



# **Drug Education Network**

## **Annual Report**

### **2016–2017**



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## Table of Contents

Table of Contents .....	3
Position statement.....	4
President’s report.....	5
CEO’s report.....	6
Governance .....	8
The DEN team.....	9
DEN's Theory of Change.....	13
Supporting the Theory of Change.....	13
Organisation achievements.....	14
Resources .....	16
Projects.....	19
Training and education .....	21
Events .....	24
What you’re telling us .....	26
Our partners.....	27
Acronyms.....	28

## Position statement

**The Drug Education Network (DEN) neither condones nor condemns the use of drugs.**

Rather, we acknowledge that drug use exists, irrespective of legal status or societal norms.

DEN provides community members with the resources, information and connections they need to keep themselves and their community safer in relation to their individual circumstances.

Our goal is to meet people where they are and encourage open dialogue that empowers the individual to be the primary agent of their own physical, mental, and emotional wellbeing.

## Strategic statement 2017–2020

DEN is funded to improve the wellbeing of Tasmanians through prevention, resource development, education and training to service providers and the wider community on alcohol and other drugs.

## Our vision

To improve the health and wellbeing of all community members through the provision of education, training and resources aimed at reducing the impact of alcohol, tobacco and other drugs.

## Our values

The Drug Education Network's core values are:

**Professionalism:** We are professional, act with integrity and are accountable.

**Excellence:** We are committed to excellence and creativity that will produce efficacy and impact across the AOD sector.

**Focus:** We are focused on the outcomes and service required, educating and empowering people and communities.

**Connectivity:** We are collaborative, inclusive and respectful in all that we do.

## Our mission

To provide best practice education, training and resources for the Tasmanian community and beyond.

## President's report

The Financial Year 2016-2017 was to be a year of consolidation and preparation, but developed into a year of **preparation, opportunity and growth**, against a background of significant work by all staff members across the state in the Drug Education Network (DEN) not-for-profit organisation. Whilst there have been challenges, these have been considered, addressed, and resulted in appropriate outcomes and understanding for future events and developments for all concerned. The preparation, opportunity and growth themes driven, addressed, and/or overcome by a number of key personnel, with excellent prospects for the future.

DEN has been **preparing for the year 2017-2018** and the focus on the funding necessary to guarantee the organisation's ongoing viability, to provide the Tasmanian Community with the resources, information and connections concerning Alcohol and other Drugs, needed to keep individuals and their communities safe; thereby empowering individuals and communities to be the primary agent for their own physical, mental, and emotional well-being.

Whilst the sustainability and future of DEN remains a constant, built on a three yearly (rather than greater) funding regime, its significant work has continued unabated across the State and **resulted in other opportunities**. The Primary Health Tasmania (PHT) funding for the *wungana makuminya - Turning the Path on alcohol and other drugs* project and other developments has provided DEN with prospects to underpin and strengthen the brand and continue the important work.

These new openings and challenges have increased the load across the small workforce and therefore the **demand to grow the organisation** in staff numbers. The employment of people not only to administer the increase in clients, requirement for resources and the digital interface across Tasmania, the nation and globally, but staff to simply coordinate and deliver the product throughout the State.

The Board acknowledges the commitment and drive demonstrated by all of the DEN staff and in particular the CEO Shirleyann Varney. The Board also acknowledges the ongoing support and commitment of the Minister for Health, the Hon Michael Ferguson (MHA) and the Department of Health and Human Services, Alcohol and Drug Services.

For that ongoing determination by the Board members, I offer my appreciation and beseech that you continue your service to DEN and its important work.

As Chair of DEN's Board of Directors, I offer up this Annual Report for financial year 2016-2017 which demonstrates our significant activities, effort and ongoing commitment to the State and innovative service delivery in the Alcohol and other Drugs sector.

**Wayne Moore**

Chair of the Board of Directors

## CEO's report

Overall, the past year has been one of consolidation for the Drug Education Network (DEN), with a focus on building partnerships within and external to the Alcohol and Other Drug (AOD) sector. DEN also committed resources to rejuvenating our internal quality improvement process, and identifying priorities for the organisation's work from 2017–2020.

It has been a rewarding year, with some fabulous projects to celebrate: further development in AOD workforce training, bespoke educational sessions, engagement with the Tasmanian community, including sharing information and resources, and the development of engaging and evidenced-based resources for schools and workplaces. For further information on all DEN's projects, visit [www.den.org.au/projects](http://www.den.org.au/projects).

The focus of DEN's core service provision remains in alcohol and other drugs health promotion, prevention and early intervention (PPEI), training, education, resource development and provision. DEN provides Tasmanian community members with the resources, information and connections they need to keep themselves and their community safer in relation to their individual circumstances.

DEN's core values underpin all areas of our service provision:

We are *professional*, act with integrity and are accountable.

We are committed to *excellence* and *creativity* that will produce efficacy and impact across the AOD sector.

We are *focused* on the outcomes and service required; educating and empowering people and communities.

We are *collaborative*, inclusive and respectful in all that we do.

DEN's commitment to working collaboratively, respectfully and inclusively has been demonstrated in the past year through our partnerships with several key stakeholders. These partnerships resulted in the successful Community Drug Forums, which were held in Hobart, Launceston and Burnie. This partnership work underpins the spirit of the PPEI sector implementation plan. Collating and reporting on the PPEI work in which DEN and other sector organisations are actively involved, remains key to the lead agency role that DEN undertook in 2016. The latest PPEI report, including its celebrations and recommendations for 2018, can be found at [www.den.org.au/ppei](http://www.den.org.au/ppei).

The Drug Education Network (DEN) team works continually to improve our services. We strive to fulfil our vision to improve the health and wellbeing of all community members through the provision of education, or training and resources, aimed to reduce the impact of alcohol, tobacco and other drugs. DEN's training and educational workshops continue to be regularly requested, with feedback from participants indicating that our training provides educational, thought provoking, stimulating, excellent and relevant sessions. The DEN team works hard to ensure that the needs of the participants are addressed, and every training session is designed to suit the needs of the requesting organisation and their workforce, as well as community groups, schools and workplaces. Our educators are constantly rated as being knowledgeable and able to provide sufficient depth of information to meet the requirements of the training.

