

Strengthening Culturally and Linguistically Diverse Communities {CALD}

by Preventing violence against women and children

Project Tool Kit

Also known as
Happy Healthy Homes Project
May 2017



Acknowledgements

This project was developed by the City of Ballarat thanks to support from the Victorian Government and assistance of the MAV. The outcomes of this project were due to the contributions of many people; most significantly Shiree Pilkinton the project worker, Marianne Hendron CEO of Women's Health Grampians, the members of the project steering group and last but not least to those who participated in the workshops and the evaluations.

Photography by Michelle Dunn Photography

(Participants have given permission for their images to be included.)

Strengthening CALD communities by preventing violence against women and children

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Useful resources

Violence Against women in CALD communities- understandings and actions to prevent violence against women in CALD communities (2017), AMES Department of Social Services, Australian Government.

Evaluating Victorian projects for the primary prevention of violence against women – a concise guide (2015), Vic Health

Change the Story – A shared framework for the primary prevention of violence against women and their children in Australia (2015), Our Watch, VicHealth and ANROWS

PVAW Vic Health Training manual,

“Happy New Life” resources from InTouch Multicultural Centre

“Safe and Strong” – Victorian Gender Equality Strategy

“You Wanna Feel Safe” video (Vic Health)

On-line Resources from International Day for the Elimination of Violence against Women, 16 Days of Activism

Northern Integrated Family Violence Service website.

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Section 1: Project Description

Background

The City of Ballarat with the support of the Victorian State Government and the Municipal Association of Victoria received funding to increase the leadership capacity and capability of local government to engage and lead community action for the prevention of violence against women, and embed principles of gender equality.

This project was one of ten funded prevention projects with the intention to maintain Victoria's momentum and expertise in preventing violence against women and promoting gender equality, particularly while the Royal Commission into Family Violence recommendations are being considered and implemented; and to ensure continued investment in prevention initiatives that target key settings, as outlined in 'Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia'.

Violence against women occurs across all sections of our community; however certain groups of women are particularly vulnerable to being victimised, and men to perpetrating violence owing to their exposure to risk factors. Among these are some CALD communities (Department of Social Services, AMES Report, 2017). While the City of Ballarat has a relatively small CALD population; the population generally is growing rapidly and this project provided a good opportunity to develop an innovative project where there is currently little focus.

The experience of family violence can vary enormously, it is generally understood that the experiences of CALD community members are compounded by a range of factors associated with the experience of migration and resettlement, as well as systemic barriers to seeking and obtaining help. While there is limited data on the levels of violence against CALD women and children

in Ballarat, the City of Ballarat has an obligation to prevent future violence in what is widely accepted as a community at higher risk than the general population. The City of Ballarat partnered with Women's Health Grampians to deliver the project called 'Strengthening the Culturally and Linguistically Diverse (CALD) Communities by Preventing Violence against Women' which went by a working title of Healthy Happy Homes.

Project Objectives

This project aimed to raise awareness and understanding of violence against women, promote gender equality and support communities to take actions to increase safety of women and children and foster respectful relationships. The project focused on developing a series of workshops for CALD community members to educate and generate strategies to prevent violence against women and children.

The project objectives were:

- To increase understanding of what constitutes gender based violence in Ballarat CALD communities;
- To increase awareness of the gendered drivers causing violence against women;
- To inspire, mobilize and strengthen CALD communities in their ability to prevent violence against women through respectful relationships;
- To support the safety, agency and empowerment of women; and
- Produce community lead social media messaging

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Project Steering Group

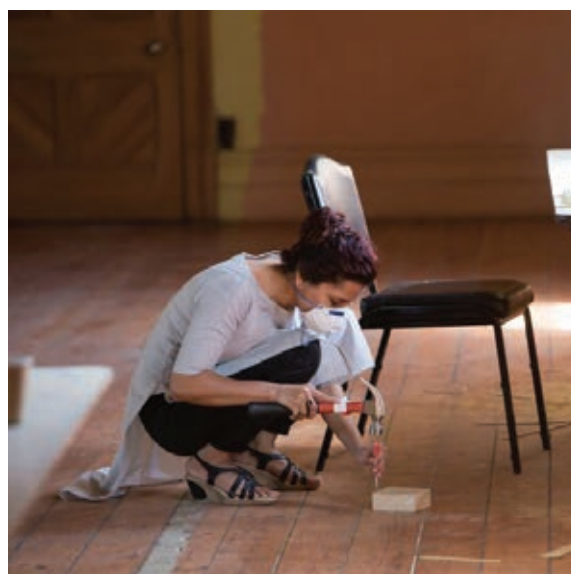
To ensure that the project was guided by CALD community members or representatives a steering group was developed early in the life of the project. The group members included stakeholders in the CALD, PVAW and community sectors as well as the project partners. These members were actively involved in the implementation of the project. The steering group could identify and invite new members as required.

