



STRATEGIC PLAN

Date: September 2019 to 30 June 2021

2019-2021

Strategic Plan



Our Purpose

To be the hub for all health needs (physical, mental, sexual and emotional) for all women and girls in Central West NSW.

Our Vision

For all women and girls to have the autonomy and equality, knowledge and choices, in order to be responsible for their own health and well-being.

Our Values

Respect – Compassion – Empathy - Integrity

Be non-judgemental and positive.

Act from a feminist philosophy

Work competently, knowledgeable and effectively, taking responsibility for our decisions and being transparent in our efforts.

Educate, support and encourage women to realise and utilise their own abilities

Work in a dynamic and flexible way to meet community and individual needs.

We will

Deliver high quality services through a skilled, knowledgeable and capable staff team who are collaborative, accountable and innovative.

- ✓ Review HR policies, procedures and processes
- ✓ Review planning, accountability and evaluation systems
- ✓ Have systems and processes in place that enable and ensure a culture of continual improvement and learning across the whole of CWWHC

Develop strong governance and Centre management.

- ✓ Review the Executive Officer role
- ✓ Have a full complement of staff in an org structure that is flexible and scalable
- ✓ Review and implement a full suite of organisational policies
- ✓ Review Board roles and functions
- ✓ Ensure the Centre meets compliance obligations

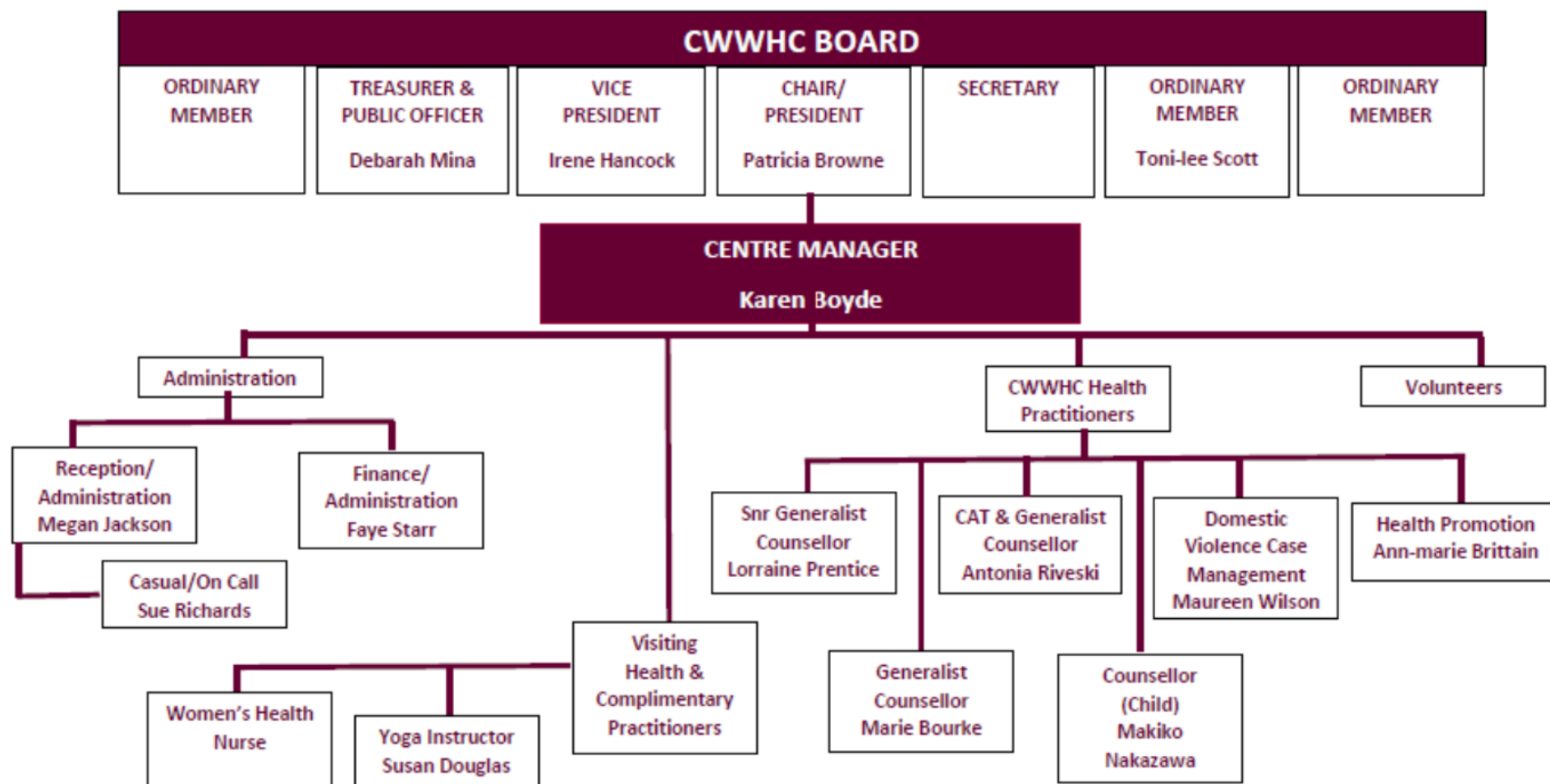
Explore Centre growth and sustainability.

