

# Unlocking health at any size

Size Inclusive Practice  
Project Evaluation Report



**WOMEN'S  
HEALTH**  
GOULBURN NORTH EAST

gateway  
health  
People living well

Prepared for SIP Working Group and Women's Health Goulburn North East  
by Peter Muldoon, Health Promotion Co-ordinator Gateway Health  
November 2024

Images: Gateway Health, Beechworth Health



We acknowledge the traditional custodians of all the lands on which we live, work and play. We pay our respects to Elders, past present and future, for they hold the memory, culture and stories all First Nations peoples. We commit to Reconciliation through truth telling and recognition of loss of land, language and culture; and, to listening and learning as part of a future where all can grow and thrive.

We recognise and celebrate the diversity of our communities and all people we serve, including First Nations peoples; people with disabilities; lesbian, gay, bisexual, transgender and gender diverse people; intersex people; people experiencing health inequalities; culturally and linguistically diverse people; older people; children and people from rural and remote areas.

We are a Child Safe organisation and will ensure the safety of children and young people at all times.

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**What will you most remember from today's seminar?**

So many things. Mel's story touched my heart and I empathised deeply with her experiences. There was also so much valuable information shared. I think what will stay with me the most is the feeling of being in a room with such powerful, uplifting and knowledgeable women. I feel so empowered to make change and I will keep that feeling with me.

# Key outputs, outcomes, findings and recommendations

(Additional data: Pages 7 to 19)

## Outcomes: What changed?

- 92% of professionals stated their level of understanding of size inclusive practice has greatly or somewhat increased after attending the seminar: 54% of respondents stated that their level of understanding from attending the seminar had greatly increased with a further 38% reporting some increase
- 91% of professionals rated their confidence as very confident or confident of applying size inclusive practice in their professional role after attending the seminar; 7% as stayed the same – already confident, 2% reported themselves as still not confident
- 84% of community members reported their level of understanding of size inclusive theory /practice as greatly increased (48%) or somewhat increased (36%) with a further 16% reporting their understanding had stayed the same -already well informed
- 92% of community members reported that their expectations of health care professionals in regards to size inclusive practice had greatly increased (56%), somewhat increased (36%) or remained the same – already strong advocate (8%)
- 100% of health promotion practitioners who attended the HP workshop reported that they had greatly increased (58%) or somewhat increased (42%) their understanding of size inclusive principles
- 100% of health promotion practitioners rated their confidence as very confident or confident of applying size inclusive practice in their professional role after attending the seminar; 33% very confident & 67% as somewhat confident
- 100% of health promotion practitioners rated their level of confidence advocating within their own organisation to improve size inclusive practice: very confident (8%) confident (92%)

## Outputs: What happened?

- 179 people registered for the 3 events with 133 people overall attending (74%)
- 68% of seminar/health promotion workshop attendees completed the evaluation survey
- 91% of seminar attendees identified as female; 4% as male; and 4% did not wish to disclose
- 94% of workshop attendees identified as female; 6% identified as male
- 87% of seminar survey respondents identified as professionals; 13% identified as community members

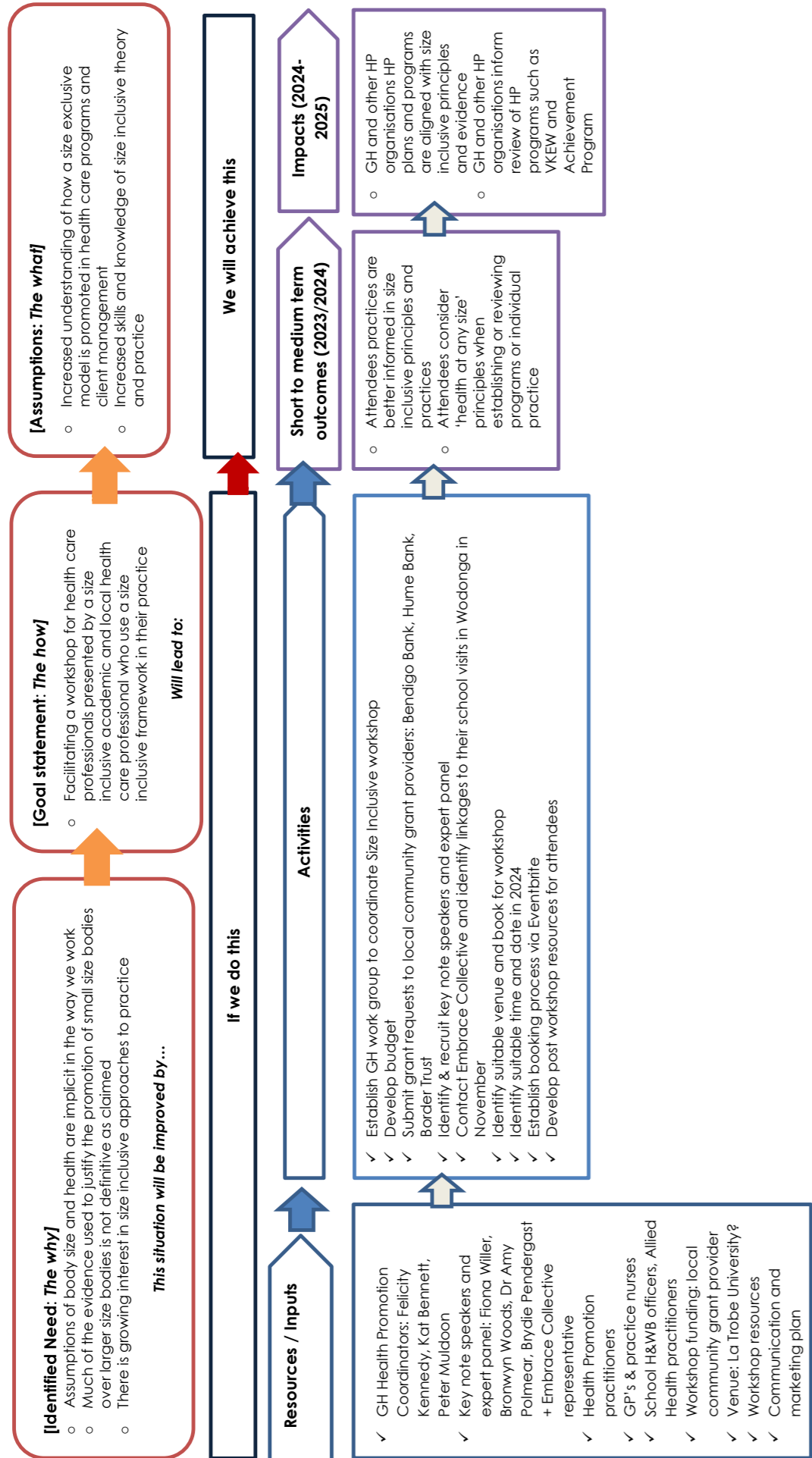
## Recommendations: What next?

