

STRATEGIC PLAN 2012-2015



Multicultural
Centre for
Women's Health



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INTRODUCTION

We are pleased to present the
2012-15 Multicultural Centre for
Women's Health Strategic Plan.

This Plan was developed through a comprehensive consultation and summit process. Our valued stakeholders contributed their energy, dreams and wisdom, either in informative pre-interviews or as participants in the two-day 'Leading the Way' Summit. The end result is a dynamic, aspirational and practical document that will guide the direction of MCWH in years to come. We extend our gratitude to all who helped us develop this Strategic Plan and we look forward to working further with them in the implementation of the Plan over the next three years.

Repa Patel

Chairperson
Multicultural Centre for
Women's Health Board

Adele Murdolo

Executive Director
Multicultural Centre for
Women's Health





WHO WE ARE

MCWH is a national, community-based organisation committed to the achievement of health and wellbeing for and by immigrant and refugee women

VISION

The national voice for immigrant and refugee women's wellbeing in Australia



To promote the wellbeing of immigrant and refugee women across Australia, through advocacy, social action, multilingual education, research and capacity building

MISSION



Nationally
Recognized
best

Information
hub

maintain
our
philosophy

VALUES

LEADERSHIP

We take the lead in immigrant and refugee women's wellbeing.

IMPACT

We create opportunities for positive change.

EQUITY

We respect each woman's voice, culture, identity, rights and aspirations.

DYNAMISM

We actively engage with others, responding to changing environments.

INTEGRITY

We follow our social justice principles consistently and in every circumstance.

LEARNING

We actively engage with new knowledge and share our unique standpoint and expertise.

APPROACH

SOCIAL DETERMINANTS OF HEALTH

MCWH recognises that health and wellbeing is significantly affected by a range of social determinants, including gender, race, culture, class, employment status, sexuality, disability, age, and immigrant status.

REPRESENTATION

MCWH is guided by the leadership of immigrant and refugee women in achieving equity and promoting their health and wellbeing. MCWH is committed to listening to, and representing, their voices in all their diversity, and in placing their issues at the centre of advocacy and policy development.

EDUCATION EXCHANGE

MCWH learns from, and provides education to, immigrant and refugee women following a feminist peer education model where women's knowledge and experience is valued and respected, and education is delivered by respected and accredited bilingual educators.

COLLABORATION

MCWH works together with immigrant and refugee women, community organisations, health practitioners, employers, communities and governments to achieve equity and improve health and wellbeing for immigrant and refugee women.



OUR HISTORY

Multicultural Centre for Women's Health began in 1978 as a small community-based program called Action for Family Planning. At that time a pilot program was established which trained lay women to deliver multilingual family planning education to immigrant and refugee women working in local factories. Over the next 34 years the organisation consolidated and expanded, placing a broader focus on delivering education to immigrant and refugee women on their reproductive, sexual, occupational and mental health in community and workplace settings.

While this original model - of providing multilingual, outreach education to women in a 'woman-to-woman' peer education framework - continues to inform our basic practice, MCWH has continually adapted to a dynamic migration program and a changing industrial environment. Our organisation has grown over time to deliver a broader range of services and programs, all still contributing to the over-arching aim of promoting immigrant and refugee women's wellbeing. Today, MCWH continues to thrive as the national voice in immigrant and refugee women's health, providing multilingual health education, information, national training, research and advocacy across Australia.

Multicultural Centre for Women's Health has five strategic pillars for the next three years. Each pillar furthers MCWHs national reach, creating capacity not only to continue to deliver high quality multilingual health education and information to immigrant

and refugee women, but to spread our knowledge, expertise and experience across Australia so that other organisations and health professionals can develop the resources and capacity they need to ensure access and equity for immigrant and refugee women.



...AND FUTURE

STRATEGIC DIRECTIONS



ADVOCACY

We will take a leading role in expressing the views of immigrant and refugee women on emergent and ongoing issues that affect their health and wellbeing.

We will support immigrant and refugee women to achieve equity and to advocate for improvements to their health and wellbeing.

We will respond effectively and rapidly to critical emerging issues, drawing support from relevant stakeholders.

We will communicate our messages nationally in a way that is coherent, compelling and accessible.

RESEARCH

We will foster an ethical and collaborative research culture that recognises the diverse needs and experiences of immigrant and refugee women.

We will develop, maintain and regularly review a research program that will ensure strategic coverage of issues impacting on the health and wellbeing of immigrant and refugee women.

We will provide leadership, expertise and advice to improve the capacity for immigrant and refugee women's health to be included in a broader range of research.

HEALTH PROMOTION

We will provide national leadership in the promotion of immigrant and refugee women's health and wellbeing.

We will build relationships with others that are results-oriented and aligned to the outcomes we seek.





EVALUATION & BEST PRACTICE

We will foster our role as the national leader in bilingual health education.

Our bilingual health education team will be appropriately qualified and skilled to deliver health education.

GROWTH

We will continue to evaluate and refine our operational processes and systems.

We will adapt in order to respond to the changing needs of immigrant and refugee women.

We will increase our public profile in a way that effectively communicates our message and values.

We will pursue opportunities for development and growth.