As always, the DEN team responds to requests for service, and this year we actioned more than 175 requests for resources, and provided 77 Very Brief Interventions (VBI), including referrals, for community members seeking information and/or assistance for themselves or a loved one. The DEN educators have also responded to 159 requests for service provision, and initiated 50 proactive projects.

Primary Health Tasmania (PHT) funding for the wungana makuminya - Turning the Path on alcohol and other drugs project has brought two new team members to DEN, and enabled a strengthened partnership with the Tasmanian Aboriginal Corporation. Through this partnership, training is offered to Aboriginal and Torres Strait Islander workers whose clients are dealing with reducing the harms from alcohol and other drug use. Cultural sensitivity and safety training will also be offered across the alcohol and other tobacco sector and related services.

DEN has integrated the Kantree project system management tool, which has significantly reduced the time spent by our team on reporting, and also created great opportunities for collaboration. In addition, ethics guidelines for the Community Champions project have been developed and refined, and are available for any community organisation to download via our website: [www.den.org.au/projects/community-champions](http://www.den.org.au/projects/community-champions).

More than 356 evidence-based resources have now been uploaded to [www.everybodys.business](http://www.everybodys.business)—DEN's one-stop curated library portal that makes evidenced-based alcohol and other drug prevention and early intervention resources available online to everyone.

Thank you, as always, to the talented DEN team, our supportive and committed Board, and all our consultants and collaborating partners. I look forward to the opportunities that the coming year will bring.

## **Shirleyann Varney**

Chief Executive Officer

## Governance

The Drug Education Network Inc. (DEN) is incorporated as an association under the *Associations Incorporation Act 1964*.

DEN is governed by a Board, currently consisting of seven members elected for a twelve-month term at the DEN Annual General Meeting, which was held on 28 October 2016. The Board meets at least nine times a year.

Position	Current holder	Notes
<b>Chairperson (President)</b>	Wayne Moore	
<b>Vice Chairperson</b>	Sandra Lovell	
<b>Vice Chairperson</b>	Michael Robinson	
<b>Secretary</b>	Judy Travers	
<b>Treasurer</b>	Emma Quinn	
<b>Public Officer</b>	David Daniels	<i>Founding Member (1986)</i>
<b>Ordinary Member</b>	Allison Matthews	
<b>External Auditor</b>	Don Camm	
<b>Consultant Accountant</b>	Brian Claridge	

Meetings of the Finance Committee, a sub-committee of the Board, were held regularly throughout the year to support good governance in the financial arena. The role of the Finance Committee is to consider financial matters in detail and to report to the Board.

During 2016–2017, the composition of the Finance Committee was:

**Chair of the Board** – Wayne Moore

**Treasurer** – Emma Quinn

**Chief Executive Officer (CEO)** – Shirleyann Varney

**Finance and Payroll Officer** – Anita Menhofer

**Accountant** – Brian Claridge

## The DEN team

### Shirleyann

#### Chief Executive Officer (CEO)

Shirleyann has been involved in the community services sector in Australia and UK over the past 13 years. She is committed to the ongoing development of educational initiatives that empower individuals, families and the wider community to understand and reduce the harms from alcohol, tobacco and other drug use. She is passionate about the development and delivery of health promotion, prevention and early intervention resources, training and education, with a particular interest in tackling discrimination and the stigma associated with drug use.

### Anita

#### Finance and Payroll Coordinator and PPEI Secretariat

Anita joined our team in 2015 and looks after DEN's finances and payroll. She also provides secretariat support for the Promotion, Prevention, and Early Intervention (PPEI) Implementation Plan, for which DEN is the leading agency. She gained her financial experience in her own business and in the community sector, but much prefers working within the non-profit sector, where she can identify with the goals of the organisation.

### Zoe

#### Project, Systems and UX Developer

Known to the team simply as Pixie, Zoe takes care of many things behind the scenes – building and designing resources, investigating and implementing new systems and software, aiding and running projects, scrutinising data, and maintaining the computer fleet. She has many passions, including making information accurate, and supporting people to use the full potential of their brains to make informed decisions. When not busy using her powers for the good of DEN, Zoe can be found scribbling away in Illustrator or flexing her gaming prowess.

### Mary-Jane

#### Administration Officer

Mary-Jane is the friendly voice at the end of our phone and the first point of contact for all DEN enquiries. She co-ordinates the day-to-day running of the office, has a strong history in business management, and holds a Certificate IV in Small Business Management and Business Sales. Mary-Jane recently moved to Tasmania from Queensland, where she applied her great passion for animal welfare to a 10-year volunteer role with the Queensland RSPCA, in addition to operating a pet sitting business. Mary-Jane is an avid knitter, and is enjoying the tree change to Tasmania and the cooler, more knitting-friendly climate.

## James

### **Educator (South)**

James is passionate about education and hopes that his work can bridge the gap between academic curricula and the lived experience of students. The activities and guidelines he develops are designed to empower the learner and help students develop protective factors and resilience that they can call upon when they are faced with real-life alcohol and other drug situations. James works with a range of organisations to develop resources that meet the specific needs of clients in their AOD journey. These resources help structure and develop communication and decision-making skills, and restore the agency of the client in their unique situations.

## Maria

### **Educator (South)**

Maria has extensive experience as an educator. She holds a Certificate IV in Training and Education, and has worked with adult learners in a variety of settings over the past 16 years. This experience is combined with a background in nutritional health and a Masters in Public Health, with a focus on contemporary public health practice, encompassing models of empowerment and frameworks for change. Maria uses her knowledge and skills in this area to deliver educational experiences that are accessible and relevant for all community members.

## Marion

### **Educator (North)**

Marion Hale has worked in improving health equity in the Tasmanian and Australian community for the last 25 years. Marion's career has spanned crisis support, counselling, community development, policy development and population health. She was the Women's Health Policy Officer with Population Health in the state government from 2003 to 2013. In 2012 Marion was elected to the Board of the International Network of Women Against Tobacco (INWAT) and in 2015 became the President of INWAT. Marion joined DEN after an extensive period working in government policy and health programs, as well as community development work. Marion has a particular passion for the promotion of smoke-free pregnancy, and was awarded a Churchill Fellowship in 2012 to study smoke-free pregnancy programs internationally. Marion is on the Alcohol Advertising Review Panel and Smoke Free Tasmania and works hard to make the world a more equitable place.