From seminar attendees the following themes emerged for future activity.

- GP specific seminar/workshop with Fiona Willer
- Supported community peer group
- Perhaps some additional drink options if possible and ensuring larger chairs for people in larger bodies
- A focus on exercise as well as food when discussing the different themes
- An event targeting aged care sector
- More local information for sharing
- Include speech pathologists on panel if run again
- Research on how to advocate to surgeons asking for weight loss and changes to adiposity to 'reduce perioperative infection risk'?



**Gateway Health IHP Program Logic – Size Inclusive Practice Workshop**



## Introduction

This report provides qualitative and quantitative data on the Size Inclusive Practice Seminars and Workshops held on Wednesday 23rd October and Thursday 24th October 2024. The seminars and workshops were made possible with the effective partnership between Womens Health Goulburn North East and Gateway Health in North East Victoria. Special thanks also to the Project Working Group and the presenters for their direction, patience and frank feedback.

## Program Logic

A program logic was developed in November 2023 to inform the Size Inclusive Practice Project. The program logic is illustrated below including need, goal and outcome expected of the project. Several changes were made in Resources/Inputs and Activities sections. These are detailed later in the report. However fundamentally the program logic continued to guide the project.

## Working Group

A working group was established at the start of the project and continued to meet regularly throughout the project. Membership consisted of representatives from GH (2), WHGNE (3), BH (2) and headspace-Albury Wodonga (2). The meeting minutes illustrate feedback from the working group & presenters resulted in changes to number of seminars (from 1 to 2), addition of an additional Health Promotion focused workshop, changes to seminar schedule and changes to survey questions. In addition, the working group along with speakers promoted the seminars and workshops to a wider range of sectors, communities of practice and to the broader community.

## Project Co-ordination

The coordination of the overall project and working group were led by Peter Muldoon, Health Promotion Coordinator, Health Promotion Team, Gateway Health. This role was provided in-kind by Gateway Health.



What I will remember most ... Resources available for clients, ways to advocate for clients and to funders for health promotion programs.

Figure1 . Program Logic, November 2023

# Project timeline

<b>November 2023</b>	Program logic developed
	Working groups established (GH - 1, WHGNE - 3, BH -1)
<b>December 2023</b>	Grant provided by WHGNE \$10,000
	Working group meeting No. 2
	Action plan developed
<b>January 2024</b>	Four speakers confirmed (Dr Fiona Willer, Bronwyn W, Nicola H, Courtney N.)
	Add working group members (Nicola H, Courtney N, Jacqui N)
	MOU signed off - GH & WHGNE)
	Working group meeting No.3
<b>February 2024</b>	Melissa H confirmed as Lived Experience speaker
<b>April 2024</b>	Working Group meeting No. 4
	Venues and date confirmed for both Wodonga nad Wangaratta seminars
	Agreement for GH to co-ordinate communications and marketing
<b>May 2024</b>	Risk Plan developed and adopted
	Aime B (BHN) confirmed as HP speaker
<b>June 2024</b>	Working group meeting No. 5
	New working group member Bernie Mc (BH)
	HP workshop confirmed with BHN (Aime B & Gabrielle O) on same day and venue of Wang. seminar
	Comms and Marketing Plan developed and approved - co-ordinated by GH
	Humanitix chosen as ticketing platform
<b>August 2024</b>	Working group meeting No. 6
	Save the date promotion messaging commenced early August
	Pre-evaluation
<b>September 2024</b>	Working group meeting No.7
	Seminar schedule signed off
	Registration seminars and workshop
	Commenced registration including pre-survey
	Social media posts schedule begins
	Renata L agrees to MC both seminars
	Partners continue to promote to sectors and CoPs
<b>October 2024</b>	Working group meetings No. 8 & 9
	Running sheets developed for team on the days
	Bookings capped at 80 for both seminars and 30 for HP workshop
	QR code designed for post-evaluations
	Meeting held with speakers one week prior to event
	Seminars held October 23 and 24
	HP workshop held October 24

# Presenters and Expert Panel

The seminar panel and key note speakers consisted of the following.

## Key note speakers

- Dr Fiona Willer, Dietitian, academic, university lecturer, board member - Health at Any Size Australia and Association of Size Diversity and Health.
- Melissa Hawkins lived experience consultant, clinical headspace Albury Wodonga

## Expert Panel

- Bronwyn Wood: endorsed Health Psychologist and Board Approved Supervisor, registered with the Psychology Board of Australia.
- Nicola Hutton: Senior Clinician, headspace Albury Wodonga
- Courtney Nelson: Dietitian, Rural Health team, Gateway Health
- Aime Bast: Acting Health Promotion Lead, Better Health Network
- Health Promotion Workshop Facilitators:
  - Aime Bast: Acting Health Promotion Lead, Better Health Network
  - Gabrielle Orr: Health Promotion Officer, Better Health Network

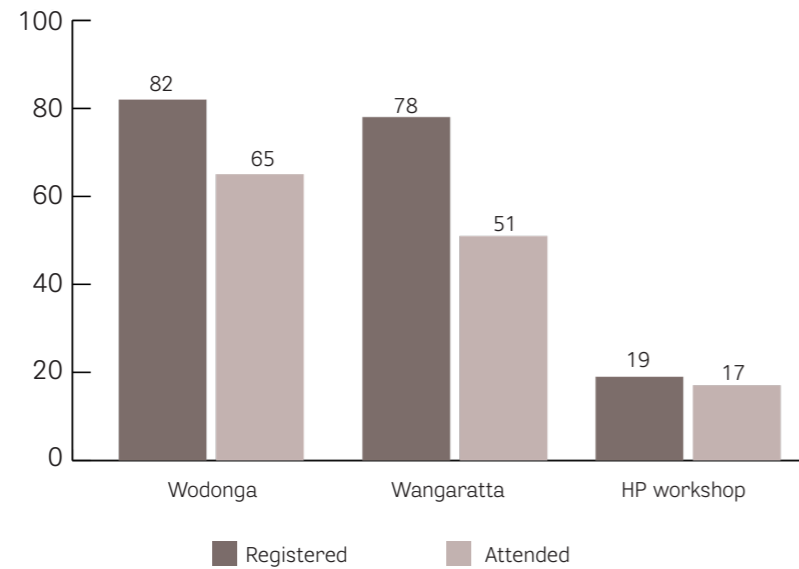
# Promotion and Marketing

The promotion and marketing of the project was provided by Gateway Health's Marketing and Engagement Co-ordinator Kellie Davies. This support was provided in-kind by Gateway Health. Additional social media promotion was provided in-kind by Womens Health Goulburn North East and Beechworth Health.



