
- **Intersectional:** We recognise that intersecting forms of discrimination and inequity can increase the prevalence and/or severity of violence. We embed diverse perspectives, centre living experiences and elevate First Nations community-led and culturally safe practice. We use an inclusive lens that complements population-wide approaches with tailored and targeted strategies.
- **Locally informed:** Our work is informed by, and tailored to the specific community, group or population involved within Gippsland. We are informed by Gippsland's response sector and their understanding of women and gender diverse people's experiences.
- **Calling in:** We recognise that gender inequity and ending gendered violence is everyone's responsibility. We engage men and boys as allies in preventing gendered violence.
- **Evidence-based:** Our strategies and actions are based on current evidence, research and consultation, and focus on long term change. Evaluation is built in from the start, applied for continuous improvement, and builds the evidence base.



# Strategic Directions, Goals & Objectives

Using collective impact, reshaping communication and narrative, an evidence informed approach & consultation with living experience.

Cultural Change	Systems Change	Collaboration & Partnerships	Capacity Building
<b>Goal 1</b>	<b>Goal 2</b>	<b>Goal 3</b>	<b>Goal 4</b>
<b>Interrupt societal attitudes and norms that contribute to gender inequity and gendered violence while building the skills and capacity needed for change.</b>	<b>Drive policy and practice change across Gippsland organisations to embed gender equity and prevention strategies in sustainable and transformative ways.</b>	<b>Strengthen regional collaboration to amplify the reach and effectiveness of gendered violence prevention efforts while fostering mutual learning and resource sharing.</b>	<b>Build and share a robust evidence base for primary prevention while equipping stakeholders with the skills, resources, and confidence to lead gender equity initiatives.</b>
1.1 Increase community understanding of intersectionality and its role in creating a Respectful Gippsland.	2.1 Deliver capacity-building initiatives and policy support for organisations to adopt gender-sensitive, inclusive, and trauma-informed practices.	3.1 Expand the partnership network to include diverse organisations, businesses, and community groups striving for gender equity and committed to gendered violence prevention.	4.1 Increase number of partnership organisations using consistent language, documentation (for example, GIA templates, awareness event toolkits etc.) and reporting and evaluation tools/mechanisms.
1.2 Support and amplify Aboriginal-led and culturally responsive prevention strategies, fostering leadership within diverse communities.	2.2 Embed First Nations perspectives and trauma-informed approaches into systems and organisational change.	3.2 Build capacity and shared communication within the partnership through structured collaboration opportunities, workshops, and Communities of Practice.	4.2 Provide opportunity for shared projects and for members to showcase innovative practices, case studies, and strategies across Gippsland and beyond.
1.3 Increase connections with Respectful Relationships initiative in schools and across sectors (e.g., local government, sport).	2.3 Increase number of sectors involved in partnership to achieve system level change.	3.3 Leverage cross-sector strengths addressing shared goals, reduce duplication, and maximise resources with particular focus on increasing connections with Respectful Relationships initiative in schools and across sectors	4.3 Contribute to the growing evidence base for primary prevention, using shared research, evaluation, and data collection systems.
1.4 Support and amplify existing community groups and leaders through partner organisation collaboration.	2.4 Increased number of organisations that have embedded and are actioning gender equity and prevention policies and plans.	3.4 Increase number of services/partners applying an intersectional gendered lens to their work	4.4 Increase capacity of community leaders to advocate for gender equity and gendered violence prevention in workplaces and communities.

