

Family Violence and Gender Equity Strategy 2020-2022



Merri Health views family violence as a serious health issue. We are committed to preventing, refining and strengthening existing service responses for people experiencing family violence. Our key achievements in the prevention of family violence and gender equity efforts include the Gender Equity Citation, Rainbow Tick Accreditation, development of a Family Violence Policy and staff training, an organisational wide Family Violence Strategy, responses to various consultation and commissions and a targeted approach to community education and awareness raising. This has been supported by frontline services providing direct counselling and support to individuals experiencing the effects of family violence. Our Family Violence and Gender Equity Strategy sets out how we will continue to use our organisational resources to create a better future for our community that is free from violence and is gender equitable, safe and respectful.



Merri Health
Healthcare that moves with you

Family Violence and Gender Equity Strategy 2020-2022

GOAL: To create a better future for our community that is free of violence and is gender equitable, safe and respectful.

Workplace commitment, leadership and culture

Solidify Merri Health as a sector leader in the prevention of family violence and gender equity. Continue to lead the implementation, monitoring, and evaluation of Merri Health's Gender Equality Strategy.

Actions and initiatives

- 12 month communication & advocacy plan
- Champion FVGE whole of agency strategy
- Conference and industry presentations
- Dissemination of best practice
- Network and forum participation

Community education and awareness raising

Increase community awareness of family violence and underlying causal factors. Increase the awareness and response to Elder Abuse across the sector and our community. Build staff capacity to undertake community education and awareness raising.

Actions and initiatives

- 12 month communication & advocacy plan
- Week without violence
- Keeping our pets safe project
- Adopt elder abuse primary prevention framework
- Community education in staff work plans

Workforce and organisational practice

Resource and support our workforce appropriately to understand and respond to FVGE Comply with Child Safe Standards.

Strengthen Merri Health as a LGBTIQ+ responsive and inclusive service provider. Strengthen workforce development across the health and community sector.

Actions and initiatives

- Induction to include FVGE
- Education & training to identify and respond to FV&GE
- Alignment with MARAM practices
- FVGE information sharing
- Lead the LGBTIQ+ action plan
- Review Child Safe policy and training
- FV student supervision

Service innovation and response

Support the delivery of high quality services in the prevention and response to family violence. Monitor and respond to sector reforms.

Actions and initiatives

- Monitor external service & policy developments
- Respond to funding opportunities
- Maintain partnerships: Berry St, Northern Legal Service, the Elizabeth Morgan House Aboriginal Women's Services
- Maintain involvement in Orange Door developments
- Document current FVGE programs and achievements
- Contribute to regional strategies for primary prevention of violence against women



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