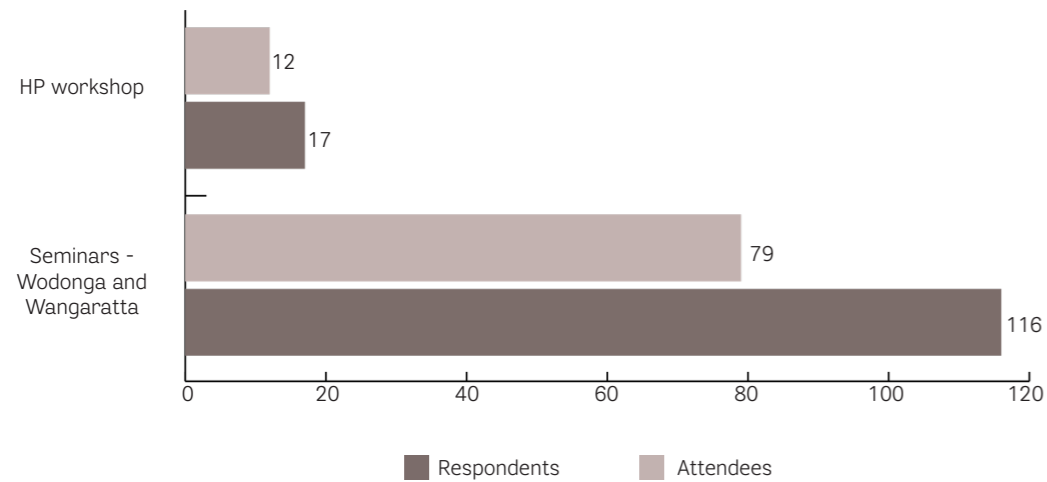
# Evaluation data – registration and attendees’ profile

## Attendees vs Registrations - per seminars and workshops



Comment: The level of registration was high for both seminars with both being capped at 80. The drop-off percentage in attendance vs registrations was slightly higher at Wangaratta but still in line with expectations from free events and events at this time of day. For the first of its kind, the seminars in the North East Victoria were very well attended.

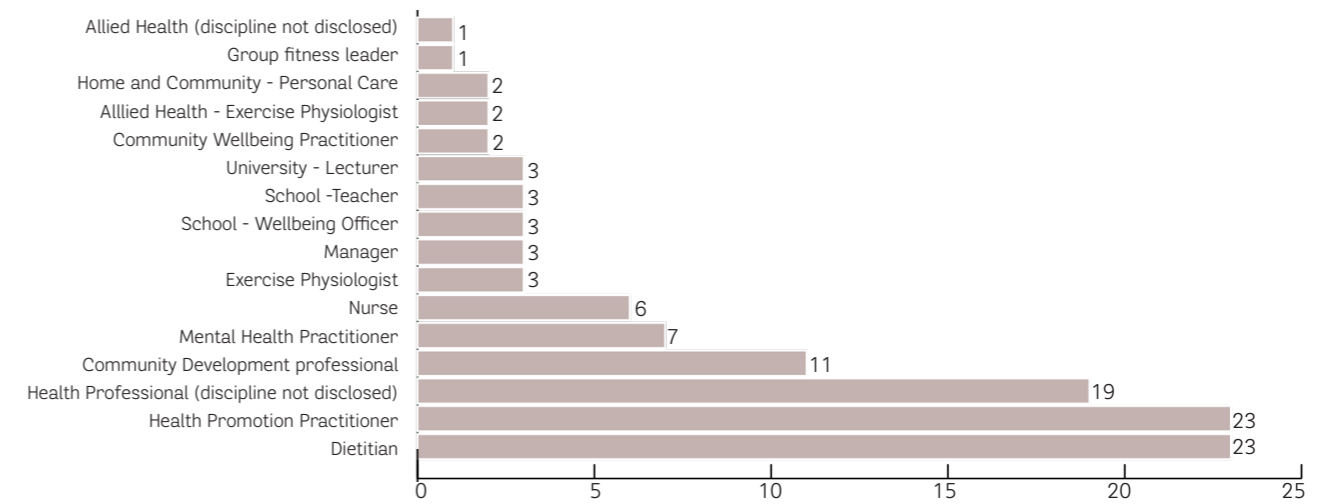
## Attendees vs survey respondents



Comment: For the seminars and workshops this was a high response rate:

- Seminars: 68%; and,
- HP workshop: 71%

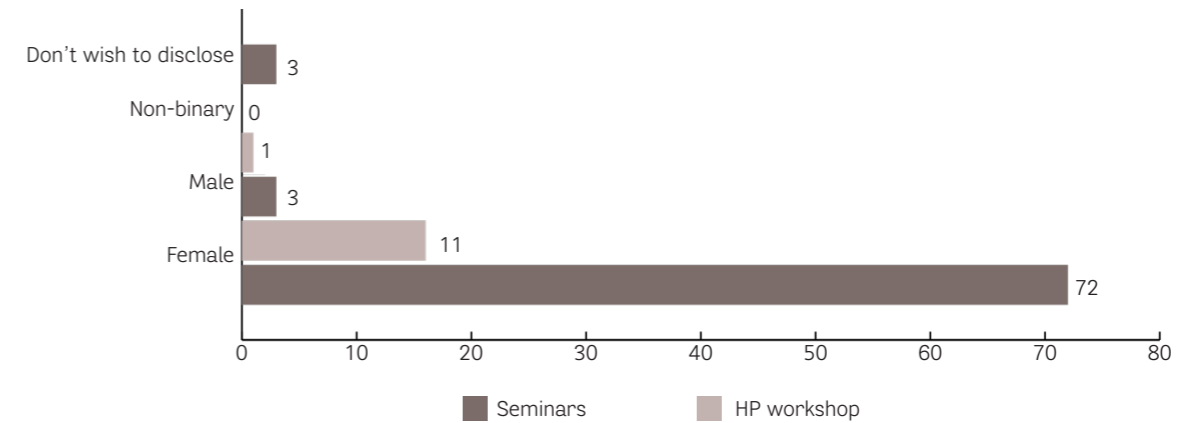
## Registrations - Professional discipline breakdown



Comment: The seminars attracted a wide variety of professions from within and outside of the health sector. Some registrations did not include profession or were identified as community members. A clear gap was from GP’s and GP Clinic Practice Managers. While promotion was widespread it will require specific marketing and specific content to attract GPs and their practice managers if a similar event was to be run in the future.