- ✓ Ensure the Centre's ongoing financial stability through internal generation of income and investigate additional funding sources
- ✓ Identify a range of services to cover women and girls in all stages of their lives
- ✓ Start planning to broaden our operational area to cover beyond the Bathurst area.

Develop the Centre and its reputation toward being a vibrant, dynamic, inclusive and welcoming hub across the whole community.

- ✓ Expand services to cover Bathurst villages
- ✓ Be open five days a week, and all day
- ✓ Engage and consult with our community
- ✓ Be seen as the women's health expert
- ✓ Build relationships and seek partnerships with relevant organisations and professionals

CWWHC INCORPORATED ORGANISATIONAL STRUCTURE





National Women's Health Strategy 2020-2030

<https://www1.health.gov.au/internet/main/publishing.nsf/Content/national-womens-health-strategy-2020-2030>

The CWWHC Strategic Plan will reflect - What Women Want- 5 Key Strategies Identified in the National Women's Health Strategy 2020-2030

1. **Maternal, sexual and reproductive health** – increase access to information, diagnosis, treatment and services for sexual and reproductive health; enhance and support health promotion and service delivery for preconception, perinatal and maternal health.
2. **Healthy ageing** – adopt a life course approach to healthy ageing; address key risk factors that reduce quality of life and better manage the varied needs of women as they age.
3. **Chronic conditions and preventive health** – increase awareness and prevention of chronic conditions, symptoms and risk factors; invest in targeted prevention, early detection and intervention; tailor health services for women and girls.
4. **Mental health** – enhance gender-specific mental health awareness, education and prevention; focus on early-intervention; invest in service delivery and multi-faceted care.
5. **Health impacts of violence against women and girls** – raise awareness about, and address the health and related impacts of violence against women and girls; co-design and deliver safe and accessible services.

Women's Health at a Glance

Women at **all stages of life** are at greater risk than men of mental ill-health

Mental health disorders represent the **leading cause of disability** for women in Australia

43% of women have experienced mental illness at some time

Aboriginal and Torres Strait Islander women experience **higher rates of comorbid conditions**, including diabetes, breast, cervical and ovarian cancers than non-Indigenous women

Women and girls in socioeconomically disadvantaged and marginalised groups continue to experience **poorer health outcomes** than the general population

Eating disorders are the **third most common chronic** illness amongst young women in Australia

Women are **1.6 times** as likely as men to suffer coexisting mental and physical illness

87% of women aged 65 and over have a chronic disease

Symptoms of a heart attack in women are less likely to be recognised than in men

Women are **less likely** than men to receive appropriate treatment for heart disease

Rates of cardiovascular disease are **1.5 times** higher for women in remote areas than in urban areas

Incidence of lung cancer has been **increasing in women** for more than 20 years, while it has been decreasing in men

Women who experience **family and intimate partner violence** are more likely to report poor mental health, physical function and general health than other women

Members of the LGBTI community **experience higher levels** of depression, anxiety and affective disorders than their peers

80% of people with incontinence are girls and women

25% of women have pelvic floor disorders

Migrant and refugee women are at **greater risk** of suffering poorer maternal and child health outcomes than other women

61% of people living with dementia are women