## Maurice

### **Educator (North)**

Maurice is a qualified social worker who holds a Fine Art degree. He has worked in the welfare sector for the last 20 years and his varied experience includes roles in advertising and marketing, illustrating children's books, animation, and working as a professional musician. His professional experience covers PTSD counselling, drug and alcohol counselling, family and relationship counselling, mental health, court and family mediation, prison-based parenting programs, early years program development, working with men and violence, and sex offenders. Maurice has also held team, regional and statewide management positions for several organizations. He has a strong belief in the impact of early years development, and received a community services award for professional practice in 2009 for his work with new fathers, and his role in supporting the development of parenting programs for prison inmates. Maurice brings these skills, and a boundless belief in the power of connection and communication to facilitate change in individuals' lives, to all he does.

## Dave

### wungana makuminya Project Coordinator

Dave is a qualified Gestalt therapist, has a background working as a drug and alcohol counsellor, and is passionate about groupwork, personal growth and environmentalism. Dave emigrated to Australia 15 years ago and, prior to entering the welfare sector, worked as a design engineer in the automotive industry. He has worked in private practice and was part of the outreach team at the BATTERY Rehab in Northern NSW. In this role, Dave ran several groups, including DRUMBEAT groups with men from the Aboriginal community, AOD support groups, and court diversion psycho-educational groups. Dave moved to Tasmania three years ago and worked in the homeless and mental health sectors before joining DEN as project coordinator for the wungana makuminya project. Dave continues to work in the AOD sector as a DRUMBEAT facilitator and counsellor with Holyoake Tasmania.

## Janet

### wungana makuminya Lead Trainer and Assessor

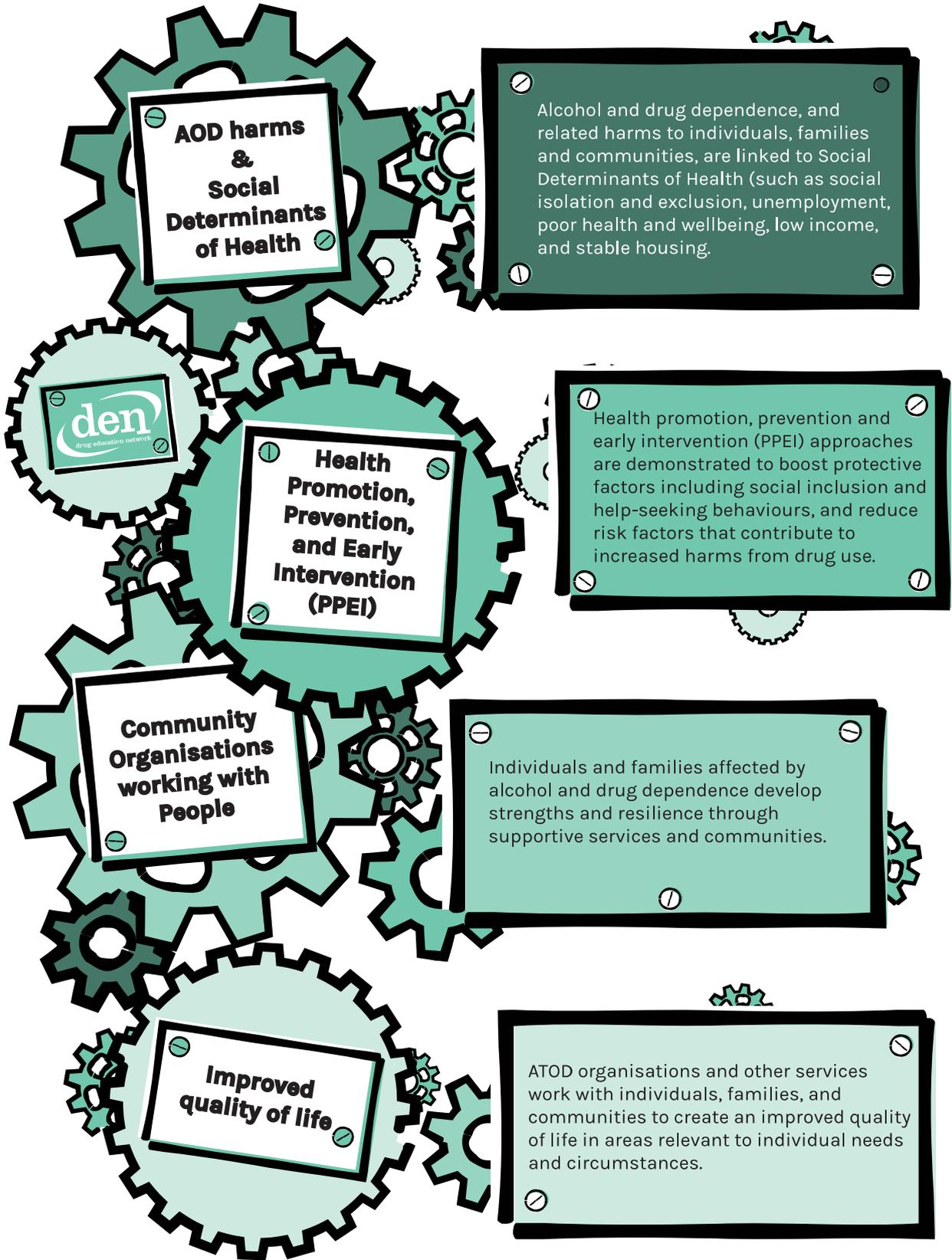
Janet has had a long and winding road over many years through the community services sector. Originally from Montana, she moved to Victoria and worked within the Education Department, and then on to Tasmania. Janet holds a BS in Education and studied a Masters in Curriculum at Deakin University. Janet has extensive experience in a wide variety of settings and roles, management within an NGO, teaching within TasTAFE and Risdon Prison, advocacy and complex care case management for NDIS participants. Janet currently works casually through the sector and enjoys a life/work balance! Her passion is training students to become 'skilled practitioners' with a strong value base for working within a social justice framework ethically and respectfully.