Note: All data from here on is sourced from evaluation survey respondents ONLY

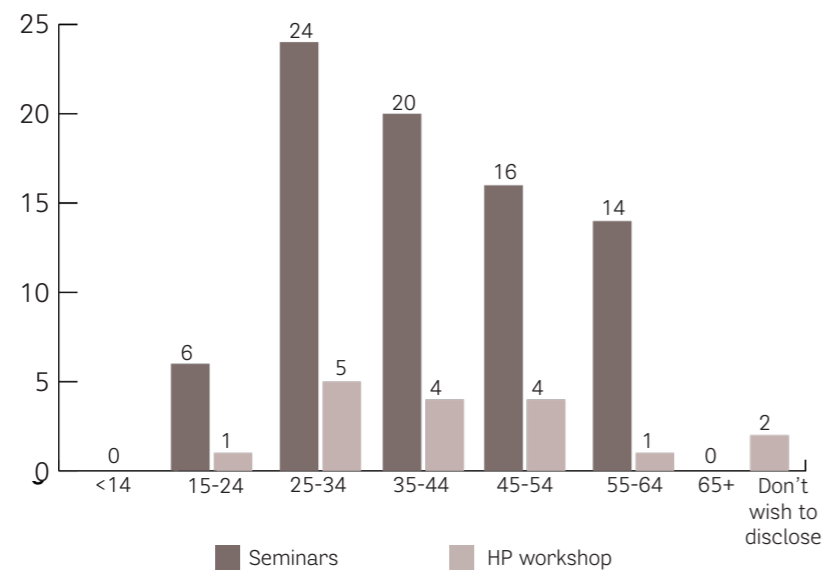
## Survey respondents ONLY: Gender Profile



Comment: The breakdown of females to males is consistent with the high level of females in the health and education sectors.

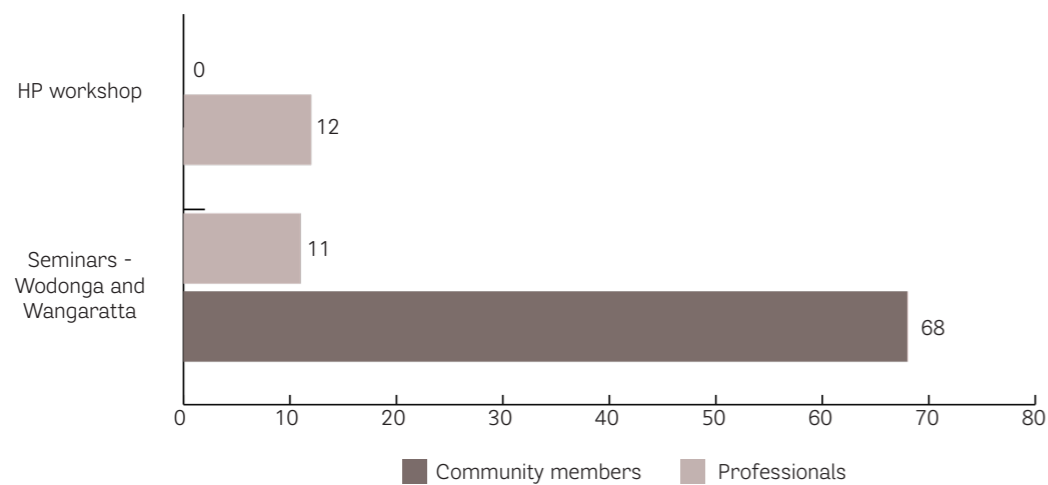
# Seminars – Professional data

## Survey respondents ONLY - Age demographic



Comment: A higher number of 25 to 54 year age group attended the session which is consistent with our health and education sector workforce profile.

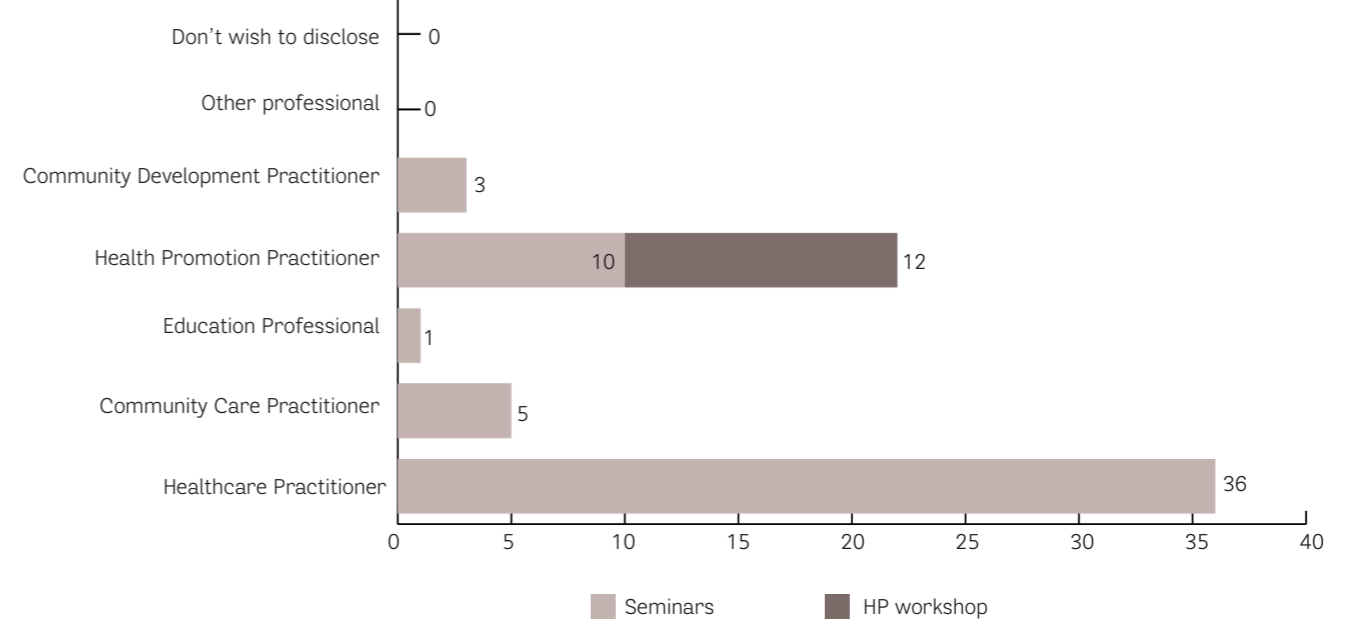
## Survey Respondents ONLY - Professionals vs Community Members



Comment: The seminars attracted community members at a rate of 14% of total attendees which was within expectations as the seminar targeted predominantly professionals.