The group assisted the project worker to effectively engage with Ballarat CALD communities, bringing an understanding of the diversity within and between CALD communities. The group was also able to identify potential obstacles and solutions for the CALD community to participate in the project.



Project Activities

The project had the working title 'Happy healthy homes for people from around the world', a title more easily understood than the 'Strengthening the CALD communities by preventing violence against women and children project. Workshops were designed for women and men separately. To see a full description of the projects activities see the later section on Workshop outlines.



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Section 2: Engaging effectively with CALD communities

This section identifies issues to consider when engaging with CALD communities to prevent violence against women and children.

Safety

When planning your engagement activities with participants in primary prevention programs consider that some participants may have experienced family violence. Prior consideration of how to respond to disclosures and who to make referrals to is important. This project enabled women to share their experiences in a safe non-threatening environment, to ask questions they have not had an opportunity to ask before, and to learn more about what is not acceptable in relationships, and where to get help. This project allowed participants to have informal contact with an appropriately trained Victoria Police member which led to rapport building and seeking of help.

Identify opportunities to be innovative, collaborative and empowering

This project allowed for opportunities to socialise, developing a range of skills, and learning about topics such as gender stereotyping and gender equality. The project needed to be attractive from the outset, offer unique elements and opportunities, and be hands-on. The project allowed for skill and knowledge development in a range of areas including DIY and artist skill development and expression as well as exposure and contact to a diverse range of community members. Working more collaboratively can allow us to draw on each other's expertise, client bases and resources to create "less but more". Working more collaboratively can also increase attendance and avoid clashes with other events. Consideration needs to be given to the fact that different communities need different approaches. Innovation example: In a previous role, the project worker had observed that very few people from

migrant and refugee backgrounds visit the Art Gallery of Ballarat. By holding an International Women's Day celebration, organising a tour and art class at the Gallery, project participants could use this public space, view and discuss artworks based on gender equality and stereotypes, meet staff and hopefully encourage future visits to the gallery. When a participant from Rwanda was asked why she had never been to the gallery before, she replied "it looks like it is for rich white people – not for people like me". The Art Gallery of Ballarat is keen to continue to partner on future projects.

Exploring the topic of violence prevention

A standard workshop format would not have worked for this project. A series of sessions that covered PVAW information each week in a classroom-style set up would not have attracted participants. Scheduling workshops for specific ethnic groups could set up a perception that these cultural groups were "most in need" or "more violent than others". Having mixed groups – both in terms of cultural backgrounds and age range proved to be effective. Factor in the immigrant and refugee women's perceptions and understandings of violence and/or their unwillingness to report or record experiences.



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Cultural competence

Prioritise employing staff who have cultural competency, and existing relationships with men and women from the local CALD communities through previous programs and roles.

Underlying cultural competence, are the principles of trust, respect for diversity, equity and fairness. Cultural competence is the ability to understand, communicate with and effectively interact with people across cultures.

Cultural competence encompasses:

- Being aware of one's own world view
- Developing positive attitudes towards cultural differences
- Gaining knowledge of diverse cultural practices and world views
- Developing skills for communication and interaction across cultures.

Cultural competency requires more than becoming culturally aware or practising tolerance, rather, it is the ability to identify and challenge one's own cultural assumptions, values and beliefs, and to make a commitment to communicating at the cultural interface. Aim to build relationships. By working together, we get a better understanding of each other's expectations and attitudes, and can then build on the strength of each other's knowledge by drawing on a wide range of community members and resources.

Identify gaps

This project addressed a gap that the project worker had observed in previous settlement, advocacy and multicultural youth work. Assisting families to settle in our communities involves a lot of focus on finding schools, sports teams, childcare, faith groups, English language courses etc. Often the women are left at home caring for younger children while their children and partners are engaged in a range of activities each day. As one woman stated, "I am happy coming here because all other days I am alone".

