



## A Snapshot Report of

# *The Gender Equality Clothesline Project:*

*A Project of the  
Taking Action in Our Community Partnership*

## Acknowledgement of Country

We begin by acknowledging the traditional custodians of the land on which we work and pay our respects to Elders past and present. We acknowledge the sorrow of the Stolen Generations and the impacts of colonisation on Aboriginal and Torres Strait Islander people. We recognize the resilience, strength and the pride of the Aboriginal and Torres Strait Islander Community.

## Purpose of this Report

This report provides a snapshot of the activities and outcomes from those activities of the Gender Equality Clothesline Project, as of end of 2019. This project has been the first year's project of the Taking Action in Our Community (TAC) Partnership,

The focus for the TAC Partnership is on sustainable long term outcomes, with embedded into this focus at various stages. this report only captures those areas where evaluation results are currently available. It aims to tell the stories, share photos and what we have so far learned at this stage in the partnership work.

## The Taking Action in Our Community Partnership

*The Taking Action in Our Community* (TAC) Partnership fits within a broader systems change approach to addressing gender inequality as part of prevention of violence against women. The partnership's work fits within the broader collective impact work being done across the Together for Equality and Respect (TFER) Eastern Regional Partnership for the Prevention of Violence against Women (Women's Health East, 2017). TAC's focus, community action represents one of the mutually reinforcing action areas within that partnership focus. TAC aims to strengthen community action across the Outer Eastern region by strengthening capacity of and partnership with the Community House sector within this primary prevention collaboration.

The following have been key members of this partnership in 2019/20. The work aims to mutually reinforce the system change efforts being undertaken through the Eastern Regional Partnership for Prevention of Violence against women (Together for Equality and Respect).

The Partner organisations and staff who have formed the TAC Partnership in 2019:

- Heather McTaggart, The Basin Neighbourhood House/CHAOS (Community House Association for the Outer Eastern Suburbs)
- Catherine D'Arcy, EACH
- Brianna Myors, Eastern Domestic Violence Services
- Chris Riseley, Yarra Ranges Council
- Robyn Williams, Maroondah City Council
- Helen Wositzky, Knox City Council
- Autumn Pierce, Women's Health East
- Nicole Simpson, Community Member

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<https://www.each.com.au/healthpromotion/goal3/>

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Image on Page 1 from Coonara Community House

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# Introduction

## What is the Taking Action in Our Community (TAC) Partnership?

*Taking Action in Our Community (TAC)* is a partnership in the Outer Eastern Metropolitan Melbourne to support Community Houses to work together to strengthen action by local communities around gender equality. The partnership includes CHAOS (Community House Association for the Outer Eastern Suburbs), EACH, EDVOS, Women's Health East and Knox, Maroondah and Yarra Ranges Councils.

This focus on community mobilisation fits within the [evidence base](#) for actions identified in the [Change the Story Framework](#), which guides Australian prevention of violence against women. Supporting community settings to promote gender equality also forms one of the mutually reinforcing actions within the [Together for Equality and Respect Regional Action Plan](#). Links to these resources are available here as well as in Appendix 3, resources and references. As such the TAC Partnership's vision to support action by local communities in the Outer East, fits within its broader vision to contribute to a broader global movement focused on preventing violence against women.

We aim to do this by building on the strong networks, diverse community relationships and grass roots community development work already in place across the community house sector and by co-ordinating the focus across these houses in a way which amplifies community mobilisation around gender equality. This may include joint planning, training, resourcing activities through small grants, sharing stories and ideas across the houses and adapting and co-ordinating scaled up versions of their successes.

## What is the Gender Equality Clothesline Project?

The Gender Equality Clothesline Project was a TAC partnership project, implemented in 2019 to provide a basis for the partnership work over time. It aimed to establish an annual focus in community houses on engaging communities in gender equality during 16 Days of Activism, and to bring the houses in the region together to identify and address training needs as the basis for working together in this space of primary prevention of violence against women. By engaging houses in each implementing a simple, locally adaptable activity, the project sought to start to build this platform for shared work and collaborations over time.

The project used the resource adapted by the Knox Community partnership, the Knox PLEDGE (People Linking to Embrace and Develop Gender Equality), the Knox PLEDGE Gender Equality Clothesline Kit. The Kit guides community workers to facilitate community conversations which encourage community members to take action towards a more gender equal world. Messages are then written on t-shirts and shared publicly during 16 Days of Activism. The kit is available from Knox PLEDGE at: <http://pledge.org.au/media/attachments/2020/06/22/knox-pledge-clothesline-kit.pdf>. It was adapted from the US based [Clothesline Project](#) which in 1990 used messages on t-shirts to testify to the enormous problem of violence against women. Knox PLEDGE's focus instead is on showing the hopes expressed by thousands of community members for a world that is better, safer and fairer for all women, men and diverse genders.

## 2019 Activities of the TAC Partnership

2019 as the first year of the TAC Partnership has focused on introducing a tested community engagement activity as the means for co-ordinating an activity across community houses. Capacity building and partnership development have been key aims. Mutual learning would see Council and Health Promotion partners learn from the expertise of the Houses about engaging communities in issues relevant to them while community houses learn current evidence and frameworks for prevention of violence against women and use an easily adapted activity as a basis for them to apply that knowledge in their own settings.

The activities undertaken over 2019, summarised in the Timeline below, began with engaging community houses and forming the partnership. The partners encouraged houses to express interest in being involved by proposing their ideas for using the Gender Equality Clothesline kit to engage groups in their communities around gender equality. To support their capacity to participate, they were offered small grants of up to \$1000, resources, two workshops and mentors with experience in gender equity work. Their collective connection to the Together for Equality and Respect Regional Partnership strategy was also facilitated.

The 16 community houses which came on board were then supported by the TAC partnership to plan and run their community conversation activities. Finally, they were supported to share their messages during 16 Days of Activism. The diagram below gives a summary of the actions.



Gender Equality Clothesline Project Time Line

# Methods

## Project Aims

The 2 key aims of the project were:

1. Increase capacity across community houses to promote awareness, understanding and action on gender equality within their settings/communities
2. Increase community mobilisation on prevention of violence against women in terms of an increased number of people who are aware, have an understanding about and who are taking action to promote gender equality.

More information about the aims and evaluation is in the program logic in Appendix 1.