## Survey respondent – Professional breakdown

Q. What will you most remember from today's seminar?



Q. What will you most remember from today's seminar?

Themes identified in the 55 responses to this question from both seminars

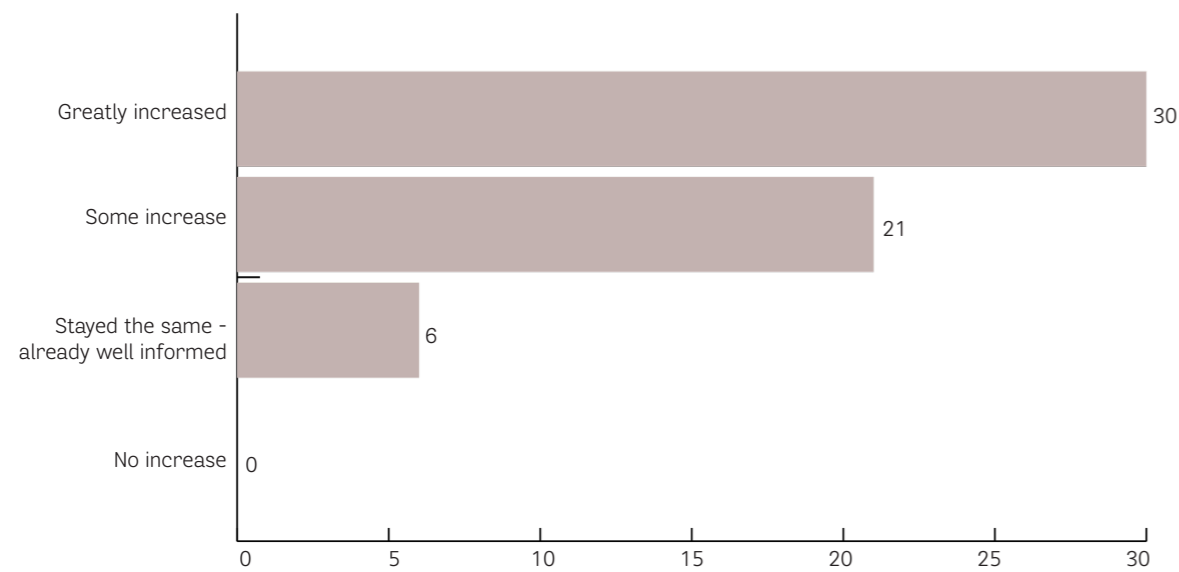
- Dr Fiona Willer's presentation on weight science
- Melissa Hawkins powerful personal story
- The Expert Panel and panelists
- Internalised weight biases and language and the impact of them on larger bodied clients and their access to services
- Lived experience should influence health care delivery
- The impact of weight biases and the effect on health care access
- The need for more size inclusive organisations



What I will remember most ... That the passion of the presenters aligns with the science as well

**Has your level of understanding of size inclusive practice INCREASED from attending this seminar?**

Responses received: 56

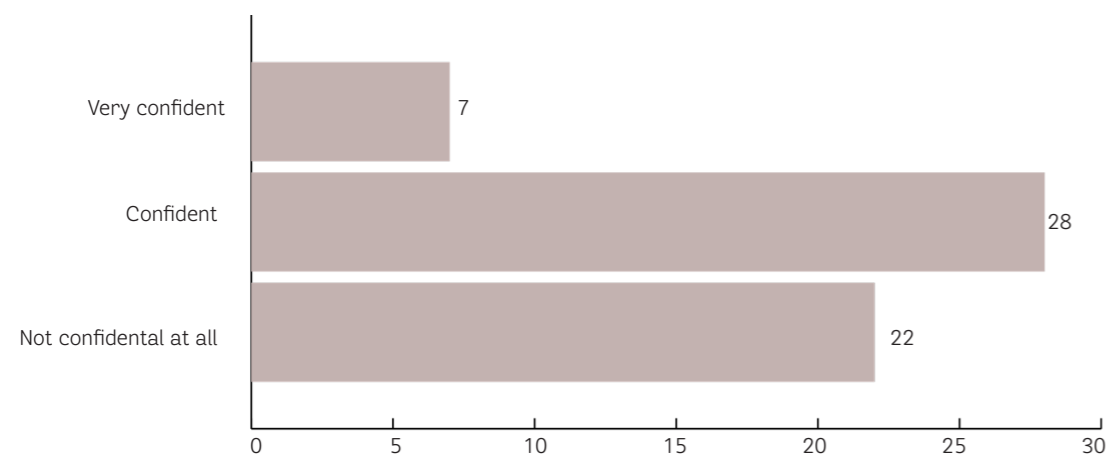


Comments received (9)

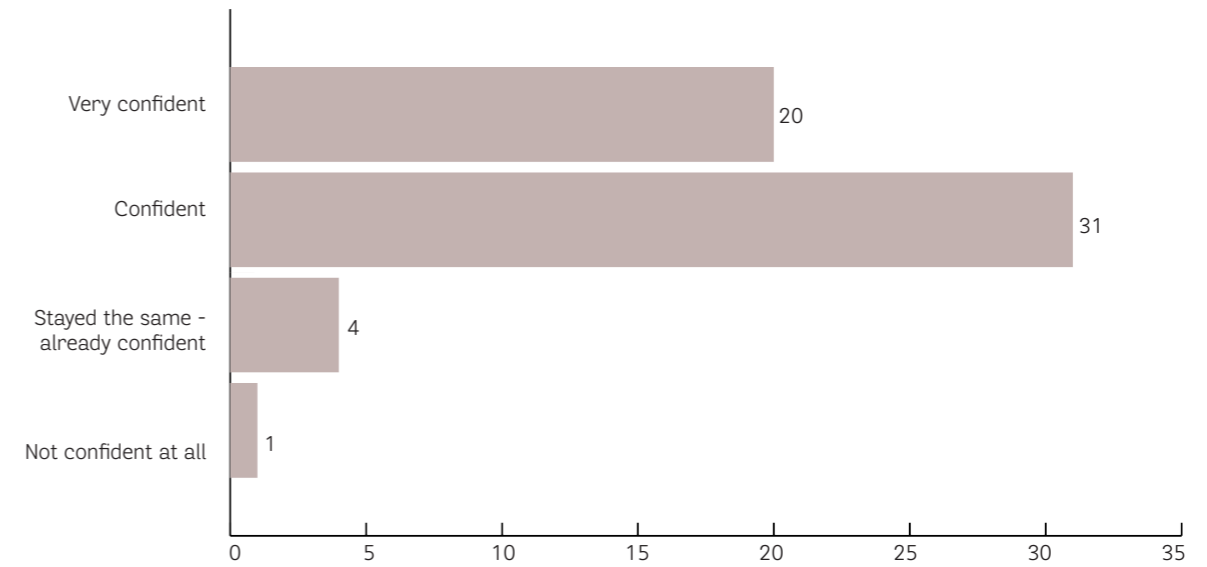
- Now more aware if this topic
- I found the graphs really helpful as I am a visual learner and I have bene learning from podcasts and books so found that helpful
- Excellent researched delivery
- Excellent presenters
- Evidence & language
- Very informative and really wanting to implement change within our health care setting
- I am well informed and still experienced learning opportunities
- Have had my mind blown.
- I already have knowledge and practice in a size inclusive way

**Q. BEFORE tonight’s seminar, how would you rate your level of confidence in applying size inclusive practice in your professional role?**