# Respectful Gippsland Governance



## The partnership will be guided by:

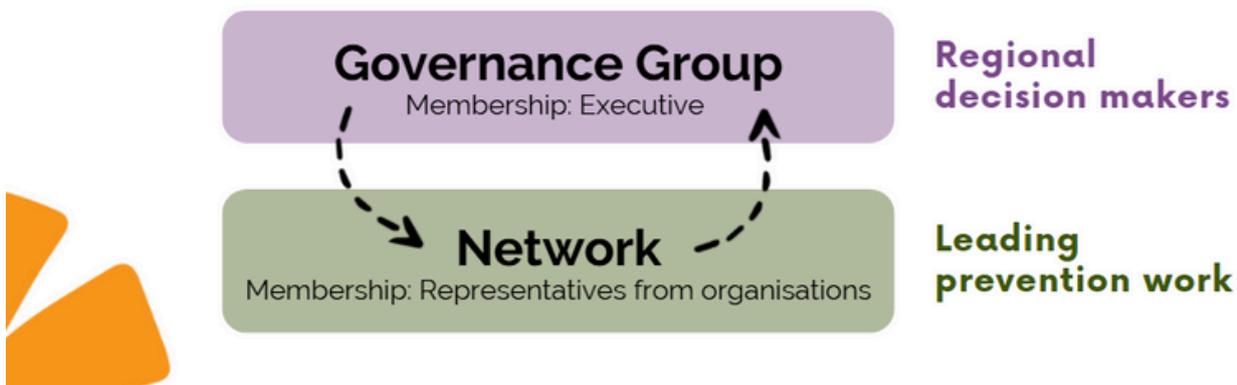
- 1. The Partnership Governance Group:** Lobbying and advocacy, endorsement of region-wide initiatives, regional activation, collective impact approach
- 2. Respectful Gippsland Network:** Driving prevention work within their organisations and sharing resources and insights.

**Day-to-day management of Respectful Gippsland** will be led by GWH in collaboration with network representatives.

GWH will support and build the capacity of Respectful Gippsland Partnership network members to implement sustainable changes to advance gender equity and prevent gendered violence within their organisations and across their spheres of influence.

## Partnership Structure

The Gippsland Wide GVP Partnership was founded to provide leadership, strategic direction and build on networks for those working to address gender inequity and prevent gendered violence in Gippsland.



# Governance for Governance Group Members.



**The Respectful Gippsland Governance Group will be stood up to provide oversight of the Respectful Gippsland Partnership.**

## **Governance Group Expectations**

- Provide strategic oversight and support of the partnership
- Endorse the partnership strategy and action plan
- Support region wide initiatives in principle
- Provide feedback on partnership initiatives
- Provide strategic advice to the partnership
- Provide endorsement of partnership initiatives'
- Share relevant information and data
- Review and make recommendations regarding regional data associated with the partnership activities and outcomes
- Ensure alignment with the partnership's strategic goals and objectives relevant to current and/or newly released data, resources, relevant legislation, regulation, guidelines, and compliance requirements and that these are embedded across partnership activities
- Attend or where unable to attend, nominate a delegate with decision making authority to attend scheduled meetings

## **Benefits for Governance Group Members:**

- Regional leadership of GVP strategies and activations
- Mechanism for government advocacy at Local, State and Federal levels
- Access to resources to support an increased understanding of prevention
- Support from GWH to create individual organisational sustainable approaches to GVP in Gippsland.

# Network Members



**The Respectful Gippsland network work collectively on the partnership in prevention work in alignment with Respectful Gippsland regional strategy and action plan.**

## Expectations of Network Members:

- Work together to maximise GVP capability and capacity in Gippsland
- Share relevant information with the partnership
- Demonstrate action plans to embed gender equity and GVP across the workplace
- Provide insight on sub-regional and region-wide initiatives
- Plan and participate in campaigns and advocacy initiatives
- Leverage existing regional resources and initiatives
- Lift up underrepresented voices
- Be respectful, fair and aim to do better
- Strategic direction through regional partnership strategy, action plan and framework
- Priority access to GWH's suite of prevention resources and learning opportunities
- Access to register for 1 x free A Better Go – Let's Get Going (foundational) workshop per year (*ongoing modules offered at a cost to organisations*)
- Access to GWH quarterly regional prevention newsletter where Respectful Gippsland members can share updates, progress, events, advocacy initiatives and best practice.
- Increased opportunity to collaborate with organisations doing similar work in the region
- Access to GWH suite of gendered violence prevention resources and capacity building opportunities

## Benefits for Network Members:

- Advocacy at state and federal levels
- Structured collaboration opportunities through a regional Community of Practice
- Access to resources to support an increased understanding of GVP
- Support from GWH in creating sustainable organisational approaches to GVP

# Alignment with Evidence



The Respectful Gippsland Partnership is designed in alignment with the following health promotion and primary prevention evidence, frameworks and documents:

Framework / Theory	Purpose / Contribution
Gender Equality Act 2020 (VIC)	Legislative foundation for gender equity and use of Gender Impact Assessments (GIAs).
Gender Impact Assessments (GIAs)	Tool to embed gender equity in planning and decision-making.
Victorian Government's 10-Year Action Plan	Long-term commitment to whole-of-government gender equality outcomes.
Our Watch – Change the Story Framework	National primary prevention framework with five essential actions.
Safe and Equal – Together for Impact Case Study	Demonstrates practical implementation of regional prevention partnerships.
Foundations for Action Report – Strengthening Prevention Workforce	Highlights the importance of workforce capacity building and system-level readiness.
Integrated Health Promotion Framework	Supports multi-level, place-based health promotion and prevention.
Victorian Public Health and Wellbeing Outcomes Framework	Public health planning and measurement across health equity indicators.
Victorian Family Violence Outcomes Framework	Tracks outcomes across prevention, early intervention, and response to family violence.

