



# SL&RR Professional Development Day

## Outcomes Report

This report details PD day activities, full summary of the facilitation workshop and evaluation Responses.

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# 1. Sexual Lives and Respectful Relationships Professional Development Day Summary Report

On the 25th October 2017 we celebrated the inaugural SL&RR Professional Development Day at Deakin Downtown. We had 47 attendees including 18 Peer Educators and 16 Program Partners who represented all of our sites at the time: Gippsland, Western Melbourne, Northern Melbourne, Mornington Peninsula, Central Victoria, Western Sydney, South-Western Sydney and Barwon. Special mention to our international travellers, SL&RR Sweden and New Zealand.

The first up to present was Dr Patsie Frawley who spoke about the history of our program. Thanks for all those who contributed to this discussion and special mention to Professor Kelley Johnson and Linda Stokoe for speaking about the decades of research and advocacy work which underpin the current SL&RR program.

The next to present were the SL&RR sites Gippsland, Central Victoria, Western Melbourne, Mornington Peninsula, Sydney South and Southwest, Sweden, Barwon and New Zealand. The first site to present was SL&RR Gippsland with 'The Gippsland Experience'. SL&RR Gippsland began in Morwell in 2009 with 8 Peer Educators and Program Partners. Well done and thank you to those still involved with their network to this day: Emily, Leanne, Rachael, Helen and Alisha. The take home message from their presentation was that it is very important to get the right people on board for the development stage of the SL&RR network. Good luck to Gippsland as you grow your network and work towards sustainability in your region.

A memorable presentation was from our friends in Sweden who are incorporating the 'Respectful Relationships' model into their existing 'Very Important Person' program to create VIP-RR. We look forward to collaborating with you in the future.

In the afternoon Dr Catherine Barrett and Linda Stokoe facilitated the workshop: "The 'I' in Facilitation"



The workshop provided 10 tips for facilitation:

- 1) Make it interesting (think creative)
- 2) Connect to people's hearts (share stories)
- 3) Keep messages simple and repeat often
- 4) Know what you are good at
- 5) Know what you need to be better at
- 6) Know your team and how you best work together
- 7) Respect that every learner is different
- 8) Actively listen and engage with each learner's needs
- 9) Be supportive and create a safe environment
- 10) Give people practical things to do (when they leave)

Catherine and Linda designed some great activities which had people out of their comfort zone singing (ABBA for our Swedish friends), dancing and learning about how they can improve their facilitation skills when delivering the SL&RR program in their communities.

At the end of the day we were treated to a performance by Peter and Ross from SL&RR Mornington Peninsula.

## 2. Facilitation Workshop Report

### The “I” in facilitation

October 2017



Report by

Dr Catherine Barrett

Linda Stokoe

*The day was really good. I got to meet all different groups that I've trained. I liked seeing how they were going. They were a good group of people and learned the program pretty good. It was good to talk about how much they run the program and how they can do it really good – and try to do it as good as they can.*

Linda Stokoe,  
Peer Educator  
Workshop Co-facilitator.

## Introduction

A Professional Development Day was held at Deakin in October 2017 for the Sexual Lives and Respectful Relationships program team members. The authors of this report were invited to facilitate a workshop that aimed to:

- promote skills in group facilitation – facilitating conversations using principles of adult learning, collaboration, critical pedagogy
- promote reflective practice at the level of the individual and team in a way that is engaging and fun

Workshop participants were provided with 10 Tips for Facilitation and invited to explore this list through the workshop. The tips were:

1. Make it interesting (think creative)
2. Connect to people's hearts (share stories)
3. Keep messages simple and repeat often
4. Know what you are good at
5. Know what you need to be better at
6. Know your team and how you best work together
7. Respect that every learner is different
8. Actively listen and engage with each learners needs
9. Be supportive and create a safe environment
10. Give people practical things to do (when they leave)

*We used puzzles. Puzzles helps the program. Writing things down helps the Program. You write in down on the puzzle and then put the puzzle bits together. It helps other people know what they are good at. Linda Stokoe, Peer Educator*