Responses received: 57

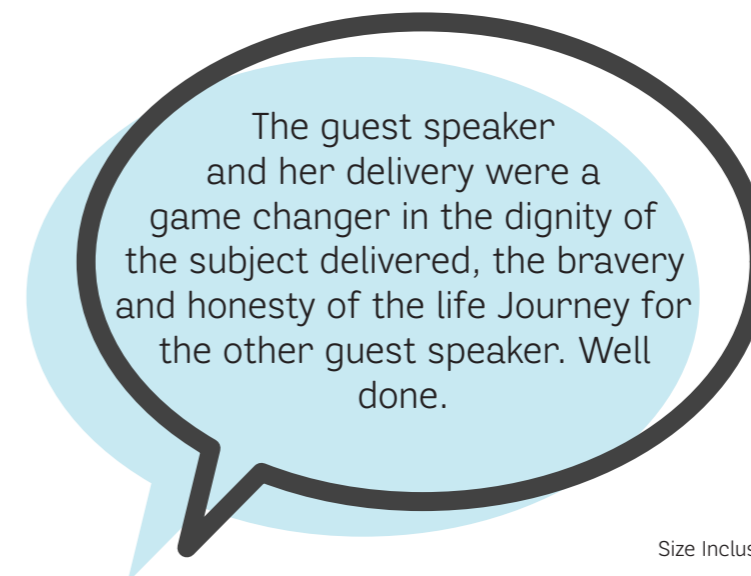


**Q. AFTER tonight’s seminar, how would you rate your level of confidence in applying size inclusive practice in your professional role?**



Comments (11)

- Having the lived experience keynote speaker was very powerful and eye opening. she was so brave and honest.
- More willing to have conversations than prior to seminar
- Reinforced the gaps in the service where I work. Helped consolidate my understanding.
- I’d say it has increased a bit however I work in aged care as EEN and as I am under the RN’s and drs etc I can voice my opinion at times but that doesn’t mean I can make a systemic change at my workplace but hopefully can help people challenge their views.
- Although I have work to do on this I feel excited about this new knowledge and how I can reflect on this to support my clients and myself.
- Still so much to roll out and still lots of change needed.
- I thought I knew more than I did!!
- This has been wonderful. The presenters were incredible
- Eager to start educating and breaking down diet culture within work, staff and clients
- Still not super confident but despite more aware.
- It still seems like there are a lot of ways to get it wrong when starting out, with a vulnerable population.





## Q. Are there any questions you wished you had asked or someone else had asked?

Responses received: 13

- The main questions were covered
- I wish I had asked if there was any resources that could be designed for aged care that I could drop off in the break room. And I could of asked if there was anything else people like myself that are lower down the line that we could do practically at work besides already advocating and calling people out.
- Where do people experiencing this challenge go. More local information could have been shared.
- How do we wrangle surgeons asking for weight loss and changes to adiposity to 'reduce perioperative infection risk'?
- What data should be used for public health evidence bases if not overweight/obesity?
- Incredible and insightful
- I think I would've appreciated a bit more of a focus on practical application of some of the info.
- I wish I had asked if anyone on the panel has worked with Speech Pathologist and seen how a speechie had incorporated this lens into their practice.
- What should we be doing as a community to get more GPs on board?
- No (x3)

## Q. Any other feedback for organisers?

Responses received: 33

Selection of comments:

- Well done
- The panel was great, so good to hear from different perspectives
- Enjoyed the panel discussion section
- I really enjoyed the "lived experiences" of Mel and she did really well with her speech.
- Thank you for a really valuable seminar. The guest speakers were amazing - Mel's story was deeply moving and really portrayed the negative impact of society and health professionals lack of understanding of size inclusive practice.
- Well done on a well-run event and engaging speakers and great conversation was created by having the panel discussion. Thank you.
- Love the idea of each of us talking to 3-4 people about last night's preso
- Well done fabulous night with engaging presenters
- More please!
- Thank you for a very informative evening
- Thank you. Let's continue the conversation!!
- Thank you for the refreshments!
- Amazing day and night thank you all!
- Great seminar. Fantastic speakers
- Just absolutely amazing event!!
- A really informative seminar with frank & real discussion from a great range of professionals & people- thank you.
- Loved it, we need more!
- Great session. Loved the range of people on the panel. Thankyou
- Great work & thank you

- Thank you for a marvellous- truly wonderful event!! It was amazing and I would not have changed a thing. Very well put together.
- Loved the night, but probably a bit long?
- Great job team. Amazing!
- Amazing job team!!
- Thanks, was a great session.
- Fantastic, thank you!

## For future planning

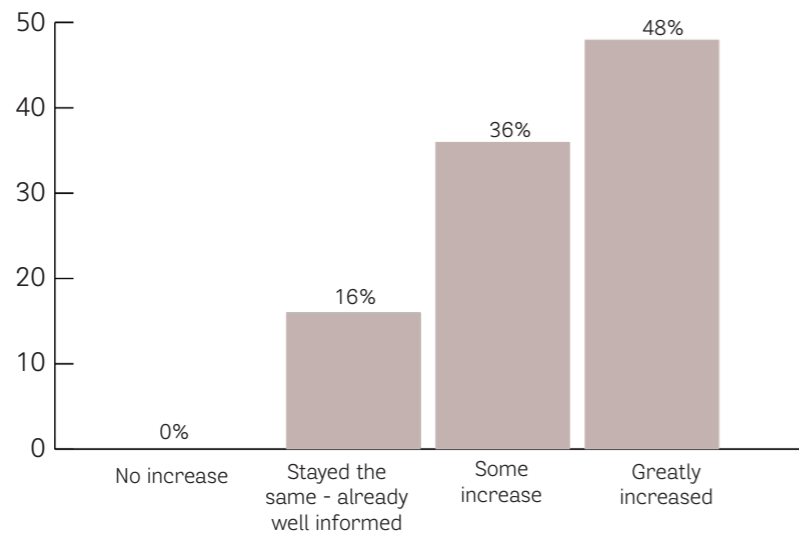
- GP specific seminar/workshop with Fiona Willer
- Perhaps some additional drink options if possible and ensuring larger chairs for people in larger bodies
- Amazing - please do this next year! Would be great to have GPs along.
- Great seminar, would have loved to have seen some more structure on the panel, however. Would have also liked the event to be more widely advertised.
- I would've loved to have a focus on exercise as well as food when discussing the different themes
- Great event, more networking and events on this topic would be valuable to maintain momentum
- If they could also send this info on seminars to aged care education as I did not hear about this at work and if they wanted to run one that has to do with aged care that would be great. I also think if there was a module, online course that came with CPD that would be great if there isn't one already that is.
- Great job. Need to open for more people as it was full and more people wanted to attend from my teams