Another participant said, "we don't always want to be doing projects and activities that are just for refugees or migrants, we also want to be mixing with the rest of the community". The project invited women and men from around the world to participate, thus being very inclusive. To feel a true sense of belonging, there needs to be opportunities created for all sectors of the community to come together, and this is potentially a way for more doors of opportunity to open.

Interpreters

Use interpreters when necessary, ensure that they are professionally trained and accredited to ensure that interpreters are performing their role ethically, effectively and appropriately for the circumstances. Visit the Government Department of Social Services website for tips on working with interpreters.

Social media

Social media and Facebook can be a very effective communication and support tool. Check that all participants have access and are comfortable with its use.

A private Facebook page is an option for groups who do not for various reasons want a public page. A private page allowed women to consider the information provided by the project worker more thoroughly and to share their learnings with friends and family as appropriate.

Consider who will administer such a page on an ongoing basis. Is there enough information and support to keep the page current and relevant? Is a public Facebook page setting them up for potential ostracism, finger-pointing, shame? Would this put them at risk?

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Section 2: continued...

Evaluation

Many women found completing the written session evaluation forms very challenging, and therefore needed one-on-one assistance each week. The project worker avoided using jargon and attempted to break the messaging and information down into plain English, that enabled the women to grasp the information and further discuss it.

Allow sufficient time for the evaluation surveys to be completed by participants. Many will need one-on-one assistance to go through the questions and articulate a response. Some will be unable to write the responses, and will prefer to verbalise instead.

Timeframes

Ensure sufficient time is available to design, plan and implement projects. Consider that a lot of time will be needed each week to arrange and confirm travel plans to get participants to the venues on time (eg car pooling, public transport, child restraint seats).

Leave enough time after sessions to allow participants to provide feedback.

Other factors

It is important to emphasise that violence against women occurs in all communities and across all cultures. There is currently no Australian evidence to show that any one immigrant or refugee community or culture is any more violent than any another community, including the general community (Multicultural Centre for Women's Health 2015).

Use best practice when facilitating groups including allowing people to "pass" on questions/responses or leave the room if uncomfortable.

If possible consider what opportunities are available to participants after the project ends.



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Section 3: Workshops outline - Women and Girls Workshops

Workshop 1 23 February 2017	DIY workshop that assisted women to: <ul style="list-style-type: none">• Identify and address participation barriers• Develop familiarity and competency with tools• Construction of wooden boxes• Explore the concepts of gender equity and rigid stereotypes
Workshop 2 2 March 2017	<ul style="list-style-type: none">• Continuing with DIY skill development• Creating a narrative with the 'story boxes' and exploring exhibition opportunity• Expand on gender equality, stereotyping and respectful relationships• Introduce definition of 'abuse' and violence• Introduce VAW statistics and support options
Workshop 3 8 March 2017	Art Gallery of Ballarat visit <ul style="list-style-type: none">• Tour of "Next Gen" exhibition at Art Gallery with Education• Education Officer Michael Nicols and artist – Pauline O'Shannessy-Dowling• Focus on artworks themed around gender equality, gender stereotyping• Learn drawing techniques, experiment with materials and colour to create art for exhibition• Discussions – "every day should be women's day" – what do you think? Will there always be a need for International Women's Day and other events to raise awareness of inequality Lack of women in decision-making and leadership roles?
Workshop 4 16 March	Continued discussion about safety, gender equity and respectful relationships. <ul style="list-style-type: none">• "Helping Hand" concept – identifying names and numbers of 5 people who you could call for help.• Informal presentation by Mel Peters (Victoria Police) – spoke about her role, women asked questions about their rights, clarifying what can be defined as "abuse", clarified process of reporting.• Discussed other agencies who can assist. Placed a listing of important numbers and organisation details on our secret facebook page (safer than carrying directories in wallets and handbags)• Reinforced message "everyone has the right to live in a safe and equal society"• Reinforced messaging around gender equitable domestic and parenting practice.• Reinforced messaging around respectful relationships eg * you can have different opinions and interests * you trust each other * compromise, talk arguments out * you can spend time on your own, or with your friends and family * you feel safe around your partner * shared decision making

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Section 3: Workshops outline - Exhibition

