

# ESF IMPACT

## newsletter



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### SECTOR FEEDBACK

"The study shows common drivers to workplace harm and mental health impact for women in emergency services consistent with Beyond Blue's research. It demonstrates the self-evident value of collaboration and shared best practice across the sector for improved health and wellbeing outcomes for ALL women in emergency services."

Phil Green APM  
Superintendent Gender Equality & Inclusion Command Victoria Police



WPI student researchers Manon, Elizabeth, Krystina and Alexis.

"Many of the research findings probably reinforced things we know anecdotally. Of note was how it affirmed the important role managers and leaders play to support, demonstrate and lead on wellbeing culture and literacy. Recruiting and building capability in our leaders and managers to understand and prioritise wellbeing conversations for the women in our sector is so important."

Australasian Women in Emergencies Network

"It's great to see further research being done in this sector regarding the mental health and wellbeing experience of women. It is also fantastic to receive direct feedback from women in the emergency services sector about a number of organisational culture issues that can have a damaging impact upon wellbeing and help seeking behaviours."

James Maskey  
Beyond Blue Police & Emergency Services Engagement Manager

## ESF explores what women want

The Emergency Services Foundation (ESF) partnered with [Worcester Polytechnic Institute's Interactive Qualifying Project](#) to investigate women's perspectives on mental health and wellbeing in Victoria's emergency management sector. This work was inspired by a general lack of qualitative information from women as a cohort group and a study by Movember which recommended that a gender lens be applied to look at support offered to women in the sector.

The qualitative insights from this study build on data provided in Beyond Blue's Answering the Call Report (2018) and provide valuable additional information for the sector, The findings will inform the work of [ESFs WorkWell Learning Network's](#) in relation to improving mental health and wellbeing through leadership development.

A key finding of the investigation is how attitudinal barriers towards women in the workplace can affect their mental health and wellbeing. Women want line managers who are mental health literate, proactive and open to emotionally intelligent conversations about how women feel, and who acknowledge that women's responsibilities outside the workplace can often be challenging.



*better together*

It seems many women are reluctant to seek support for mental health concerns for fear of being stereotyped as 'weak and emotional.'

See the students present their findings in a webinar and download a copy of their [comprehensive report here](#)