wungana  
makuminya

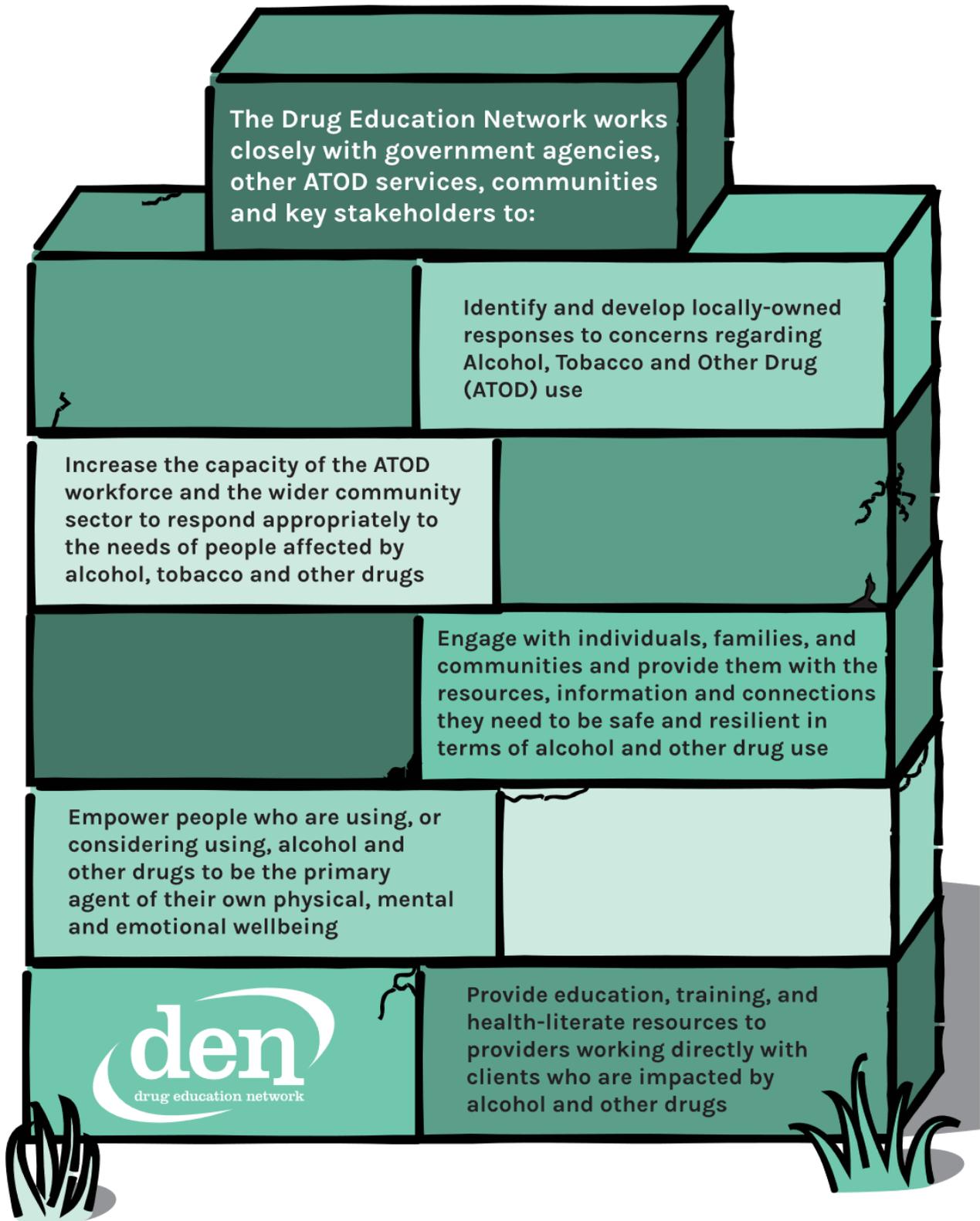
Turning the path on alcohol and other drugs



# DEN's Theory of Change



## Supporting the Theory of Change



## Organisation achievements

### Rebranding and website

With the approach of DEN's 30<sup>th</sup> anniversary in September 2016, we recognised that the organisation had grown and changed a lot since our creation in 1986. We needed a way to easily communicate what we do and who we are, and so DEN worked closely with Handbuilt Creative to redesign our website and branding.

The updated version of [www.den.org.au](http://www.den.org.au) was launched in early 2017, alongside an updated look for the organisation. DEN covers a wide range of activities, and our new branding now makes it easy to see and understand exactly what we do.

DEN's new brand features five key colours and themes. **About DEN** is green – exploring our team and collaborations. **Resources** is lime – exploring the information and tools we create and share. **Projects** is blue – exploring our innovative projects to improve wellbeing around alcohol and other drugs. **Training** is purple – exploring the skills-building we encourage in Tasmania. And **Events** is pink – exploring the community events we host to share knowledge and experiences.

### The Connection

DEN values our collaborative partners and our relationships with the Tasmanian community and wider sector. With our connections growing alongside us, we needed an easy way to share the projects we're working on and invite people to work with us. In early 2017, we debuted our monthly newsletter, The Connection, in which we share a little bit of everything we do. As well as this regular email communication, DEN sends out occasional updates and invitations on specific topics.

### Social Media Connections

The Drug Education Network continues to connect in positive ways with consumers and the people who influence them through our social media channels. We post regular updates that cover our DEN project work, the best of local and international alcohol and other drug (AOD) news and research, and links that help foster our partnerships within the Tasmanian health community. Teachers have their own site at *learning.den* where we share classroom ideas and best practice with our fellow educators, and our CEO agitates for change through Twitter. Pinterest remains a focus where visuals and images are shared locally and nationally.

### Kantree: Project Management System

Reporting is a significant time commitment for every organisation, and DEN is no exception. With our team running at full capacity for the 2016–2017 year, it was time to upgrade to a robust and powerful project management system that would enable us to collaborate effectively within our team, reduce our reporting time, and increase the meaning of our reporting data.

After reviewing many of the available tools, DEN has settled with Kantree. A highly customisable project management system currently in Beta, Kantree allows DEN to organise our work more efficiently and to easily generate reports, which has allowed us to reallocate our capacity into more productive directions.