## Evaluation Design

The evaluation design is mixed methods quantitative and qualitative design based on the program logic outlined in appendix 1.

While this report does not include the results of all evaluation methods, (as some are still in progress) this section provides an overview of the planned evaluation methods and summarises those which have been completed. Please contact the Project Officer on the details on page 2 of this report if you would like to be sent further evaluation reports with more complete results.

## Evaluation Methods

The following make up the planned processes for evaluation of the TAC work in its first stage:

- Pre and Post survey of participating community houses (post survey not yet collected).
  - This pre survey was sent out to all community houses which agreed to participate in the project at the start of the project (prior to the first workshop).
  - It used Survey Monkey online survey tool as well as hard copy surveys available within the first project workshop.
- In depth interviews with community house staff or volunteers who have been a part of Gender Equality Clothesline Project activities (these are still in progress and are not reported in this snapshot report)
  - A Deakin University Honours project is currently underway to invite community house staff and volunteers to be part of the interviews.
  - The interviews will explore staff/volunteer's experiences of doing the project and their reported impacts, learnings and challenges along the way.
- Pre and Post training survey from the Recognise, Respond and Refer Training undertaken by Eastern Domestic Violence Services (EDVOS).
  - This was completed and is included in this report.
  - Survey Monkey online survey tool & hard copy surveys pre & post RRR workshop.
- Post Local Activity Summary Reflection Sheet by participating community house representatives and which report on reach, participation and reflections from the activities undertaken.
- Document analysis: A desk top analysis of the social media, photos and reports

# Results Section 1: Building Capacity in the Community House Sector

The following provides data on the pre-survey Capacity Building Questions and follows this with a description of process information about the two Capacity Building workshops. Post survey data for capacity building will be collected in the 2019/2020 evaluation period.

## Prior Knowledge and Confidence: Responses to the Pre survey

Prior Knowledge and confidence was explored in the Presurvey sent to all participants before the project with findings summarised in table 1 & 2.

The findings suggest that while participants rated their own and their House's knowledge about violence against women and its gendered drivers as generally high, this could be strengthened.

- Over 60% either disagreed or neither agreed nor disagreed that they knew enough about violence against women (table 1)
- Less than 50% rated high or very high knowledge in their House about the issue (table 2)

These results provide the basis for an important focus in this project on strengthening knowledge and confidence in these areas as well as in the area of supporting women who experience violence.

Regarding confidence in taking action on gender equality, results suggest key opportunities for increasing the level that houses are doing activities related to prevention of violence against women and for strengthening the House staffs' skills in facilitating groups in this area, challenging discriminatory behaviour and supporting women with experience of violence

- Over 62% rated their house as having high or very high interest in running activities relevant to prevention of violence against women, and just below 30% rated the level of this activity as high or very high (table 2)
- the lowest areas for confidence were in running a gender equality focused activity (54% agreed or agreed strongly to being confident) and in supporting a woman experiencing violence (54% agreed or agreed strongly to being confident- table 1)
- Staff were more confident in challenging discriminatory behaviour and to promoting Gender equality in their houses ((close to 80% agreed or agreed strongly to each of these-table 1)



Examples of gender equality messaging at training & community house led activities: Mt Evelyn and

Table 1: Presurvey findings: Community House Staff rating of agreement with statements about their own knowledge and confidence (n=24)

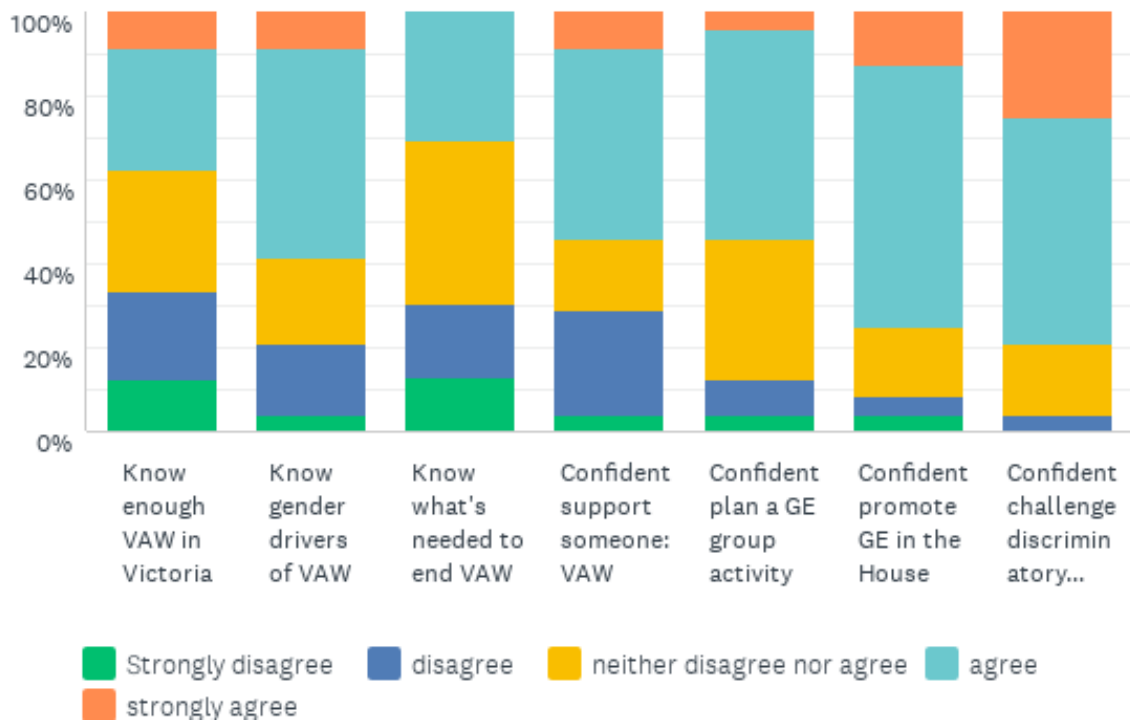
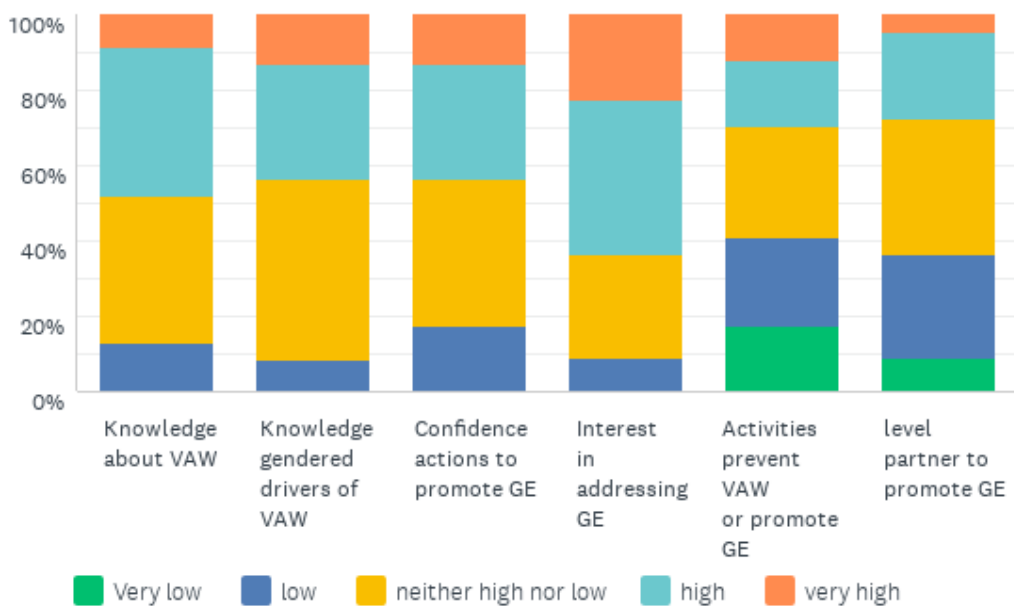