<p>Exhibition 26 March 2017</p>		<p>"It Takes Courage" public art exhibition @ The Welcome Centre community day</p> <p>"...it was one of the proudest moments of my life. There was the exhibition of our works. I know we are not an artist but our spirit for this project was artistic..."</p> <p>"it was amazing for me. I never thought I was an artist. I am happy that people were touched by my story"</p> <p>Never in my life I was an artist. My family was artists, but I never tried"</p>
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Section 3: Workshops outline - Men and Boys Workshop

<p>Workshop 5 3 March 2017</p>	<p>A man is ... Workshop for men and boys</p> <ul style="list-style-type: none">• Facilitated by Bob Maika from CAFS and Abe Nook, South Sudanese spoken word performer• A facilitated discussion about respectful relationships and gender equality using questions to explore the issues• Intergenerational participation• Creative writing exercise
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Section 3: Workshops outline - Community Leaders Workshop

<p>Workshop 6 15 May 2017</p>	<p>Cancelled due to insufficient numbers.</p> <ul style="list-style-type: none">• Leading Change: What does it mean to take action to prevent family violence?• A forum for Ballarat CALD leaders
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Section 4: Project worker

1.0 POSITION TITLE

Culturally and Linguistically Diverse (CALD) Prevention of Violence against Women (PVAW) Project Worker`

2.0 RESPONSIBLE TO

WHG Chief Executive Officer

3.0 AWARD AND SALARY

The position is located within Level 3 of the Women's Health Grampians Inc Enterprise Bargaining Agreement 2011("the Agreement") aligned with SCHADS Award Community Development Worker Class 2B. Employer superannuation guarantee and salary packaging is available as per the WHG policy. Annual leave variations can be purchased up to a total of 8 weeks annual leave per year [48/52]. Generous professional development opportunities are available in line with the Agreement.)

4.0 TRAVEL

A vehicle is available for work-related travel

5.0 HOURS

This is a part-time position for a total EFT of 0.4EFT (15 hours per week). Distribution of hours will be set on negotiation with the Program Manager and/or CEO.

6.0 TERM OF EMPLOYMENT

This is a temporary position commencing late October 2016 August 2015, until 31 May 2017.

7.0 PERFORMANCE REVIEW

All staff participate in Staff Performance Appraisal and Development as per the WHG policy.

8.0 BACKGROUND

Women's Health Grampians (WHG) provides women's health and wellbeing leadership, advice and support to policy makers and service providers. Our focus is at the population level. We work to achieve healthy public policy and improved service provision for women. We do this through consultation, education, resource and service development. Our priority areas of action arise

from the collection and assessment of emerging needs and include sexual and reproductive health, gendered advocacy and the prevention of violence against women(PVAW), before it occurs.

This position has been funded through a grant to the City of Ballarat from the Municipal Association of Victoria under the Victorian Government's Local Government Preventing Violence Against Women Grants Program. It will build on and enhance the extensive knowledge base of Women's Health Grampians in regards to PVAW through training and a range of resources and will also align with and complement the widely acknowledged work of the City of Ballarat in its Community Charter for the Prevention of Violence against Women.

9.0 POSITION OBJECTIVES:

The 'Strengthening the culturally and linguistically diverse communities by preventing violence against women' project aims to prevent gendered violence in the Ballarat CALD communities by raising awareness about the issue and supporting the community to take actions that support women and men to participate equally in all spheres of public and private life.

As well as supporting communities to take action, the consultative nature of the project will assist Council to understand the barriers and avenues for change identified by local CALD communities.

The project has the following specific objectives:

- To increase understanding of what constitutes gender based violence in Ballarat CALD communities;
- To increase awareness of the gendered drivers causing violence against women;
- To inspire, mobilise and strengthen CALD communities in their ability to prevent violence against women through respectful relationships;
- To support the safety, agency and empowerment of women; and
- To produce community led social media messaging

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10.0 ORGANISATIONAL RELATIONSHIPS:

The Project will be supported by a Project Team, comprised of representatives from Women's Health Grampians and City of Ballarat.

The Project Steering Group will include Ballarat CALD Community organisational and group representatives as well as the Project Team.