DEN is excited to work with a Beta tool and will continue to work with the development team as the tool moves forward.

## Resource development process

A good resource is easy to read, informative, and engaging. DEN has been developing resources for more than 30 years, but with experience comes the wisdom to continuously improve and refine. After taking on some important learning from our history and involvement with projects such as the HeLLo Tas! Health Literacy Pilot, we have refreshed our processes to ensure our resources are created to the highest standard.

## Promotion, Prevention and Early Intervention progress report

The Drug Education Network is the nominated lead agency for the Alcohol and Other Drug sector Promotion Prevention and Early Intervention (PPEI) Plan. Each year, DEN undertakes the creation of a progress report, gathering data from sectors across Tasmania about their PPEI activities for that year.

The 2017 PPEI Progress Report was released mid-year, and explored the progress of the plan from data submitted by 15 participating organisations, which collectively provided 402 total activities within more than 519,000 individual actions, including the provision of more than 54,000 resources to the Tasmanian community.

The progress report contains detailed statistics on the nature of PPEI work within Tasmania, and supplies a series of recommendations for continuing the plan and good work into the future.

This report, and more information about PPEI, can be found at [www.den.org.au/ppei](http://www.den.org.au/ppei).

## 2017 Tasmanian Brief Intervention Survey

The 2017 Tasmanian Brief Intervention Survey was conducted by the Drug Education Network to better understand how Tasmanian workers in the health, community services, and other sectors use, understand and respond to brief interventions and associated tools and screening tools. The survey targeted workers within the general practitioner, community services, AOD and similar fields, and included 13 questions regarding the respondents' work, attitudes, beliefs and practices around brief interventions. Forty-five respondents from 16 identified Tasmanian organisations completed the survey, providing important insights. This data is being used to inform the development of the Tasmanian Alcohol and Other Drug Brief Intervention Framework document, which is in the final stages of development (as at July 2017).

The findings from the survey can be found at [www.den.org.au/ppei](http://www.den.org.au/ppei).



## Resources

### Everybodys.Business

Everybodys.Business is a one-stop, curated library portal, which offers accurate, sensitive and appropriate information, resources, and screening tools to all members of the community, regardless of their skill level. The site features an innovative, single page design that uses a powerful tag and search system to organise information. It is built using UX (User Experience) design and conforms to the Web Content Accessibility Guidelines (WCAG) 2.0, to ensure that all members of the Tasmanian community with access to the internet will be able to use the website to find information, inspiration and services.

Everybodys.Business also enables members of the community to submit items for consideration into the library. This may include resources and information, but it is hoped that this feature will be used primarily to share stories of Community Champions – people who have taken a leadership role in the Promotion, Prevention and Early Intervention of ATOD issues within their community. A small number of stories were launched with the website, and it is hoped that including these community stories will provide inspiration and increase the community’s capacity to design solutions to answer their own needs.

### PPEI Calendar

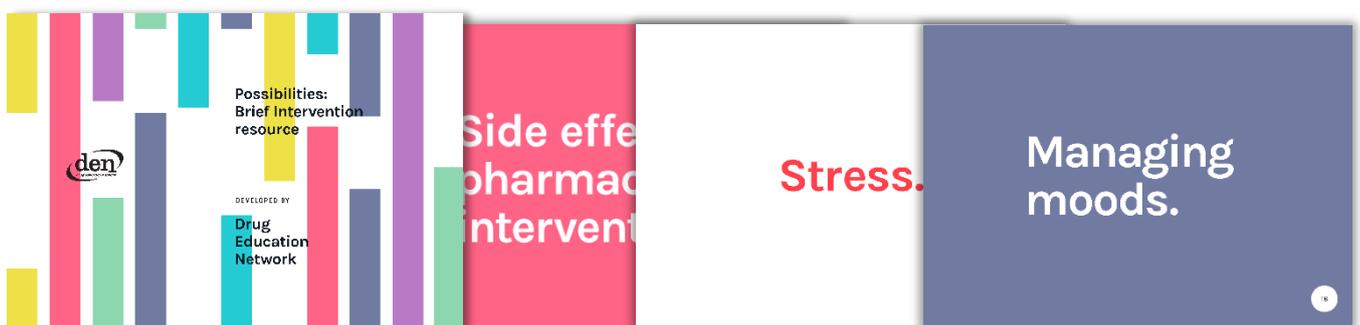
Promotion, Prevention and Early Intervention activities happen continuously across Tasmania. As the lead agency for the Tasmanian PPEI Implementation Plan, DEN is lucky enough to hear about all these activities when we compile the PPEI Progress Report each year.

To help share the exciting events that happen around the state, DEN hosts a PPEI Calendar in which organisations and groups can list their events, and the community can find out more about events that are occurring in their area. The calendar is hosted at <http://localendar.com/public/PPEITasmania>.

### Possibilities

Possibilities is a set of cards that can be used to provide guidance and structure for brief interventions. The cards can assist in examining affirmations and offering reflection and summary in a structured and respectful manner. The structure provided by these cards helps users run through brief interventions using the ABC and 5A models. By pairing the Possibilities cards with the Drug Harm cards, a worker and client can create a personalised session, helping to build their relationship, examine client motivations, and formulate a package of assistance.

This resource contains 36 ‘idea’ cards, which enable clients and workers to highlight ideas that currently resonate with them. The pack also includes additional reference cards for workers on a range of topics including brief interventions and motivational interviewing.



## Community Champions Recording Ethics

The PPEI Champion's Project (powered by the Everybodys.Business website) aims to reduce stigma surrounding Alcohol, Tobacco and Other Drug (ATOD) use and encourage compassionate, grass-roots community action as part of ATOD harm reduction and prevention at every level. These goals are achieved by sharing some of the community's inspiring stories and showcasing community efforts across the state, country and the world.

Using video footage to share these stories enables the delivery of valuable documentation that can challenge stereotyping, promote behavioural change and provide positive reinforcement, particularly when discussing potentially illegal activities such as drug use. However, deciding to participate in this project and share the footage publicly is not a simple process. Some videos, if released, shared widely or misused, have the potential to put individuals and communities at greater risk of harm.