Table 2: Presurvey findings- Community House staff rating re the levels of knowledge/confidence for their House's staff/volunteers (n=23)





## Participation and Feedback from Capacity Building Activities

The capacity building during the project included the GE Clothesline Activity Workshop, The 3RS of Family Violence Training by EDVOS, a USB kit for the houses to implement their activities and linking (where houses were interested) to a mentor with experience in doing gender equality work. The following summarises participation levels and feedback from the capacity building activities.

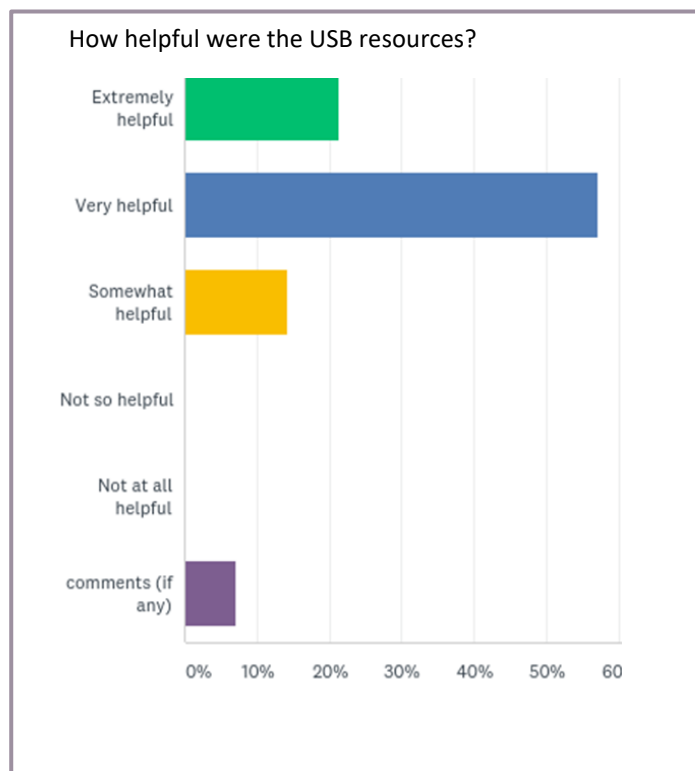
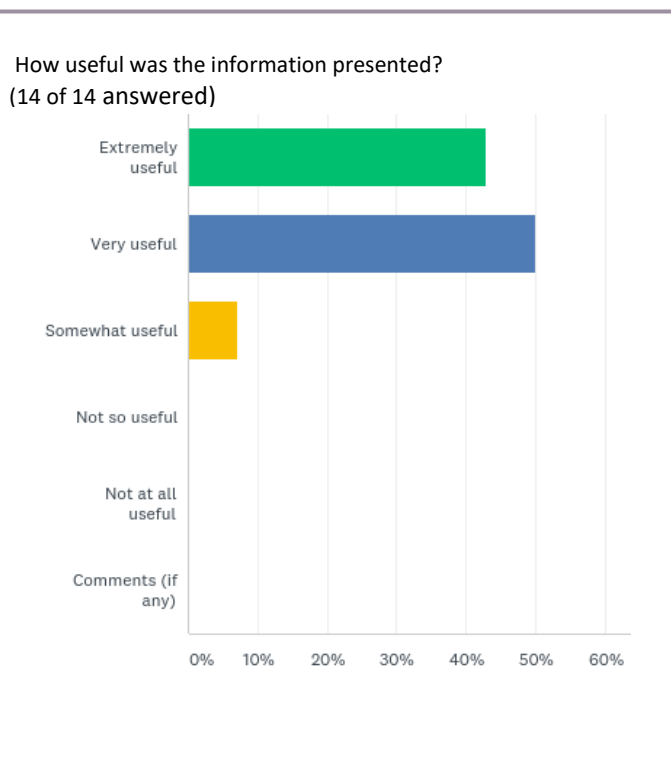
Table 3 summarises attendance in capacity building activities. Overall 50 individual staff, volunteers and committee members from across 16 houses were involved in capacity building activities. 35 people attended one of the 3 GE Clothesline Project workshops from across 16 houses (all participating houses had someone attend one of the workshops), and 15 people attended the Recognise, The 3RS of Family Violence Training by EDVOS from across 10 houses.