A key external relationship is the Municipal Association of Victoria (MAV)

11.0 KEY RESPONSIBILITY AREAS:

- Engage with the Project Steering Group
- Develop and implement a project engagement plan
- Engage with CALD community members
- In collaboration with Project Steering Group Design design and deliver community workshops that include education on PVAW and gender equality in a culturally appropriate fashion and informed by evidence on the gendered drivers of violence against women.
- Develop a social media campaign with CALD community representatives, in order to extend the reach of key PVAW messages
- Constructively participate in all relevant meetings.

12.0 ACCOUNTABILITY AND EXTENT OF AUTHORITY:

The CALD PVAW Project Worker will:

- Be accountable for the overall effective delivery of the project within the agreed budget and timeframes.
- Be responsible for the planning and development of the project in collaboration with the Project Team and the Project Steering Group.
- Have authority to engage with participating individuals and external facilitators and deliver the project in a way consistent with the aims of the project and a community development approach.
- Report regularly to the Project Team and Project Steering group
- Develop a final report with recommendations

13.0 REQUIREMENTS FOR THE ROLE

• 13.1 SPECIALIST SKILLS AND KNOWLEDGE:

- Thorough understanding of community development principles and practice.
- An understanding of primary prevention, especially as it relates to violence against women and of gender equity and the gendered drivers of violence against women.
- Ability to engage with people from a range of different cultural backgrounds and experiences with sensitivity and awareness.
- An understanding of the role and scope of Local Government particularly with regard to issues relating to safety and wellbeing of the community.
- Ability to sensitively and professionally manage disclosures of family violence

• 13.2 OTHER SKILLS AND KNOWLEDGE REQUIRED:

- The ability to work independently and autonomously to develop timelines, set priorities and meet deadlines.
- Knowledge of event management, including risk assessment and mitigation.
- Well-developed interpersonal skills for working with and developing a rapport with community groups and individuals.
- Demonstrated ability to apply problem solving skills to find solutions to new situations/issues in a complex work environment.
- Flexibility, energy and a commitment to innovation and creativity.
- Ability to motivate participants and develop their skills and confidence.
- Experience and skills in project management.
- Report writing skills.
- Willingness to undertake a National Police Check

All staff are required to adhere to the policies and procedures of WHG.

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14.0 QUALIFICATIONS AND EXPERIENCE:

A qualification in gender studies, health promotion, community development or related social science discipline

15.0 SELECTION CRITERIA:

1. A solid understanding of gender equity and primary prevention of violence against women.
2. Demonstrated experience in applying community development principles in practice.
3. Demonstrated understanding of the complex issues experienced by people from culturally and linguistically diverse backgrounds.
4. Demonstrated ability to form relations and networks with a range of stakeholders and manage complex dynamics.
5. Demonstrated project management skills and the ability to manage competing demands
6. Well-developed oral and written skills.
7. An understanding of and commitment to a feminist philosophy.
8. Self-motivated with a high level of emotional intelligence and critical reflection.

Equal Opportunity Exemption No.A50/2012

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Section 5: Evaluation plan and template

Goal	The project aims to prevent gendered violence in the Ballarat CALD communities by raising awareness about the issue and supporting the community to take actions that support women and men to participate equally in all spheres of public and private life.			
Objective 1	To increase understanding of what constitutes gender based violence in Ballarat CALD communities			
Activities (see logic model)	Indicators of success	Data collection methods	Who/when	Outcome
Individual skills development (capacity building)	Process 6 workshops provided	Project worker report	Project worker final report	Achieved
	Process At least 80% of participants agree that attending the workshop was time well spent	Post Survey	Project worker to administer at the end of each session	Achieved
	Impact By the end of the sessions, at least 70% of participants report an increase in their level of understanding of what constitutes gender based violence	Pre and Post Survey	Project worker to administer at the end of each session	Achieved
Stakeholder Engagement	Impact By the end of the project, 80% steering group members can name the main underlying causes of violence against women.	Survey	Project worker to administer to the steering group at the final meeting	Steering group survey
Objective 2	To increase awareness of the gendered drivers causing violence against women			
Activities (see logic model)	Indicators of success	Data collection methods	Who/when	Outcome
Individual skills development (capacity building)	Impact By the end of the each session, participants can name the main underlying causes of violence against women.	Pre and Post Survey	Project worker to administer at the end of each session	Achieved