To help ensure quality recordings that are a positive experience for everyone involved, DEN has developed the Champions Project Recording Ethics – a set of guidelines and a consent form, which are intended to shape the interviewing process and help mitigate any risks that may arise. These documents are available from [www.den.org.au/projects/community-champions/](http://www.den.org.au/projects/community-champions/) in legal language and plain language formats.

## Partnership: The Drink Thing

DEN continued its membership of the TEIP (Tasmanian Early Intervention Program) steering committee, which was set up to aid in the design and implementation of the Drink Thing website. The website features the following description on its home page: 'It's a good idea to be aware of how alcohol may affect you, your friends or someone you know, and if you choose to drink, how you can do so more safely'. The resource has been designed as a brief intervention tool to be used in a range of settings, and on device types including desktop computers, smartphones and tablets, across most popular internet browsers. Drink Thing is designed to help young people and their friends, parents, schools and other professionals to learn more about the harms associated with alcohol use and explore ways to stay safe.

The Drink Thing website has now entered its evaluation phase and we look forward to its continued success and our ongoing involvement.

## Upcoming: Driver Dice

Building on the success of the Storytelling Dice, DEN has engaged with a consumer group to develop a driver-specific expansion of this resource. The Driver Dice are designed to facilitate discussions and opinions about drugs and driving in an engaging way. They are an interactive resource that does not rely on writing or literacy, and are accessible for all ages and abilities. The Dice draw on the power of narrative and storytelling to engage people in conversations.

## Upcoming: More options for managing pain

The new resource, *More options for managing pain*, is currently in the design and focus testing stage. This resource will provide information in an easy-to-read format, explaining how opioids work and the risks associated with misuse, including overdose. It will also explore additional options for managing pain, including allied health and complementary approaches such as physiotherapy and massage therapy.

## Upcoming: Family Violence Toolkit

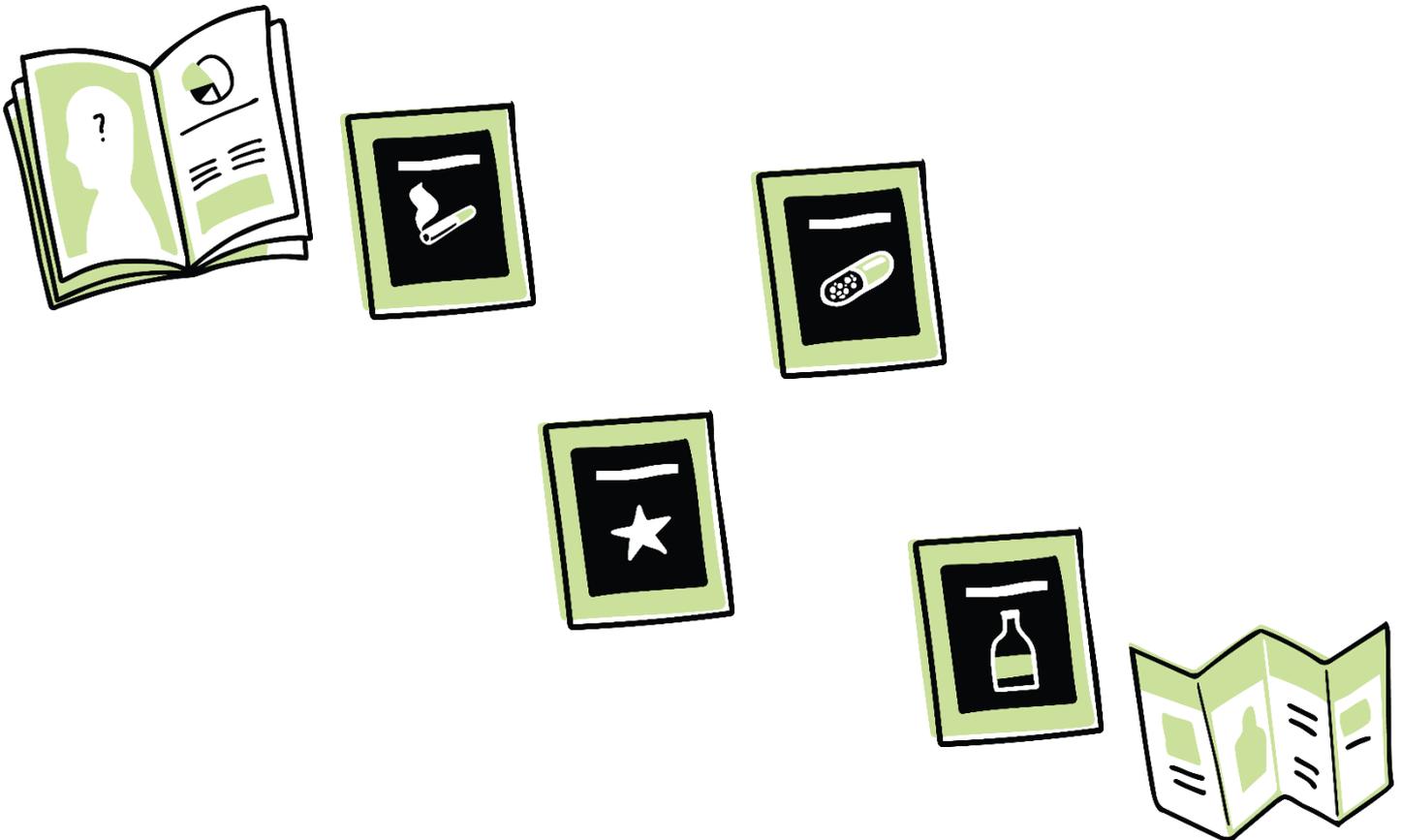
Following the Putting Gender on the Agenda forum, an action plan was produced which outlines several strategies to address the issues highlighted during the forum. One of these actions is the project, A Toolkit for Recognising and Responding to Family Violence, which has been developed by DEN, SHE and Yemaya to inform and support frontline ATOD workers. The toolkit will be launched in late 2017 and will be followed up by a training series in early 2018.

## Upcoming: Leading Questions Wristbands

Silicone wristbands are recognised as a popular medium to reinforce positive messages for young people. A set of wristbands is currently being developed, in consultation with young people. The bands will contain tailored messages around help-seeking and safe partying, and will be linked to a page on the DEN website containing information about services for young people.