**TABLE 3: SUMMARY OF ENGAGEMENT BY INDIVIDUALS AND HOUSES IN CAPACITY BUILDING ACTIVITIES**

	Attended GE Clothesline project Workshop	Attended RRR Workshop	Linked to Mentors to support their work
<b>Staff and volunteers</b>	35	15	N/A
<b>Number of community houses</b>	16	10	15

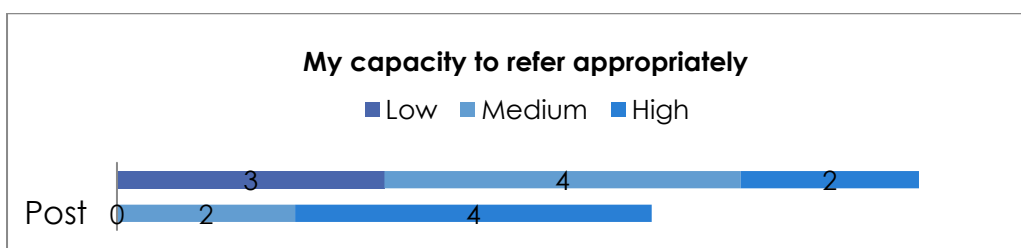
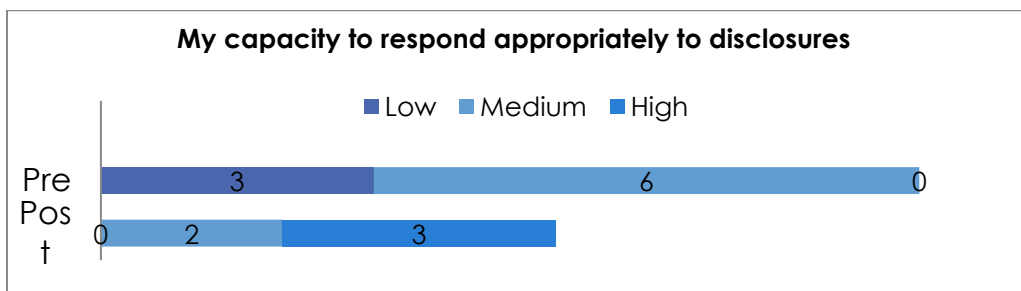
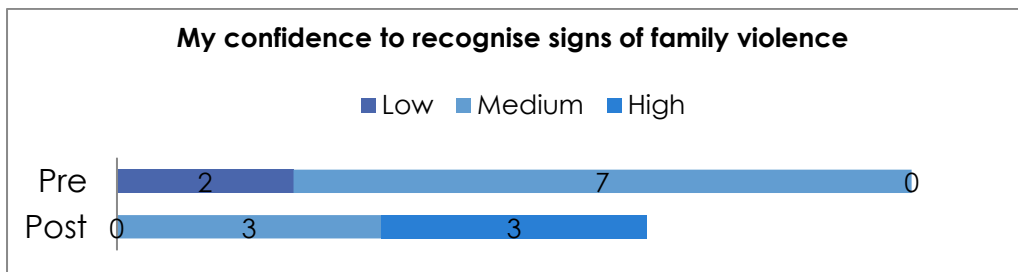
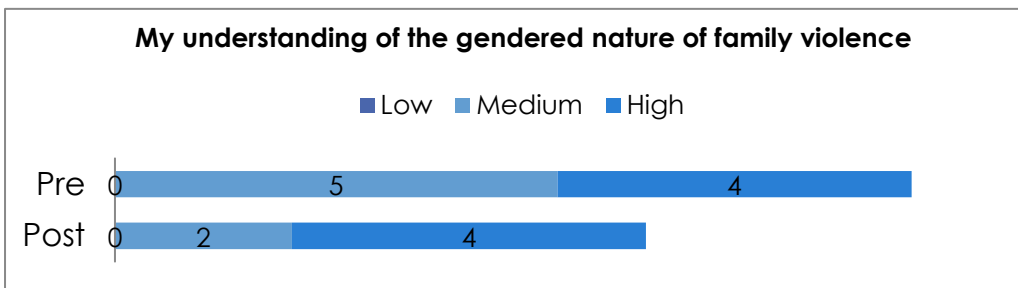
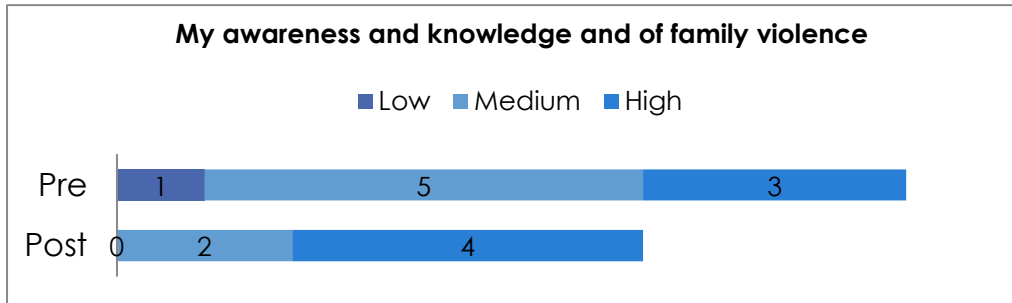
## Feedback from the Gender Equality Clothesline Project Workshop

The Gender Equality Clothesline Project Workshop provided training in the theory underlying community mobilisation for gender equality as a focus within prevention of violence against women and in facilitating project activities. It included an introduction to responding to disclosures and managing resistance. 35 attended all 3 workshops. 14 people completed the feedback survey.



## The 3RS of Family Violence Training by EDVOS

The 3Rs training, run by Eastern Domestic Violence Services was held for the community houses at the Basin Community House 11.30-2.30pm, 26<sup>th</sup> of July, 2019. 15 people attended, 9 participants did the pre survey and 6 did the post survey. The scores for individuals was not matched pre and post. Analysis can only therefore suggest trends for the group pre and post rather than clear changes. In general the data suggest increase, especially in confidence responding to disclosures with no low knowledge and a higher proportion of high knowledge after the sessions.



## Comments from participants

Feedback from the two workshops was in general very positive. Those attending appreciated the information and found it added to their knowledge and confidence. Future Clothesline Project workshop need to balance information so they are not too rushed, while one comment also suggested in future 3Rs workshops for community houses, that those with frontline positions would like more specific skill development in the conversations around disclosures.