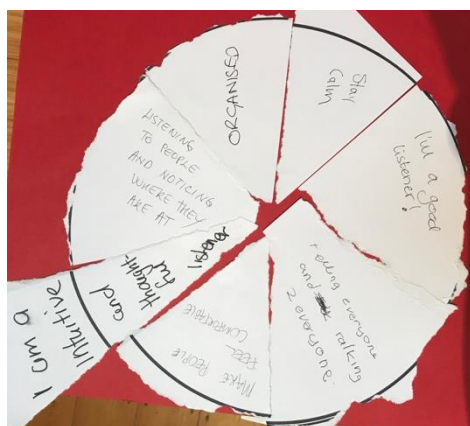
One particular activity utilised puzzles to assist the participants to explore what they brought to facilitation – the “I” in facilitation. Instructions for the activity included:

1. Appoint a table leader
2. Take the facilitators notebook you have been given and write on a new page “one thing I’m good at – in this work”
3. Team leader tears up circle into puzzle pieces – same number as the team – hands them out – group members all write on one piece of the puzzle .... The thing they are good at and the puzzle gets put back together
4. Work in pairs: one peer educator – and program partner: ask the other person – “what would you like to be better at – in this work”
5. Think about how you can let that person know you are listening – how you make sure they are comfortable
6. In your book write down the thing you want to be better at – so you have it for your record

The activity encouraged participants to be proud of who they are and the work they do; to think about team strengths, learn about themselves and better understand the contribution they make to their team. The strengths activity also set the scene for the focus on “what I need to be better at” which can be more difficult – because it focuses on limitations and what we need to do to improve.

This brief report outlines a basis analysis of the key themes emerging from the activity.

## What I am good at – key themes



*Communicating with other people is  
important for the Program.*

Linda Stokoe, Peer Educator

There were 43 responses to the part of the activity with four themes emerging (those that appeared four times or more). In this following section examples of the themes are presented and all responses can be viewed in Attachment 2.

### Interacting with people

1. Learning with other people
2. Including people
3. I enjoy spending time with people and hearing new ideas
4. I really love supporting people
5. Turning complicated language into plain language
6. Speaking clearly
7. Being inclusive (super, top stuff)
8. Appreciating everyone's contribution
9. Make people feel comfortable
10. Telling every and talking 2 everyone
11. I am good at talking to people to give them advice
12. Motivating people to talk about their experiences!!
13. I'm good at helping people who have been struggling and having problems
14. Calming effect on participants
15. Creating safe and fun spaces

16. Motivational speaking
17. Things I'm good at? Understanding and helping others

### **Communication and listening skills**

1. Listening to each other
2. I enjoy spending time with people and hearing new ideas
3. Listening to people and noticing where they are at
4. I'm a good listener
5. Listening to people
6. Good listening skills
7. I am intuitive and thoughtful listener
8. Talking to people more communicate more, learn to speak clearly
9. I know my words. How to use them when explaining my knowledge skills in my SL & RR meetings
10. I am good at writing
11. Telling a story

### **Flexibility**

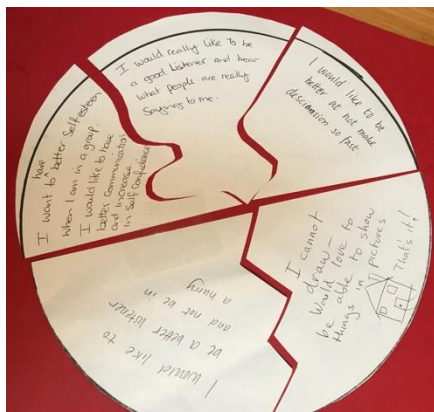
1. I'm good at adapting to new situations
2. I am good at 'winging it' and making things up as I go along
3. Solving problems to make it happen!!
4. Finding a link between a story and an idea

### **Team work**

1. Running the Program and helping
2. Being a leader
3. Bringing the team together and keeping things on track
4. Good at bringing all the materials over – encouraging learners needs – keeping on time delivery



## What I would like to get better at – key themes



*It's good to talk about things in a group; it gets other people's confidence up. We need to get used to it. We need to talk in a group and getting more practice like I did. When I started I could speak to a crowd but I didn't feel confident. But now I can do it really good. Say to the others – you can do it – you need practice and learn the program. Keep reading the notes, get a little bit of help if you need it.*

Linda Stokoe, Peer Educator

Forty three responses were documented and four key themes emerged that were repeated three or more times. In the following section the themes are presented alongside examples (see attachment one for full list).