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Objective 3		To inspire, mobilise and strengthen CALD communities in their ability to prevent violence against women through respectful relationships		
Activities (see logic model)	Indicators of success	Data collection methods	Who/when	Outcome
Individual skills development (capacity building)	Impact By the end of each session 80% of workshop participants can identify at least 2 ways to promote respectful relationships	Survey	Project worker to administer at the end of each session	Achieved
Partnerships development	Process The project steering group successfully meets its terms of reference for the duration of the project.	Survey	Project worker to administer to the steering group at the final meeting	Achieved
	Process 6 distinct ethnic groups participate in workshops	Registration information	Project worker	Achieved
Community Action	Impact By the end of the project , gender equity is considered when planning community group/organisation policies, community events and activities	Follow-up survey with PSG in Sept 2017	Project team	Ongoing
Objective 4		To inspire, mobilise and strengthen CALD communities in their ability to prevent violence against women through respectful relationships		
Activities (see logic model)	Indicators of success	Data collection methods	Who/when	Outcome
Individual skills development (capacity building)	Process Utilise expertise advice to provide opportunities to access safety, develop agency and develop empowerment	Project worker report	Project worker final report	Achieved
	Impact By the end of the project 80% of participants aware of support services available for those experiencing family/domestic violence	Project worker report	Project worker final report	Achieved

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Section 5: continued...

Objective 5		Produce community lead social media messaging		
Activities (see logic model)	Indicators of success	Data collection methods	Who/when	Outcome
Individual skills development (capacity building)	Process Messaging tested by representatives of the target group before being produced and distributed.	Messaging circulated and feedback reported	March 2017	Not achieved due to insufficient resourcing of the projects
	Impact Develop key messages that are simple, strong and reflect the community	Social media feedback	Project worker and project team	As above

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Section 5: Evaluation Form Template

A range of evaluation forms were used for the project.

Below is the one used for Workshop 2.

Happy Healthy Homes | Thursday 2nd March, 2017 Workshop Feedback

Please take a few minutes to fill out this survey on your experience today.

Your feedback will help improve this project. Your comments may be used for reporting and promotion purposes but will be anonymous. Thank you for your participation.

1. In general, was today's workshop:

Excellent Good Ok Poor

2. Was attending today's workshop time well spent?

Yes No

3. Did you feel comfortable in today's workshop?

Yes No - Please feel free to tell us more...

4. Do you have a better understanding of what gender based violence is?

Yes No - Please feel free to tell us more...

5. Please list 2 things that you believe can cause violence against women?

6. What was the best thing about today?

7. Was there anything that made it difficult for you to come here today?

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Section 6: Project Steering Group Terms of Reference

1. Background

The City of Ballarat's has received funding from the Municipal Association of Victoria (MAV) to increase the leadership capacity and capability of local government to engage and lead community action for the prevention of violence against women, and embed principles of gender equality.

The intent of the funded prevention projects is to maintain Victoria's momentum and expertise in preventing violence against women and promoting gender equality, particularly while the Royal Commission into Family Violence recommendations are being considered and implemented; and to ensure continued investment in prevention initiatives that target key settings, as outlined in 'Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia'.

Violence against women occurs across all sections of our community; however certain groups of women are particularly vulnerable to being victimised, and men to perpetrating violence owing to their exposure to risk factors. Members of our CALD communities are at greater risk.

While the City of Ballarat has a relatively small CALD population; the population generally is growing rapidly and this provides a good opportunity to develop an innovative project where there is currently little focus. The experience of family violence can vary enormously, it is generally understood that the experiences of CALD community members are compounded by a range of factors associated with the experience of migration and resettlement, as well as systemic barriers to seeking and obtaining help. While there is limited data on the levels of violence against CALD women and children in Ballarat, the City of Ballarat has an obligation to prevent future violence in what is widely accepted as a community at higher risk than the general population. Together, the City of Ballarat and Women's Health Grampian will implement the project called 'Strengthening the Culturally and Linguistically Diverse (CALD) Communities by Preventing Violence against Women'.

2. Purpose

The project steering group is established for the purpose of supporting the aim and objectives of the 'Strengthening the Culturally and Linguistically Diverse (CALD) Communities by Preventing Violence against Women' project as identified below.

This project aims to raise awareness and understanding of violence against women, promote gender equality and support communities to take actions to increase safety of women and children and foster respectful relationships. The project will focus on developing a series of workshops for CALD community members to educate and generate strategies to prevent violence against women and children.