### Gender Equality Clothesline Workshop

#### Things you liked (13 of 14 answered)

- Nicely paced, presenters were good, practical work
- interesting speakers
- Networking and discussion
- Opportunity to network
- Everyone has the opportunity to ask, speak and listen.
- The discussion and variety of experiences.
- The shared information & discussions. The video.
- The information about gender and the stereotypes surrounding it.
- Informative especially about the use of language
- It gave me a better insight into the project and how a community house can proactive in this space
- Allowing discussion
- Opening the conversation and hearing what others thought.
- The trainers made me feel very comfortable and provided a safe environment for people to speak openly.

#### Things you didn't like about the GE Clothesline Project Workshop (11 of 14 Answered)

- The discussions felt rushed.
- Perhaps time too short.
- Would've liked more time for discussion.
- Nothing (n=5)
- I think there was a lot more that could have been covered but more time was needed. It was such a thought provoking session.
- At times I found it a bit patronising

### 3Rs of Family Violence Training

#### “What did you like most about the training?”

- Interactive
- Excellent information and facilitators
- Interactive and interesting throughout
- Everything. Found I am now more aware of when and how to refer. Group work was good and found all participants shared and contributed to the questions put to us
- The discussions
- Lay terms, great presenters
- Suggestion was made for this to be a regular area for training of the sector.

# Results: Section 2: Strengthening Community Action on Gender Equality

## Community House action on gender equality prior to the Project

As part of the presurvey completed by Community House Staff Prior to the project, staff reported actions they had taken in the last 6 months as individuals and at the house that involved promoting gender equality. This will provide a basis for a post survey comparison in the future. Currently it provides a snapshot of opportunities for increasing action in the project.

Table 4 below summarises those findings. 14 of the 15 people responding to this question (93%) listed at least one area in which they'd taken action, most commonly in family and personal relationships. 7 people, (42%) who'd taken action in personal relationships had also taken action in other ways including at their community house and/or in other settings and nearly everyone who identified action in their community house or other settings had also identified actions in their personal relationships or families.

Regarding the level of activity in Community Houses, around half (53%) reported some gender equality focused activity in their community house with most examples reflecting gender inclusivity in programming. A smaller percentage (20%) reported gender transformative actions such as addressing gender inequalities in other settings (sport and addressing pay gap in a workplace). Those who had partnered with organisations to promote gender equality were part of the previous Knox Clothesline project.

**Table 4: summary of areas of actions taken in last 6 months (individually and in the Community House (n=15))**

Category	% number	Examples
Personal relationships	73% (n=11)	<i>@ Family discussion around pay gap. As a mum returning to work. Yes, discussions with family members not to judge. At my dad's with my siblings. left a relationship due to DV so educating people about the equality within the personal and Professional barriers. challenge the conversations being put out there</i>
In Community House Settings  (not including joining the Clothesline project 2019)	53% (n=8)	<i>Yes, treating everyone equally. Inclusion of all genders to access our programs Suggestions of events for GE We hold various support groups at the house, some for women and some for men and also all other classes are open to both men and women. We aim to use images of both men and women in our promotion of classes Actively have conversations &amp; accessible resources for people to participate/view.</i>
Partnering with other organisations to promote GE	20% (n=3)	<i>Previous Clothesline or 16 Days of Activism (n=3) Partner with KLA to promote GE and in past years been part of Clothesline project</i>
Challenging Gender inequality in other settings	26% (n=4)	<i>commenting on advertising &amp; promoting women in sport. involved in sporting clubs. I have been a young female coaching in the area, being up against males- always a challenge, now, clubs more open to conversations and equal opportunities</i>
Other	20% (n=3)	<i>Equal pay negotiations with one of Australia's largest companies Our committee of management is represented by both men and women. Sporting clubs, gyms, involved in other local organisations, public speaking to actively promote.</i>

## Summary of Community House activities as part of the Gender Equality Clothesline Project

At the completion of the Gender equality Clothesline Projects, Community houses were all asked to complete an online survey monkey survey reflecting on their activity, the reach of the activity and the reach of communications related to the activity. Table 5. provides a summary of the houses' responses to the survey. The full description of activities and reach from each house is in appendix...

15 surveys from the 16 houses were completed via online reflection sheets. The following provides a summary of their responses.

28,507 community members were reached through the Gender Equality Clothesline activities and promotions (Table 5). One local community had a front page article on their 16 Days of Activism activity, and reflection from this house was that it increased the level of conversations at the house about the themes of gender equality, which also increased staff and volunteer capacity. This shows the potential synergy between different local activities which the project enabled, and the importance of building momentum over time.

**Table 5: Reach for Community Houses through their work as part of the GE Clothesline Activity Workshop**

<i>Total number of community engagement activities</i>	17
<i>Total reach of community members directly attending community engagement activities</i>	283
<i>Total reach for mail outs</i>	2774
<i>Total Reach estimated from promotions: Community and other news papers</i>	10,600
<i>Total reach for Social media</i>	7411
<i>Total reach for Display</i>	7396
<i>Total Reach for other (Word of mouth)</i>	26
<b>Total Reach</b>	<b>29007</b>



Images from Glen Park, Mt Evelyn and The Basin Community House



# Reflections by the Community House Staff on activities

Feedback from the Community houses through the summary reflection sheet are outlined below, followed by their ideas for the project and the areas they aim to sustain beyond the project.

