



Strategic Plan 2023 – 2028

Transform. Strengthen. Amplify.

Women's Health Victoria is a statewide, feminist, not-for-profit leading the pursuit of gender equity in health.

We work with government, the health sector and the community to create better health outcomes for women (cis and trans inclusive) and gender diverse people.

We deliver vital support services to the community and empowering health information. We share evidence and recommendations to challenge bias in the health system. We build capacity in the health sector to achieve equitable health outcomes.

Women's Health Victoria is transforming the health system – doing *whatever it takes* to reach gender equity in health.



Acknowledgement of Country

Women's Health Victoria acknowledges the Traditional Owners of the land that our offices are situated on, the Wurundjeri people of the Kulin Nation. As a statewide organisation, we also acknowledge the Traditional Owners of the lands and waters across Victoria and pay our respects to their Elders past and present. We recognise that sovereignty was never ceded and that we are the beneficiaries of stolen land and dispossession, which began over 230 years ago and continues today.

Our commitment to gender diversity and inclusion.

Women's Health Victoria's focus is women (cis and trans inclusive) and gender diverse people. We address gendered health issues and are committed to supporting all people impacted by gender inequity who can benefit from our work.

As a proud intersectional feminist organisation, Women's Health Victoria is working towards meaningful inclusivity, guided by and supporting people who identify as women, trans, intersex and gender diverse. We will seek and value feedback and be accountable to our partners and stakeholders from diverse communities.



Our strategy on a page

Our strategy centres around driving gender equity in health across Victoria. It targets systems change, leveraging our unique position as the state-wide women's health organisation.

“This strategy aims to transform systems, strengthen our organisation and amplify our impact.”

Our vision. *The change we seek.*

Gender equity in health.

Our purpose. *Why we exist.*

To drive gender-transformative health systems in Victoria.

Our role. *The work we do.*

As the state-wide organisation for women's health, we have a unique leadership role.

In order to affect systems change we will:

- Empower people to navigate systems and make informed choices about their health.
- Bring together groups to reshape systems, ensuring that the right voices have a seat at the table.
- Advocate for health equity on behalf of people marginalised by patriarchal power systems.
- Inform policy for better health systems and services, based on evidence and intersectionality.
- Build capacity on how to apply a gendered lens in the systems and settings on which we focus across the social model of health.

Our focus.

The strategic direction that guides our work.

All our work contributes to gender-transformative health systems.

We target health outcomes that relate to access and equity across all life stages.

Our focus areas build on our strengths, and respond to emerging issues and opportunities for impact.

- Sexual and reproductive health
- Mental health and wellbeing
 - Cancer
 - Emerging issues

We apply a social determinants of health inequality lens.

In particular, the impacts of gender-based violence, climate change and stigma.

Our enablers. *The levers that support our strategy.*

Meaningful partnerships.

We cannot change the game alone. Effective collaboration is vital to achieving better outcomes for the people we serve.

A strong culture.

Our people are our greatest asset. A strong culture is one where we 'walk the talk' and embed accountability for doing so.

Financial resilience.

Diversified funding mitigates risk and provides capital for investment in the resources required to fulfill our impact agenda.

The voice of lived experience.

It is critical that people with lived and living experience have a seat at the table in discussions concerning their health.

A contemporary intersectional feminist approach.

We want to be known as a safe and inclusive place to address gender equity in health.

Our values. *The core beliefs underpinning it all.*

Respect

Innovation

Courage

Excellence

Inclusion

Goals & Outcomes



Our goals and outcomes are categorised under the three complementary and interconnected pillars of Impact, Leadership and Foundations, which tie our strategy together.

1 Our Impact: *transform* the health system

Goal: *Our work leads to health systems change, creating gender equitable health outcomes.*

Outcomes:

- The health system is gender-responsive and centres women's health needs and lived experience across all life stages.
- The mental health system is gender responsive and supports better mental health outcomes for women and gender diverse people.
- More women are accessing cancer care, information and support services to help them live well.
- All women can access pathways to affordable, timely and local sexual and reproductive health services as part of mainstream healthcare.
- Our work is accessible and relevant to people of diverse identities and ages.
- Our work has increased reach in regional and remote Victoria by being responsive to need and identifying gaps.

Goal: *We are recognised as the leading state-wide organisation for gendered responses in women's health.*

Outcomes:

- We have a leadership role in the health sector and we are sought out for our expertise.
- There is increased recognition and awareness of WHV and our purpose among the general public in Victoria, particularly women.
- Our leadership and advocacy are powerful, harnessing our expertise and the evidence base.
- Our work is trusted as evidence-based, accurate and informed by our program insights and lived experience.
- We leverage our unique role as a state-wide body to link with other state-wides for system-level impact.

2 Our Leadership: *amplify* our impact

Goal: *We are an inclusive and resilient organisation, authentically living our values and celebrating our success.*

Outcomes:

- We are a sought-out employer that attracts, retains and develops talent.
- We are known as a welcoming, safe space for people affected by gender inequity to work, volunteer and partner with.
- Our people at all levels, from board to volunteers, reflect the communities we exist to serve.
- We have sustainable and diverse revenue sources.
- We maintain robust and tailored governance and operational systems, processes and tools.
- Our organisational structure, operating model and culture support collaboration and breaking down silos. All staff can see how their work contributes to the strategy.

3 Our Foundations: *strengthen* our organisation

Evaluating *our progress*

Women's Health Victoria is committed to implementing and monitoring this strategic plan. To do this, we will utilise our bespoke prioritisation tool, which aligns to our strategy, to help us decide what we should and should not pursue. We will also use a range of indicators to evaluate progress and performance, ensuring we celebrate our success and learn from everything we do. These indicators will be refined through our annual plans and will include our performance against key results. Our work and investment will continually be reflected through the outcomes outlined in this strategy.

We are excited by this next step in our journey, but we acknowledge that we can't do this alone. We invite any feedback on this strategy, and welcome dialogue to collectively progress gender equity in health.

www.whv.org.au



Women's Health Victoria acknowledges the support of the Victorian Government.