# Community member seminar survey data

## Q. Has your level of understanding of size inclusive practice INCREASED from attending this seminar

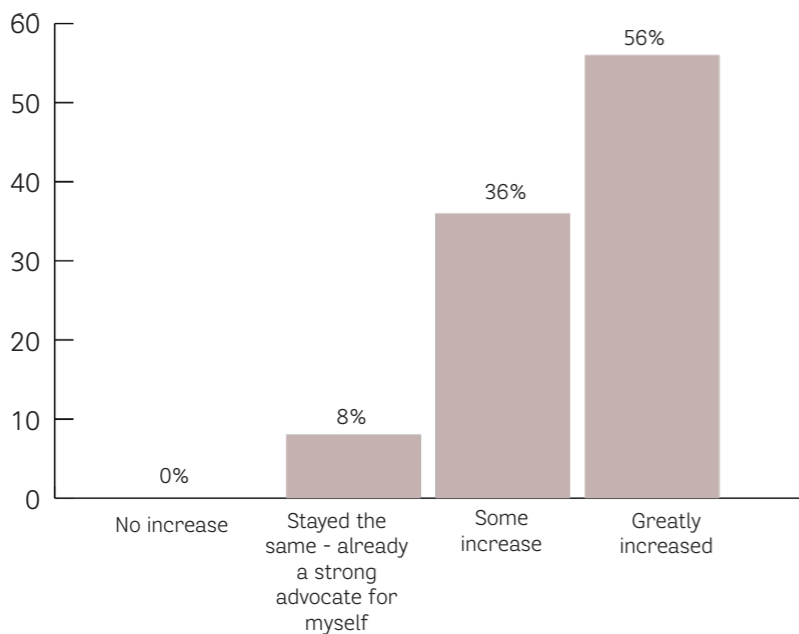
Responses received: 12



Comments (2)

- Had no education of the topic prior to seminar
- I'm well informed and still learnt things

## Q. After attending tonight's seminar have you INCREASED your expectation of how health care professionals should work with you in regards to size inclusive practice?



Comment (1)

- Health professionals need to start the conversations

## Q. What will you most remember from today's seminar? (Community member responses)

Comments

- Larger body image OK too and society should accept
- Reflection of the topic and still lots of work needed to completely stamp out bullying that still occurs in schools and the workforce
- To be kind and not be an a\*\*\*\*\*
- The different people that were at the event
- Affirming around staying strong with my own body positivity.
- To use the evidence already available about why diets don't work. How to further contribute to safe spaces by refusing diet talk
- Key speakers Fiona and Mel, that this experience is not isolated.

## Q. Any other feedback for organisers?

Comments

- Fantastic event, Fiona also so informative, I learned so much
- Ensuring larger chairs for larger bodies
- Great session. Thankyou! (x3)
- More please!
- GH could improve the size inclusivity in our media

What I will remember most ... Testimony talk and question time If this person was smaller bodied how would you treat them?

What I will remember most ... Melissa's Lived Experience, Fiona's passion, stat's and knowledge. It was an incredibly well delivered presentation.

# Health Promotion Practitioners survey responses ONLY

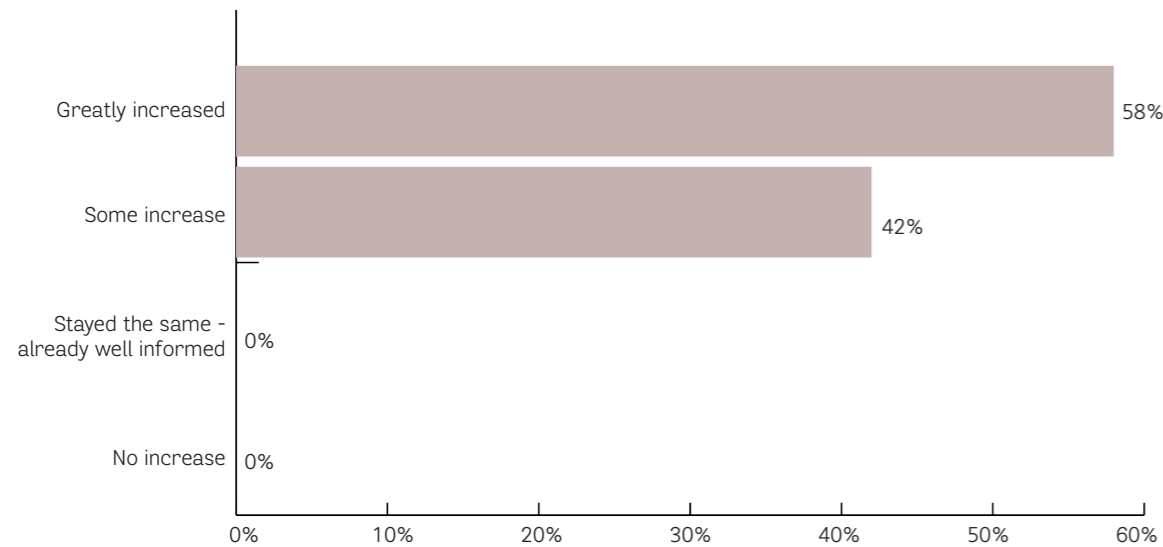
## Q. What will you most remember from today's workshop?

Responses: 11

- Positive disruption (x3)
- Giving practical examples of what language to use instead. People won't respond to the vague need to know what is practical advice
- Changing the way internal organisation clinical team perspective on weight
- Challenging weight bias in health professionals
- Be more radical!
- To shift thinking and think before I deliver a message.
- Even if can start with internal marketing to promote inclusivity.
- Positive disruption and presenting solutions
- The principles
- Reflecting on the way you think about food and move

## Q. Has your understanding of size inclusive principles increased from attending today's workshop?

Responses: 12

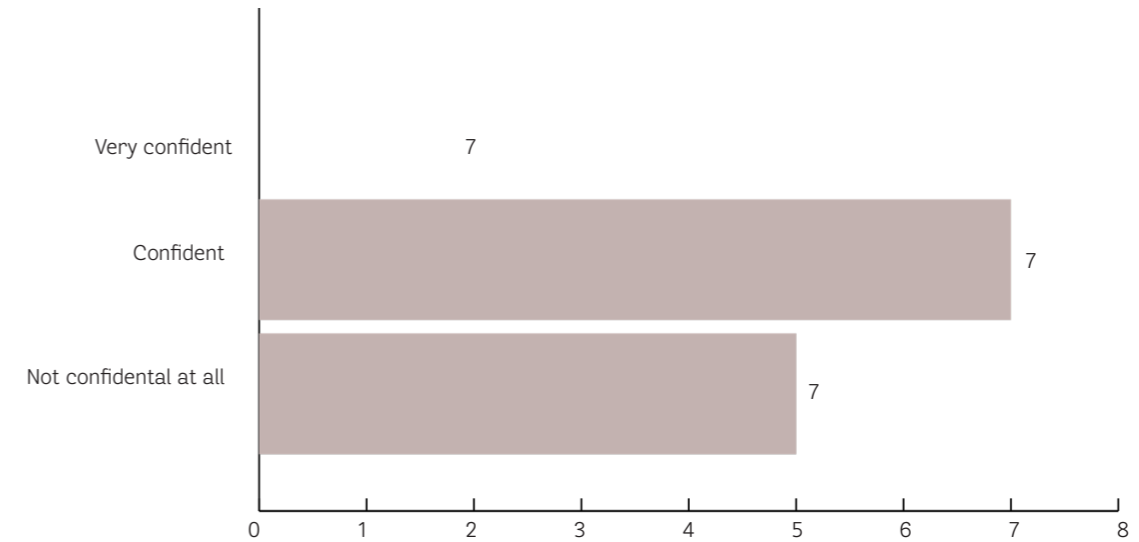


Comments (2)