- I felt like the GE Clothesline Project was and is a good initiative. I do feel like that the program could be a bit more interactive and more hands on for the participants as sometimes I felt like I was talking to instead of with, this may however have been attributed to the demographic.
- We learnt so much from this activity and it has been a very visual project. It has been a great activity to raise awareness
- Our event was full of energy and hope. Thank you for supporting the initiative
- Comments received from participants for one of the activities:
  - *I am more aware of stereotype labelling*
  - *I enjoyed the fact that everyone participated in the discussion Well organised, a lot of fun and warmth*
  - *Loved this initiative.*
  - *Great to raise awareness of this extremely important topic*
  - *I will have more conversations with family and friends about this subject*
  - *I liked the discussions on turning negative opinions/thoughts into a positive I loved the whole event*
- *One of our Leisure and Health students made beautiful flower centrepieces and knowing that the participants couldn't take home their bags until after the 16 Days of Activism, she hand sewed little tiny t-shirts that each participant could design and take home with them on the day (photos forthcoming).*
- Our audience was already one of "gender equality acceptance", how to get the message out to people who do not think as we do is the challenge
- Although some people were confronted and confused regarding some content the messages that we are trying to convey were passed across. Everybody found it fascinating.
- We held our event for unpaid carers. We deliberately used the event as an information session to raise awareness of inequity and inequality as an area they are particularly vulnerable to, however their major focus and energies are on their role as carers now, and sorting through NDIS. At this point raising awareness and placing information about organisations, such as EDVOS, around the Centre was the most appropriate action. This activity was run in conjunction with (an organisation focused on supporting Carers) - they have expressed interest in possibly printing up actual T-shirts in the future.
- The activity was well received, and awareness was raised, especially in recognising potential opportunities to support those in danger of gender violence.
- Personally, I loved delivering this project to the children. It was inspiring to see them thinking about issues that they wouldn't have previously thought about and putting actions into place. They loved designing the t-shirts.
- Lots of discussion was held each time, we had several sessions where people were writing on T-shirts and then showed the short video and lots of discussion around all of this. Was great to see everyone there involved and talking about it all.
  - Brilliant morning tea combining GE with the Fire Relief fundraising. The CFA guest speaker delivered a presentation that was very honest comical and at times raw. Only 7 firefighters out of 70 on the fire front. The conversations that were prompted from the t-shirts and the clothesline display really interesting and quite a few senior community members shared their personal experiences of their own and or family members.

## Reflections on the project-Ideas for improvement

- Education is the first line of defence against further gender inequality. Open conversations are terrific and a great way to bridge the generational gap.
- Perhaps an Idea could be doing an activity where two participants (one male and one female) both stand in the same place. Then we ask questions relating to gender inequality and each gender takes a step forward when that question applies to them in a favourable way. At the end of this activity we will have illustrated using participants the gap in gender equality. This idea would aim to increase participant engagement and would be a visual which would reinforce the learning.
- There was some confusion by people that attended why we were doing the project in August when the 16 days of Activism for display of the T-shirts was in November, questioned the project has lost its momentum by then and why isn't it in October perhaps the project.
- Run the project yearly to keep community focus in this area

## Reflections on Plans to Sustain the work beyond the project

- A Yarra Ranges House report 5 action groups have been formed including: Pride march, Facilitating rainbow tick accreditation, Mentoring and peer support, Accessible network support, Info session for GP's
- A Maroondah House reported that this activity was run in conjunction with a local carer organisation - they have expressed interest in possibly printing up actual T-shirts in the future. Raising awareness and placing information about organisations, such as EDVOS, around the Centre was the most appropriate action.
- Another house reported "Our audience was already one of "gender equality acceptance", how to get the message out to people who do not think as we do is the challenge". They continue to plan to support the clothing exchange.
- One house reported its plan to continue to focus on GE in our community - clubs, schools, sporting areas with a focus of GE in the workplace. In discussing the range of conversations their volunteers and staff have had with community as a result of activities and the (local) Mail article, they report: "How great is that - this has provided the confidence for us as a house to continue on with this annually".
- A number of Houses were keen to continue to do gender equity clothesline projects in the future.
- "The (local) primary school well-being teacher loved this project and believes this message should be shared with all primary school children



Images from  
North  
Ringwood  
and Cire's  
Community  
house  
activities







Images from  
North  
Ringwood and  
Mt Evelyn  
Community  
Centre



## Final thoughts on 2019 TAC Partnership work

The Evaluation is continuing, but the results from this snapshot suggest the following

### **Working with Community Houses is an important area within Prevention of Violence Against Women**

- Most houses participated and all Local Government Areas were represented.
- There was enormous capacity, expertise and interest within the community house sector relevant to the work of promoting action on gender equality and this was broadened in the project.
- The project was able to engage a diversity of audiences with community house activities focusing on those they had established relationships including young people, older people, men and women, carers, women's groups, students, volunteers, committee members.
- Feedback from the houses suggested strong levels of engagement for activities given their established relationships with the house.
- It was important that this project built on the work that the houses had already been doing in the area of prevention of violence against women and promoting gender equality prior to the project. Some of these are listed in the resources in Appendix 3. The project was able to, through the partnership, leverage the existing interest, skills and resources to build momentum and amplify good examples across the region.

### **Capacity Building and partnership were important elements of focus for the first stage**

- The houses were very interested to learn and have raised interest in having ongoing learning/capacity building in the areas relevant to this project including responding to disclosures.
- Enablers for this project have included the grants and the opportunities to come together, as well as the relationships that were formed with the prevention and response sectors.
- Partners gained ideas and information from the local work of community houses as did the houses from the Prevention practitioner partners. This sharing of expertise and knowledge within an applied project will strengthen the partnerships existing at a regional and local government area level.