## Upcoming: multicultural language resource

This currently untitled video resource is being developed in collaboration with the Migrant Resource Centre, to provide people from different cultural backgrounds with basic information on drugs. These resources are being recorded in various languages, including Farsi, Nepali and Arabic, and have a planned launch date of early 2018.



## Projects

### LINC in Risdon: Connecting to history

Working in partnership with the LINC, DEN has co-facilitated a program at Risdon Prison, which aims to help inmates design and create resources that focus on decision-making and the impacts of the social determinants of health on inmate populations.

This program has led to the design and illustration of a set of story-telling dice, based on Tasmanian convict history, which can be used in educational activities and guided group sessions. The dice enable practitioners to open conversations around decision-making and the short- and long-term consequences of behaviour, and to promote and identify protective factors in relation to AOD.

### A DEN for all

This project is intended to help DEN promote culturally responsive and inclusive practices, including community-led initiatives, making them more accessible and relevant to diverse groups in Tasmania. DEN's intern, Martin, has led a series of interviews with members of migrant communities, and these, combined with existing literature, will form the basis of a report to be released in late 2017. The report will also include a list of resources and services that are currently available to CALD and LGBTI people regarding AOD issues.

### Hobart City Council public toilet posters

DEN has initiated a partnership with the Hobart City Council to share harm minimisation information across the city. From September 2017, select public toilet blocks in Hobart will display a mini Research Station poster in their information frames. These posters feature between four and six illustrated substances, each with a QR code that links to harm minimisation or general information about that substance. Each poster also features the web address for Everybody's Business, and three telephone helplines, in case a viewer is unable to use QR codes. DEN hopes to continue this partnership with the Hobart City Council. A similar version of the posters can be viewed on the Resources page of the DEN website.

### Upcoming: west coast community development project

Tasmania's west coast will be the focus of a three-day DEN intensive from 31 October to 2 November 2017. Maria and Marion will travel to the region to host a series of community and professional development events, working alongside various stakeholders to develop local solutions to reducing harms from drugs on the west coast. These stakeholders include:

- Neighbourhood Houses
- Primary and high school teachers
- Health professionals
- Community workers

## Upcoming: Tasmanian Brief Intervention Scaffold

A key activity outlined in the Everybody's Business PPEI Implementation Plan is the review and dissemination of brief intervention tools and programs that the ATOD sector can embrace as part of everyday business. These resources are aimed at building resilience and raising awareness of drug harms, including a review of the models currently used in the ATOD sector. The goal of this activity is to enable workers within Tasmania to provide best practice, evidence-informed brief interventions in a supported and user-friendly manner, to produce the best outcomes for everyone involved.

The Brief Intervention Scaffold is intended to provide workers with the evidence and support needed to effectively provide brief interventions. The Scaffold will be released in early 2018, and will be informed by a wide variety of literature, stakeholder input and the 2017 Tasmanian Brief Intervention Survey.

## Upcoming: The Guide to Sustainable Drug Education in School Communities

The Drug Education Network (DEN) has worked with schools for more than 30 years. The Guide to Sustainable Drug Education in School Communities is currently being written in collaboration with teachers, youth workers, and other youth service providers to build on this experience and provide classroom practitioners with a best practice, sustainable, curriculum-based approach to drug education in schools.

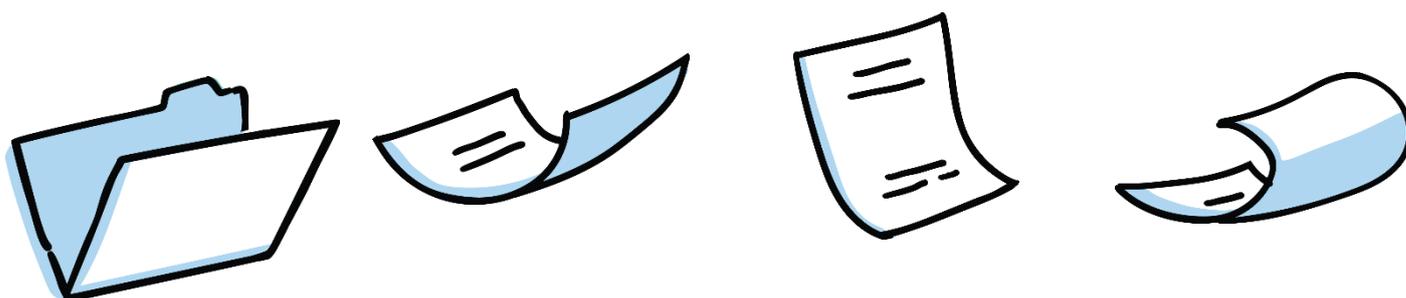
Sustainable drug education has four core ideas:

1. Harm minimisation
2. Curriculum-based skills and attitudes
3. Healthy school environment
4. Genuine assessment

A student that has benefitted from these four interdependent core ideas will:

1. have a range of approaches to staying safe around the harms associated with different types of drugs, both illicit and licit
2. have practiced and developed a range of skills and attitudes, enacted from, supported, and reinforced by the Health and Physical Education curriculum
3. be aware of the specific support networks available to them in their local school and wider community
4. have a working diary, or portfolio, of real world contacts and support networks to keep them safe around drugs.

The Guide to Sustainable Drug Education in School Communities will undergo a pilot process and evaluation in 2018.

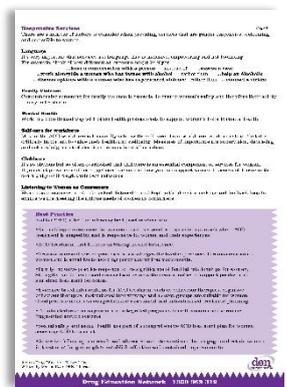
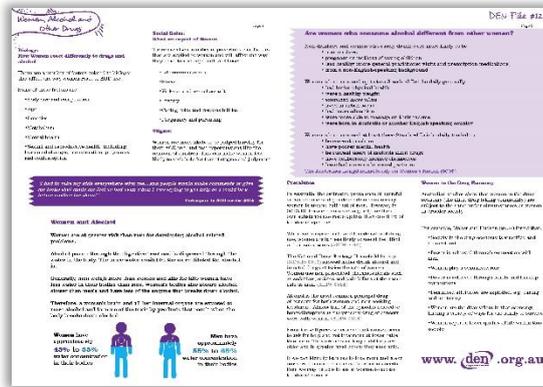


# Training and education

## Gender on the Agenda Action Plan

In July 2016, a statewide forum, entitled Putting Gender on the Agenda, brought together the women's, ATOD and mental health sectors to discuss service provision for women. One of the gaps identified at the forum was the incidence of inappropriate responses from the ATOD sector to women experiencing family violence.