### Build confidence

1. Preparation – correct resources in the correct format
2. Making sure the words are right
3. Knowing the subject matter inside out.
4. Practice more
5. Let it be silent
6. Get better at keeping things interesting
7. Working out how to use negative criticism
8. I would really like to be a good listener and hear what people are really saying to me
9. I want to have better self-esteem when I am in a group. I would like to have better communication and increase in self confidence
10. I would like to be a better listener and not be in a hurry
11. Staying calm when lots of things are going on at once
12. Impatient dealing with people
13. Taking the “gems” and maximising them
14. Remembering people's names.

**Improve interpersonal relations (and boundaries)**

1. Mix with the group more like talk more with each person
2. Communicating more and socialising
3. Controlling the audience in different situations!!
4. Remembering to clearly communicate with everybody
5. When I lead the Program people sometimes get into my person space. I feel shy and nervous when they get into my personal space. I get scared to say something or get me into trouble. I would like to be clear about my boundaries
6. Work life balance
7. Learn to say No
8. Manage uncomfortable feelings
9. Don't give advice.

**Improve time management**

1. I would like to be a better listener and not be in a hurry
2. I would like to be better at not make decisions so fast
3. Getting people back after break. Magic
4. Sticking to the time limits! Giving time warnings.
5. Delegating (not doing everything myself)

**Being more flexible**

1. Going with the flow
2. I talk too much – no so good at leaving space for other's ideas
3. To quick to take control – control freak

### 3. SL&RR PD Day Evaluation

The evaluation form (see appendix 3) was distributed to all PD day attendees via email and network communication. The evaluation received 10 responses.

The key information that was gathered from this process includes:

- Most people (90%) enjoyed the PD day
- Most people (90%) thought that the day was well organised they received adequate information prior to the event
- 50% of people who wanted to attend did not actually attend due to various reasons
- All responses indicated that the experience was useful to their work with the program in the future.
- All attendees thought that the location of the venue was appropriate and suitable.
- All attendees enjoyed the first presentation by Dr Patsie Frawley.
- All attendees enjoyed the presentations by the individual sites. Most people enjoyed connecting with, listening to and learning from the other sites. Some responses indicated that these presentations were rushed and suggested that it would have been beneficial to allow more time for the sites to present their story and allow opportunities for questions.
- All attendees indicated that they enjoyed and thought that the facilitation workshop by Dr Catherine Barrett and Linda Stokoe was useful to their work in the future with the program.
- When asked for suggestions for future PD days, the responses included:
  - More time to present work
  - Another workshop about facilitation
  - More opportunity for networking with other sites to share challenges and solutions (community based skill building workshop)
  - Suggestion for the PD day to be over two days (more socialising and networking opportunities)
  - More recognition of milestones and acknowledgement of everyone involved in the program.
  - More group activities