**continued.**

Framework / Theory	Purpose / Contribution
Our Equal Local State	Place-based guidance for progressing local gender equality.
Aboriginal and Torres Strait Islander Action Plan 2023–2025	Elevates First Nations community-led and culturally safe practice.
Zoe Belle Gender Collective	Community-led advocacy supporting trans and gender-diverse inclusion.
Rainbow Road Map	Framework to support LGBTQIA+ inclusive practices in communities and services.
EG PVP - theory of change, 2017-19 report & 10-year plan	Place-based approach to prevention



# Implementation, Monitoring and Evaluation



## Action Plan

The Respectful Gippsland Action Plan was developed to guide the implementation of the Strategy. The action plan identifies the actions each partner organisation has chosen to focus on for that period. The action plan also outlines the actions that GWH will implement to support partners in their chosen activities. At the end of each financial year partners will report on their progress against the action plan. GWH will prepare a progress report with input and sign-off from all partners. This process will include reflection on the actions under each goal and they will be refined for the following year if needed.

## Evaluation Framework

An evaluation framework for the Strategy, and action plans will be developed collaboratively with partner organisations. This will identify opportunities for shared measurement and monitoring systems and provide a line of sight to the Victorian Public Health and Wellbeing Outcomes Framework and the Victorian Family Violence Outcomes Framework. The evaluation will aim to build the evidence base for the prevention of gendered violence across Gippsland.

## Consultation

This strategy was developed in consultation with Gippsland gendered violence prevention related staff members over three consultation workshops:

- Workshop 1: Cowes 26/02/2025
- Workshop 2: MS Teams Online 18/03/2025
- Workshop 3: Rosedale 03/04/2025).

The full consultation report can be accessed [here](#).

# References.



1. Our Watch
2. DFFH, Women's Health Capacity Building Guidelines
3. Australian Bureau of Statistics: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/CED216>
4. South Gippsland Shire Council: <https://www.southgippsland.vic.gov.au/>
5. Bass Coast Shire Council: <https://www.basscoast.vic.gov.au/>
6. Wellington Council: <https://www.wellington.vic.gov.au/>
7. Latrobe City Council: <https://www.latrobe.vic.gov.au/>
8. Baw Baw Shire: <https://www.bawbawshire.vic.gov.au/Home>
9. East Gippsland Shire Council: <https://www.eastgippsland.vic.gov.au/>
10. IAP2: <https://iap2.org.au/resources/spectrum/>

*The development of this partnership strategy has been undertaken with inspiration from CoRE 2021-2025 (Women's Health Gippsland) Strategy and Building A Respectful Community 2022-2026 (Women's Health In the North).*

# Appendices.

## Current Gendered Violence Prevention Practices in Gippsland

### Key initiatives include:

- Community Education: Let's Chat Gippsland (GWH's 16 Days of Activism campaign) , eAware: Women and Girls Online Safety.
- Advocacy: 16 Days of Activism, International Women's Day events.
- Workforce Development: Men in Leadership – The Buck Stops with Us, A Better Go (gender equity and GVP learning and development package).
- Cultural Shifts: Orange Round (GippSport), East Gippsland Prevention Gatherings.
- Collaboration: Regional networks, partnerships with Aboriginal organisations, schools, and community groups.

### Key settings / industries

- Regional / Sub Regional Prevention Networks
- Gippsland Family Violence Alliance (family violence systems response)
- Local Government
- Aboriginal and First Nation's Organisations including Aboriginal Community Controlled Health Organisations
- Gippsland Women's Health
- Gippsland Centre Against Sexual Assault
- Schools and Early Years
- GippSport and Sports Clubs
- Health and Community Services
- Neighbourhood Houses and Community Organisations
- New energy industry



# Contact us.

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**GIPPSLAND  
WOMEN'S  
HEALTH**