The project objectives are:

- To increase understanding of what constitutes gender based violence in Ballarat CALD communities;
- To increase awareness of the gendered drivers causing violence against women;
- To inspire, mobilize and strengthen CALD communities in their ability to prevent violence against women through respectful relationships;
- To support the safety, agency and empowerment of women; and
- Produce community lead social media messaging

3. Role of the Project Steering Group

The role of the Project Steering Group is to:

- 3.1 Assist the project worker to determine the best way to address the specific social norms, structures and practices that support gender inequality and subsequently violence against women.
- 3.2 Assist the project worker to effectively engage with the CALD communities, bringing an understanding of the diversity within and between CALD communities.

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- 3.2 Identify potential obstacles and solutions for the CALD community to participate in the project.
- 3.3 Assist the project worker to communicate effectively with the CALD communities providing input into the development of a communications strategy.

4. Membership

- 4.1 Membership is drawn from Ballarat CALD communities, Women's Health Grampians and the City of Ballarat.
- 4.2 Other identified members may be identified and invited as required.

5. Meeting Procedure

- 5.1 The Project Worker will facilitate meetings.
- 5.2 Decisions will be made by negotiation and consensus.
- 5.3 The reference group will meet monthly.
- 5.4 The City of Ballarat will be responsible for hosting the meetings, developing agendas and circulating minutes.

6. Reporting

- 6.1 The Project Worker or nominee is responsible for taking accurate minutes of all meetings.
- 6.2 Upon the project's completion, the Project Steering Group will provide recommendations to the City of Ballarat's Community Safety Advisory Committee regarding the outcomes and learnings from the project.

7. Duration

- 7.1 The Project Steering Group will cease with the completion of the project in June 2017.

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Section 7: Promotional posters

The City of Ballarat and local partners present:


LEADING CHANGE:

A Preventing Violence Against Women Workshop
For Culturally and Linguistically Diverse (CALD) Community Leaders

5:30 to 7pm, Monday 15 May
Ballarat Community Health,
12 Lilburne Street, Lucas



RSVP by 10 May: Call Women's Health Grampians at 5322 4100 or email admin@whg.org.au
This free forum for leaders in Ballarat's CALD community focuses on what it means to take action to prevent family violence. Leading Change is funded by the Municipal Association of Victoria (MAV).



FREE, fun, workshops for women and girls from around the world.

DIY

DO IT YOURSELF!

Come together to develop and share practical and creative skills with Handy Girl Australia and the Art Gallery of Ballarat.

Meet new people, build confidence and skills through these four activities on the following dates:

Thursday February 23rd 10am to 2pm The Welcome Centre 145 Victoria Street, Ballarat	Thursday March 2nd 10am to 2pm The Welcome Centre 145 Victoria Street, Ballarat	Wednesday March 8th 10am to 2pm International Women's Day Art Gallery of Ballarat 801 Lyford Street, Mo	Thursday March 16th 10am to 2pm The Welcome Centre 145 Victoria Street, Ballarat
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RSVP by Monday February 20th on 5322 4100 or email shiree@whg.org.au
TRANSPORT ON REQUEST • LUNCH PROVIDED • FREE




"A MAN IS..."

FREE WORKSHOP FOR MEN AND BOYS

FROM

AROUND THE GLOBE

CREATIVE IDEAS FOR HAPPY HEALTHY HOMES




With **Abe Nouk** and **Bob Maika**

FRIDAY MARCH 3RD
10AM TO 4PM
THE WELCOME CENTRE
145 VICTORIA STREET
BALLARAT

RSVP: by Wednesday March 1st on 5322 4100 or email shiree@whg.org.au
LUNCH AND REFRESHMENTS PROVIDED • TRANSPORT ON REQUEST • FREE

- Be challenged
- Share stories and experiences
- Develop confidence and skills




Ballarat Regional Multicultural Council invites you to

A COMMUNITY DAY

Sunday March 26th
noon to 4pm

The Ballarat Welcome Centre
145 Victoria St, Ballarat East
(formerly Sacred Heart Convent)

BYO PICNIC



"IT TAKES COURAGE"
1pm EXHIBITION OPENING
Art by local women from diverse cultures

ENJOY LIVE PERFORMANCES
Including spoken word artist, Abe Nouk and Smith's Ballroom Music Choir

GUIDED TOURS
of Ballarat's amazing "Welcome Centre"

BBQ and Chai Khana available too!