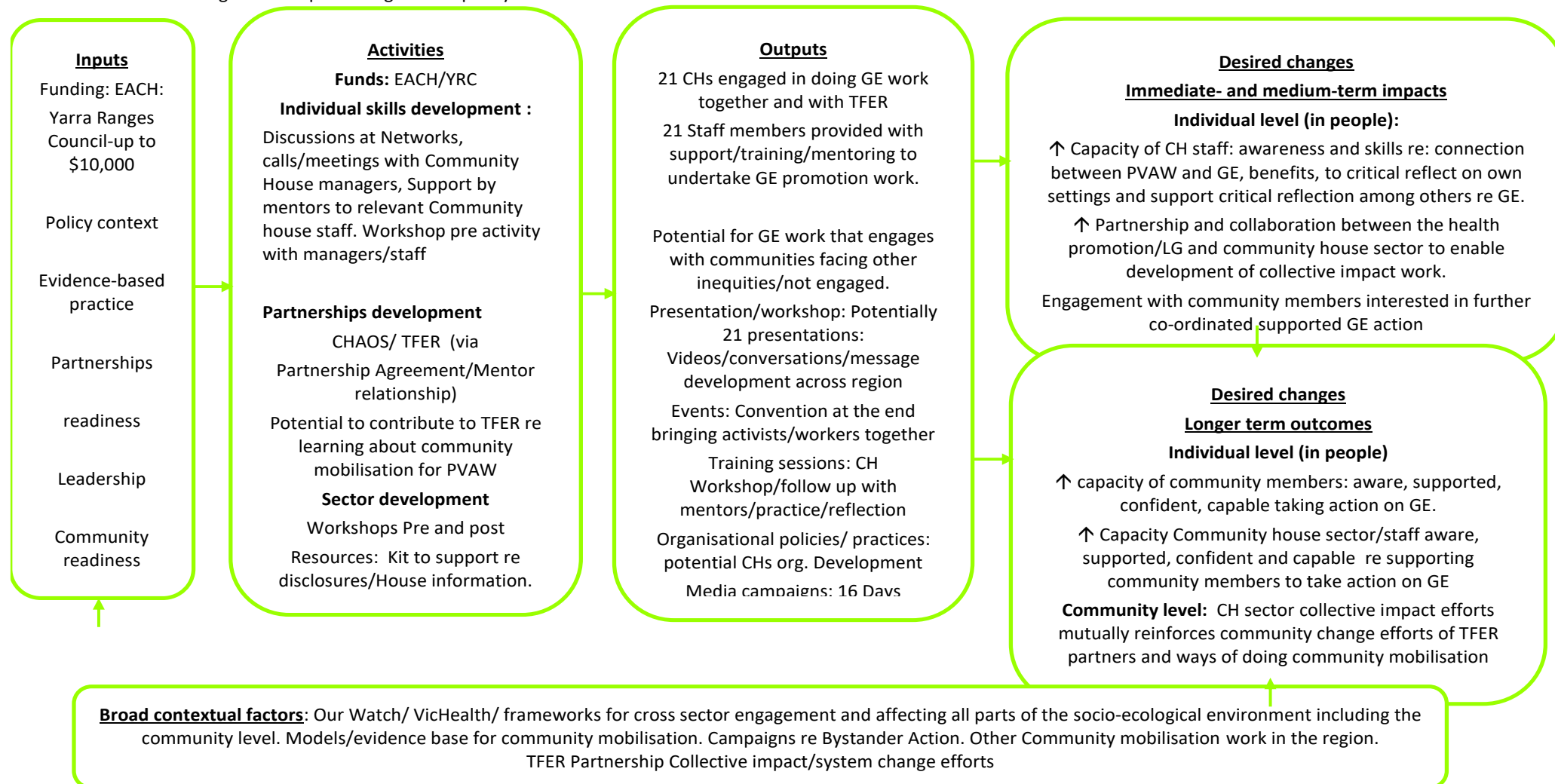
### **There is further potential for ongoing work with community houses in this area**

- While there was diversity in the range of groups engaged by the houses, in this first year some local communities were less engaged. Future engagement work could strengthen the level of engagement with:
  - migrant and refugee communities
  - men and diverse gender populations
  - Aboriginal and Torres Strait Islander Communities
  - Diverse ages in all of the local areas. Some areas did better in some age groups.
- A key enabler for high engagement were local connections between houses with other community settings. These connections could be facilitated for future activities. An example is the Department of Education Respectful Relationships Program in schools and early years.

# Appendix 1. Program Logic

## Taking Action In our Communities: Stage 1: The Gender Equality Clothesline Project

- Increase capacity across community houses to promote awareness, understanding and action on gender equality within their settings/communities
- Increase community mobilisation on prevention of violence against women in terms of an increased number of people who are aware, have an understanding about and who are taking action to promote gender equality.



## Appendix 2 – Community House Activities as Part of the Project

16 Houses completed reflections on their activities. The following summarises their reflections.

Community House	Clothesline Activity	Reach
Central Ringwood Community Centre	<ul style="list-style-type: none"> <li>Two staff delivered the Clothesline Project activity as part of their Fabulous Fortnightly Feast series.</li> <li>The session was open to any interested member of the community and was followed by a shared lunch where participants discussed the issues that may have arisen for them regarding gender rights and roles.</li> </ul>	10 attended including a mix of male and female 2,850 estimated reach from social media, house promotions and mail out
Glen Park Community Centre Inc	<ul style="list-style-type: none"> <li>Morning tea and training for volunteers/Café Staff and partner Disability agency staff Over one week in Sept:</li> <li>PowerPoint/Videos in café</li> <li>Café visitors develop a GE message</li> <li>Clothesline in the Centre displaying the messages</li> <li>Photos of messages on Facebook</li> <li>Some work done towards producing a video to promote impacts for women of participating in a women's empowerment group</li> </ul>	High reach for week long activity as it was all visitors at the Centre (estimated 800 viewed messages/ promotions). Shared suggested messages on Facebook during 16 days of Activism (1500 estimated reach)
Japara	<ul style="list-style-type: none"> <li>Japara had a very successful activity with their children in childcare and have plans to offer more. Children's tie dye T Shirts displayed in Early Years after activity</li> </ul>	Social media each day Every day on Facebook and Instagram 500 reach for promotions
North Ringwood Community House Inc.	<ul style="list-style-type: none"> <li>TAC Partners ran a briefing with the Leisure &amp; Health students who facilitated the project.</li> <li>The students then helped run a session for community house participants.</li> <li>The students decided, because of their concerns regarding the sustainability of using t-shirts to use calico shopping bags instead so the bags could be used as well as promote the message.</li> </ul>	19 attended the workshop. Shared messages through the 16 Days of Activism, reach from social media and 16 days to be reported.
Yarrunga Community Centre - The Clothesline Project	<ul style="list-style-type: none"> <li>Event for unpaid carers. Information session to raise awareness of inequity and inequality as an area they are particularly vulnerable</li> <li>Major focus and energies are on their role as carers at the moment, and sorting through NDIS.</li> </ul>	6 attended. 265 reach through Facebook promotions. 228 through mail out promotions. 600 through the House displays.
Arrabri	<ul style="list-style-type: none"> <li>Activity promoted to Community house and in the community with luncheon.</li> <li>Display of t-shirts in the house following from the activity.</li> </ul>	5 attended the workshop. Estimated 3000 reach through promotions on Facebook, mail out and display in the house.
Rowville Living and learning centre	<ul style="list-style-type: none"> <li>A session for their volunteers.</li> <li>The facilitator was supported by the staff member facilitating the Basin Community House activity.</li> </ul>	8 attended the activity. They planned to also display the t-shirts at the centre (no reach estimated)
Orana Neighbourhood House	<ul style="list-style-type: none"> <li>GE Clothesline Activity run in support groups with women: developed T-shirts, watched videos and lunch</li> </ul>	12 attended
The Basin Community House	<ul style="list-style-type: none"> <li>Workshop for volunteers and community members on GE and the link to family violence. For Community members, volunteers and committee</li> </ul>	7 attended