## Appendix 1: Workshop- Things I want to get better at (all responses)

1. Mix with the group more like talk more with each person
2. Communicating more and socialising
3. Going with the flow
4. Controlling the audience in different situations!!
5. When I lead the Program people sometimes get into my person space. I feel shy and nervous when they get into my personal space. I get scared to say something or get me into trouble. I would like to be clear about my boundaries
6. I'm awesome
7. Preparation
8. Preparation – correct resources in the correct format
9. Making sure the words are right
10. Work life balance
11. Knowing the subject matter inside out.
12. Practice more
13. Learn to say No
14. Manage uncomfortable feelings
15. I lose focus and get tired
16. I want things to be right and equal now. Important
17. Don't give advice
18. Let it be silent
19. Get better at keeping things interesting
20. Working out how to use negative criticism
21. I would like to be better at not make decisions so fast
22. I would really like to be a good listener and hear what people are really saying to me
23. I want to have better self esteem when I am in a group. I would like to have better communication and increase in self confidence
24. I would like to be a better listener and not be in a hurry
25. I cannot draw – would love to be able to show things in pictures. (picture of a house drawn). That's it.
26. Sticking to time limits
27. Staying calm when lots of things are going on at once
28. Impatient dealing with people
29. What am I good at? Answer: I have to ask for help more. Learn to do my parenting safety for my son always.
30. Getting people back after break. Magic
31. Listening to lots of people at once
32. Sticking to the time limits! Giving time warnings.
33. To really be in the moment
34. Not good take time to talk
35. Remembering people's names
36. Organisation. Well done
37. Taking the "gems" and maximising them
38. Delegating (not doing everything myself)
39. Remembering to clearly communicate with everybody
40. I talk too much – no so good at leaving space for other's ideas
41. Not being good strategy with the bigger picture – need to promote more
42. To quick to take control – control freak
43. I am not good at remembering

## Appendix 2: Workshop- Things I'm good at (all responses)

1. Learning with other people
2. Including people
3. I enjoy spending time with people and hearing new ideas
4. I'm good at adapting to new situations
5. I really love supporting people
6. I love to dance
7. Appreciating everyone's contribution
8. Listening to each other
9. Turning complicated language into plain language
10. Speaking clearly
11. Telling a story
12. Being inclusive (super, top stuff)
13. Stay calm
14. I'm a good listener
15. Telling every and talking 2 everyone
16. Make people feel comfortable
17. I am intuitive and thoughtful listener
18. Listening to people and noticing where they are at
19. Organised
20. I am positive and calm under pressure
21. Creating safe and fun spaces
22. Listening to people
23. Motivational speaking
24. Thinking
25. Preparing before meeting
26. Giving advice
27. I am good at writing
28. I am good at 'winging it' and making things up as I go along
29. I know my words. How to use them when explaining my knowledge skills in my SL & RR meetings
30. Running the Program and helping
31. Being a leader
32. Bringing the team together and keeping things on track
33. Motivating people to talk about there experiences!!
34. Things I'm good at? Understanding and helping others
35. Talking to people more communicate more, learn to speak clearly
36. I am good at talking to people to give tham advice
37. Good listening skills
38. Calming effect on participants
39. Thinks about things
40. Good at bringing all the materials over – encouraging learners needs – keeping on time delivery
41. I'm good at helping people who have been struggling and having problems
42. Solving problems to make it happen!!
43. Finding a link between a story and an idea

## Appendix 3: 2017 SL&RR Professional Development Day Evaluation Responses

### Did you enjoy the PD day?

Options Yes or No

Response #	Yes/No
1	Yes
2	Yes
3	Yes
4	Yes
5	Yes
6	Yes
7	Yes
8	No
9	Yes
10	Yes

### Comments?

Response #	Comments
1	-
2	I enjoyed the whole day. I really appreciated the information from every site and also the workshop in the afternoon, it was a fun way getting to know people in the room
3	The event was a well organised gathering and was fun and informative for the attendance.
4	A great day!
5	Impressed that people of all abilities are included as equal participants. It was good to meet new people from other networks and share common experiences. The room set-up was not good for wheelchair access.
6	It was fantastic to connect with the network members from the other sites - Emily and I had done training with both. Mornington and Northern Metro and it was great to catch up with them and hear what they have been doing!
7	It was good to meet people from different sites, and it was really interesting to hear about the work that is happening in Sweden.
8	We enjoyed hearing from the other sites and we enjoyed hearing from the team from Sweden. We thought it was too long. We thought it was too focused on Deakin and we didn't feel like the other sites and peer educators were acknowledged.
9	-
10	-