- Amazing! I loved it all!
- Only some as do work towards size inclusive already

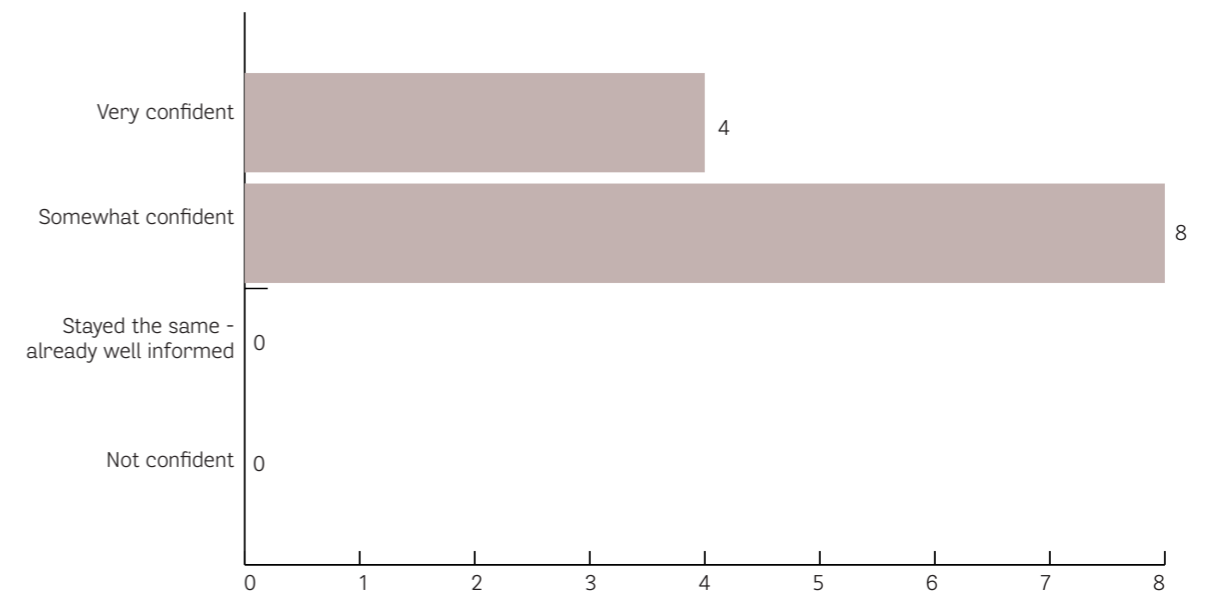
## Q. BEFORE today's workshop, how CONFIDENT were you that you could apply size inclusive practice in your role as a health promotion /community development practitioner?

Responses: 12



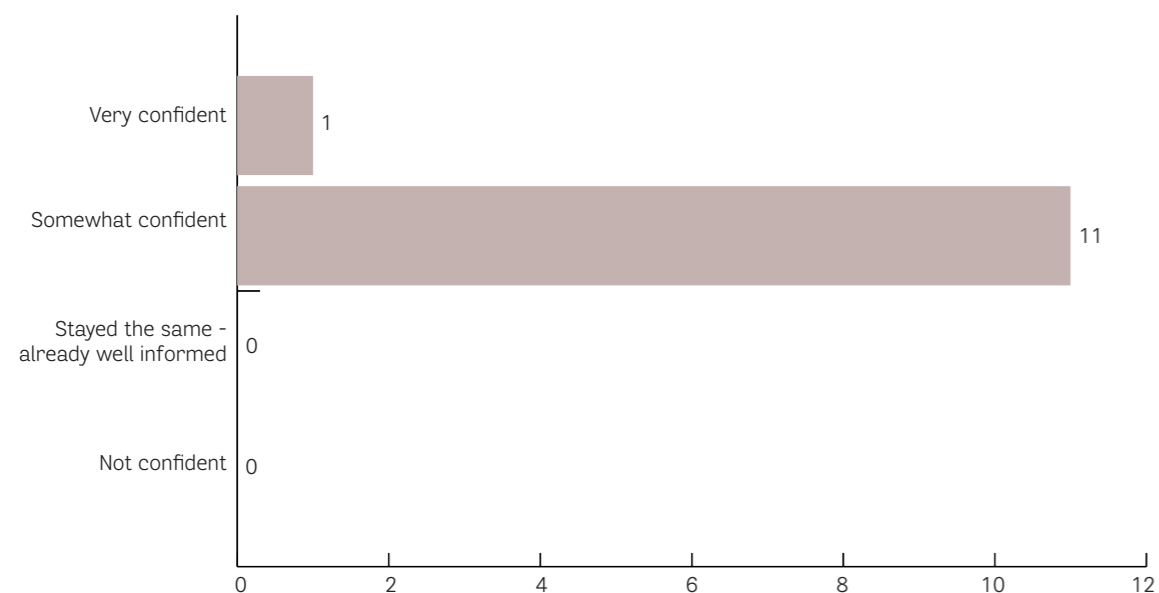
## Q. AFTER today's workshop, how CONFIDENT are you that you could apply size inclusive practice in your role as a health promotion /community development practitioner?

Responses: 12



**Q. How CONFIDENT are you NOW that you can ADVOCATE within your organisation for size inclusive practice and policies?**

Responses: 12



**Comments**

- Within the hospital, advocating for equipment to be able to provide equitable care to people in all bodies.
- Confident-ish.
- Reviewing use of imagery and language
- Need to get more up to date using resources

**Q. Any other feedback for organisers?**

Responses: 4

**Comments**

- Some more practical advice on designing programs and less focus on framing conversations- that's a whole other topic!
- Very appreciative of this being run so can try build momentum
- Very engaging, great to have the opportunity to discuss as a smaller group.
- Great overview, thank you.



I really enjoyed being around like-minded people with the same attitude towards weight and health. It was really refreshing to not think I am insane for my size inclusive views and that others are trying as well.

# gateway health

People living well

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