		Estimated 500 social media reach with one message shared every day of 16 days.
Coonara	<ul style="list-style-type: none"> <li>Hosted two workshops to write appropriate and powerful messages on t shirts, At the Community House, and the Community Space @ Westfield Knox City.</li> <li>The t shirts displayed along the front fence (clothesline) over the 16 days.</li> <li>Made a short film featuring the t shirts and info graphics about gender equity and violence against women.</li> </ul>	Approx. attendance by 50 people. Promotion reach: Estimated 900 through promotions/ messages and displays at the house.
Mountain District Learning Centre	<ul style="list-style-type: none"> <li>Ran the GE program with their Youth Program participants and produced a display for the front of the centre.</li> <li>Students interviewed each other to make a video compilation on why Gender Equity is important.</li> </ul>	10 students involved in the project. Estimated 200 reach for messaging on Facebook.
Cire (2 houses)	A session at Chirnside Park and at Yarra Junction primary schools, promoting understanding of Gender Equality and its importance of it and discussed areas which are gendered, and how we can share the gender equality message with Family and friends	23 attended at Chirnside park and 14 at Yarra Junction Reach of 1000 through promotion in the Hub Guide. 500 through Facebook promotions, 2000 through house displays.
Mt Evelyn	<ul style="list-style-type: none"> <li>A session in August with Women that included a workshop, messages and providing calico bags with messages.</li> <li>Second session during 16 days of Activism to raise money for Bushfire appeal, raising discussion about the female firefighters and their challenges</li> </ul>	Display: estimated 280 people viewed at the centre. Article in the Mount Evelyn Mail (estimated 10,000 distribution) Promotion reach: 1000 followers on Facebook
Seville Community House	Ran an activity with community house members, the audience was already one of "gender equality acceptance".	20 attended. 200 reach through Facebook Promotions. 50 through House displays
Healesville Living and Learning Centre- Diversity and Inclusion Workshop	Ran the Healesville Living and Learning Centre Diversity and Inclusion Workshop 6 August 2019. Ro Allen was key speaker and Workshop Outcomes included a community Diversity and Inclusion plan and working groups to progress the plan.	Estimated 200 reach through the display at the house. 800 reach through Face Book promotions.

## Appendix 3 Resources and References

Description	Resource
The Australian framework guiding prevention of violence against women	Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth (2015) Change the story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, Melbourne, Australia. Available at: <a href="https://www.ourwatch.org.au/resource/change-the-story-a-shared-framework-for-the-primary-prevention-of-violence-against-women-and-their-children-in-australia">https://www.ourwatch.org.au/resource/change-the-story-a-shared-framework-for-the-primary-prevention-of-violence-against-women-and-their-children-in-australia</a>
The Together for Equality and Respect (TFER) Eastern Regional Partnership Action Plan for prevention of violence against women.	Women's Health East (2017) Together for Equality and Respect: Action Plan 2017-2021 <a href="https://whe.org.au/tfer/wp-content/uploads/2018/08/31-08-2018_TFER_ActionPlan_2017-2021.pdf">https://whe.org.au/tfer/wp-content/uploads/2018/08/31-08-2018_TFER_ActionPlan_2017-2021.pdf</a>
A key Australian evidence document for actions relevant to Primary Prevention of Violence against Women.	Webster, K & Flood, M (2015), Framework foundations 1: A review of the evidence on correlates of violence against women and what works to prevent it. Companion document to Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia, Our Watch, Melbourne, Australia. <a href="https://xyonline.net/sites/xyonline.net/files/Webster%20Flood%2C%20Change-the-story-framework-foundations-1%202015.pdf">https://xyonline.net/sites/xyonline.net/files/Webster%20Flood%2C%20Change-the-story-framework-foundations-1%202015.pdf</a>
A key international article outlining action focused on community settings within the broader context of prevention of violence against women	Michau, L, Horn, J, Bank, A, Dutt, M, Zimmerman, C (2015) Violence against women and girls 4 Prevention of violence against women and girls: lessons from practice. Available at: <a href="http://bibliobase.sermais.pt:8008/BiblioNET/Upload/PDF10/007707%20PIIS0140-6736(14)61797-9.pdf">http://bibliobase.sermais.pt:8008/BiblioNET/Upload/PDF10/007707%20PIIS0140-6736(14)61797-9.pdf</a>
A report on a gender equity training research project reflecting an example of State level leadership in gender equity work which some EMR Community Houses have been involved in. Coonara Community House is a consortium partner.	Clemans A, Subban P, Gleeson J, Komarzynski L (2019) Supporting gender equity education: a research project to inform gender equity units of competency. Women's Health Victoria. Melbourne. (Gender Equity Training Project Research Paper). Available at: <a href="https://whv.org.au/resources/whv-publications/supporting-gender-equity-education-research-project-inform-gender-equity">https://whv.org.au/resources/whv-publications/supporting-gender-equity-education-research-project-inform-gender-equity</a>
SARA a financial literacy training course for women is an example of work community houses have been running prior to the project. It has been run at Glen Park Community House	The Skilled Aware Resourceful Active: Financial wellbeing training for women (SARA) course primarily focuses on the impact of financial abuse in family violence, but also addresses how structural gender inequality and economic insecurity contributes to the poverty of women and their level of financial capability. <a href="https://www.wire.org.au/sara-financial-capability-training/">https://www.wire.org.au/sara-financial-capability-training/</a>
Knox PLEDGE, a partnership that includes all the Knox Community houses. It is an example of collaboration among community houses in one LGA prior to the project	Website of Knox People Linking to Embrace and Develop Gender Equality (PLEDGE), established circa 2008 with representation of all Knox Community Houses: <a href="http://pledge.org.au/index.php/about-us">http://pledge.org.au/index.php/about-us</a>  Knox PLEDGE Gender Equality Clothesline Kit: <a href="http://pledge.org.au/media/attachments/2020/06/22/knox-pledge-clothesline-kit.pdf">http://pledge.org.au/media/attachments/2020/06/22/knox-pledge-clothesline-kit.pdf</a>