**Did you receive all the information you needed from the Deakin team before attending the event?**

*Options Yes or No*

Response #	Yes/No
1	Yes
2	Yes
3	Yes
4	Yes
5	Yes
6	Yes
7	Yes
8	No
9	Yes
10	Yes

**Comments?**

Response #	Comments
1	The only thing that wasn't what I thought was that we only had 15 minutes to present our work. We thought that we had 30 minutes.
2	-
3	Resources were distributed and the details of key people were shared in advance, so they were contactable if needed.
4	-
5	-
6	-
7	-
8	We wanted more information about what was involved/more explanation
9	-
10	-

**Did everyone from you network who wanted to attend the PD day?**

*Options Yes or No*

Response #	Yes/No
1	Yes
2	No
3	No
4	No
5	No
6	No
7	Yes

8	Yes
9	Yes
10	Yes

#### Comments?

Response #	Comments
1	-
2	No one of us got ill.
3	Some members were with high need for care, and did not have support person available. So though they were interested, they could not attend.
4	We came all the way from Sweden so our peer educators couldn't come because of the long trip.
5	Some program partners and peer educators had competing demands
6	One member of our network, Rachael Walters (peer educator) had other commitments and could not attend.
7	-
8	Two people couldn't attend, because they had other things on
9	-
10	-

#### Please rate your opinion of the following elements of the PD day:

*Options: Strongly Disagree/Disagree/Agree/Strongly Agree*

	Response # 1	# 2	#3	# 4	# 5	# 6	# 7	# 8	#9	# 10
The day was organised and easy to follow	Strongly agree	Agree	Agree	Strongly Agree	Strongly Agree	Agree	Agree	Disagree	Strongly Agree	Agree
The experience/things I learnt at the PD day will be useful for my work with my SL&RR site in the future	Strongly agree	Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Agree	Agree	Agree
The venue (Deakin Downtown) was in a good location, easy to access and the catering was good	Strongly agree	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Agree	Agree	Agree	Agree



**Dr Patsie Frawley presented the SL&RR timeline for the first presentation.**

*Options: Strongly Disagree/Disagree/Agree/Strongly Agree*

	Response # 1	# 2	# 3	# 4	# 5	# 6	# 7	# 8	# 9	# 10
This presentation was easy to understand	Strongly agree	Agree	Agree	Strongly Agree	Agree	Agree	Agree	Agree	Agree	Agree
This presentation was useful and relevant to my work with SL&RR	Strongly agree	Agree	Agree	Strongly Agree	Agree	Agree	Agree	Agree	Agree	Agree
This presentation was completed within an adequate timeframe	Strongly agree	Disagree	Agree	Strongly Agree	Agree	Agree	Agree	Agree	Agree	Strongly Agree

**Comments about the presentation by Dr Patsie Frawley?**

Response #	Comments
1	Patsie is amazing!
2	Patsy should have had more time for her presentation
3	-
4	She is a amazing woman!
5	-
6	It was great to have information about the history of the program. (I knew a lot of this from working at Deakin but I know it was of interest to others who don't have the same connection as me).
7	I had heard this before, but I think it's useful for other people who haven't heard it.
8	It was good to have the background information about the program. She was using words that we didn't understand and she spoke a bit too fast
9	-
10	She did well

**Please reflect on the individual site presentations**

*Options: Strongly Disagree/Disagree/Agree/Strongly Agree*

	Response # 1	# 2	# 3	# 4	# 5	# 6	# 7	# 8	# 9	# 10
This presentations were easy to understand	Agree	Agree	Agree	Strongly Agree	-	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Strongly Agree
This presentations were useful and relevant to my work with SL&RR	Strongly agree	Agree	Strongly Agree	Strongly Agree	-	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Agree
This presentations were completed within an adequate timeframe	Agree	Disagree	Agree	Strongly Agree	-	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree

#### Comments about the site presentations?

Response #	Comments
1	-
2	The sites should have had more time for the presentation
3	-
4	They did a great job!
5	Favourites for the network were the NSW program, and Bendigo's – it was impressive to see how many presentations the Bendigo network have given on the work
6	I loved how creative some of the sites were - chat show format etc - very cool and clever! Also I was so impressed by the work that had been done by other sites to promote the program in their areas - it made me think to do more in Gippsland.
7	It felt like we were rushing through the site presentations. It would be good to give these more time, and allow time for people to ask questions.
8	We enjoyed them and it gave us new ideas, particularly the Swedish group. It would have been good to have had more time for questions.
9	-
10	-

#### Please reflect on the Professional Development workshop with Catherine Barrett and Linda Stokoe: 'The 'I' in Facilitation'

Options: Strongly Disagree/Disagree/Agree/Strongly Agree

	Response # 1	# 2	# 3	# 4	# 5	# 6	# 7	# 8	# 9	# 10
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The workshop was easy to understand	Strongly agree	Agree	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Strongly Agree
The workshop was useful and relevant to my work with SL&RR	Strongly agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Disagree	Strongly Agree	Strongly Agree	Strongly Agree
The workshop was completed within an adequate timeframe	Strongly agree	Strongly Agree	Agree	Strongly Agree	-	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree

#### What would you like to see in future SL&RR Professional Development Days?

Response #	Comments
1	All the day was great. In the future it would be good if everyone get a bit more time to represent their work. It was a bit stressful with the time.
2	-
3	More workshops similar to the one has was presented by Dr. Catherine Barrett and Linda Stokoe. Overall everything and all presentations went very well.
4	-
5	This workshop was a lot of fun, but the learning in it not easily used in our everyday work, given that the SLRR program is quite set.
6	(The above presentation by Linda and Catherine was awesome - loved the pizza strength analysis activity!) Future PD - the format of this day was great - we got to hear a snapshot of the work of the other sites, some big picture stuff from Patsie and some professional/personal development from Linda and Catherine. Perfect mix.
7	More time for deeper conversations about the program, time to learn from other sites, and time to workshop shared challenges and solutions- more of a community of practice rather than a PD day. Perhaps the PD part can be optional or held on a separate day, to allow enough time for both
8	To know what participants enjoyed about the program. Share roles between the sites. More time to ask the sites questions. More introductions and more recognition and acknowledgment of everyone involved in the program. Celebrating the milestones.
9	- More group activities - More opportunity for us to speak in front of everyone
10	More about facilitation

#### Do you have anything else that you would like to us to know?

Response #	Comments
1	Thank you for a great day! =) Excellent work!
2	-
3	One of the Peer Educators' feedback is attached to the reply.
4	You did a great job Monica!
5	It would be good to make a space for the networks to come together to have meaningful conversations about the program, its future and sustainability. The PD day was more promotional and didn't provide much of this space.
6	I had hoped to get more formal feedback from the others in the network - ie written/email, but I have had to complete this myself with only anecdotal stuff from them (chatting afterwards, on the train and at other times). I apologise for that but unfortunately it has proved not possible.
7	-
8	We liked that the presentation from Catherine and Linda - it gave us ideas of how to rev up/engage participants.
9	-
10	-

#### Other Feedback

I really liked meeting all the Melbourne people, staff, peer educators and partners. The two guys that sang and Emily and Alisha. Singing and dancing was nice, happy and overwhelming sort of. Cos I hadn't been with so many leaders who are my peers and having fun without being TOO serious. It was great to see the SL&RR program has reached all the way to Europe and meeting the Grandma's as 'they cheekily' put it. Was really inspiring to me that if you are passionate about something and are around positive people things like 'Our rights to have relationships' can grow and society will get the message. We are so lucky to have All Deakin Downton and Deakin staff. I was lucky to go, I hope to meet the Swedish people again. But that's because I really liked the video from Sweden and loved to hear the passion and emotion in people's voices. And the smiles from them being involved on their similar program in Sweden. If I never see the ladies again, meeting them was powerful to last me a lifetime.

Without Deakin and SL&RR Zhila, Sharon, Brett, Tory and special thanks to Justen and Helen from Washhouse who encouraged me when I spoke at Deakin Downton Development Day for SL&RR.