As a result of the forum, an action plan was produced outlining several strategies to address these issues. The Gender on the Agenda Action Plan and Issues Brief can be viewed at: [www.den.org.au/projects/gender-sensitive-aod-services/](http://www.den.org.au/projects/gender-sensitive-aod-services/).



## SAFE nurses training

DEN developed a workshop for Sexual Assault Forensic Examiner (SAFE) nurses on the topic of drug-facilitated sexual assault. The workshop was delivered to 30 staff in Launceston and Hobart, including nurses, training doctors and obstetrics and gynaecology staff. Topics included:

- Australia's drug culture
- Which drugs are harmful? Harms Cards
- Common drugs and their effects
- Sexual assault facilitation drugs
- Addiction and harm reduction

## Train it forward: a masterclass for FASD

In June 2017, DEN partnered with the National Organisation for Fetal Alcohol Spectrum Disorders (NOFASD Australia) in hosting an event that supported delegates to become the go-to person in their organisation for information regarding Fetal Alcohol Spectrum Disorders (FASD). After completing this masterclass, delegates were able to deliver NOFASD Australia authorised training within their workplaces and communities, to enable a better quality of life for people with lived experience of FASD. The training enhanced delegates' knowledge and understanding of FASD and enabled them to easily share relevant knowledge with their colleagues.

The 25 delegates were given a range of relevant and useful FASD resources, including handouts for duplication and electronic links. DEN also provided additional resources, information, and connections to help delegates keep families and communities safer in relation to alcohol and other drugs.

## Community, community services, AOD and allied health worker training and education

During 2016–2017, DEN provided several training sessions to a wide variety of workers in the community services, Alcohol and Other Drug (AOD), and allied health sectors. While some topics were similar across the sessions, this bespoke training was designed for the organisation or group seeking our services. Some of this work included but was not limited to:

### AOD sector organisations

- Multiple sessions delivered to workers across the state around AOD awareness, including motivational engagement strategies.

### Community organisations

- Presentation on motivational engagement for Neighbourhood House workers. This session was also provided to another Neighbourhood House in a similar area.
- Attendance at community meetings in various community houses and centres, where we provided education and answered questions.
- Two days of intensive training were provided to an organisation that specialises in housing. Included AOD, motivational engagement and safety awareness, with a specific outreach focus.
- Single session training was provided to youth specialist workers, to support Hobart-based staff to deliver AOD awareness training.
- A presentation was delivered to mothers, to provide information on AOD and trauma in children. This training explored the effects of AOD use on unborn children and infants, and the long-term social, psychological, behavioural and emotional effects for the child throughout their life. The presentation also allowed the mothers to explore related topics of significance to them, and provided some information around harm minimisation for the mother and child.
- Collaboration in Youth programs were delivered across the state, including: the PCYC's *Booyah* program, which increases and supports decision-making in youth, Colony 47's *Backswing* program, which gives young people the opportunity to lead a campaign about issues that matter to them, and awareness training on amphetamines for the Tasmanian Youth Council in Launceston.

### Aboriginal community service providers

- Intensive short course training was provided for TAC health practitioners.

### Government services and agencies

- Presentations were delivered to specialist workers on the subjects of Alcohol and Other Drug awareness and addiction. More detailed and specific methamphetamine awareness training was later delivered to the same staff.

### Medical professionals

- Tailored presentations were delivered to doctors and nursing staff on a variety of subjects.
- An AOD session was delivered to allied health professionals and social workers in the hospital system, as well as a follow up session with a small number of workers to explore further issues raised in the training.
- DEN provided AOD training and support to sexual assault specialists, covering topics including drink spiking and trauma.

## School and workplace training and education

During 2016-2017, DEN offered a number of education and training sessions to schools and workplaces. Each bespoke session was designed for the group seeking our services. Common themes across sessions enriched later work, during which different schools and workplaces could learn from each other through our educators. Some of the work in this space included, but was not limited to:

### School communities

- The Staying Safe forum – a popular and repeated model that DEN is pleased to participate in.
- A presentation for high school staff and students, including an AOD awareness package, and participation in an education display.
- Presentation for school parents, debunking common myths around addiction.
- Service presentations for colleges, aimed at students and school leavers.
- DEN has also continued its work with the network of school nurses in Tasmania, including a spectrum of support that includes resource provision and design, effective use of available communication options, incorporating curriculum into school nurse practice, sharing and disseminating reliable sources of information, and a number of innovations for building and sustaining peer education in school communities.

### Further and higher education

- Wiser and Older sessions were provided to adult learners on the topics of safe drinking, metabolism changes as we age, and standard drinks.
- A short information session was delivered to UTAS electronic and engineering students, and an information session was held with child carers.

### Workplaces

- DEN presented at the HR PLUS conference, including hosting a trade table where delegates could access information, resources, and have the opportunity to ask questions and discuss issues.

## Upcoming: Life on the Serengeti and Blue Elephant training

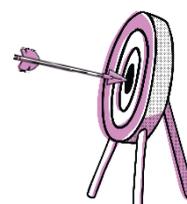
The underpinning principle of this program is that each and every worker has a duty of care for the safety of their colleagues. The training contributes to increasing the awareness and understanding of co-occurring alcohol, other drug and mental health issues. By promoting greater appreciation for others in the workplace, this training supports the building of safer work environments, and develops capable and confident collegial support. We all have a role to play in building successful and safer workspaces.

## Upcoming: wungana makuminya

This is a statewide training program, designed to build the capacity of the drug and alcohol treatment sector. The training is targeted to Aboriginal workers, working with other Aboriginal people to provide safe and appropriate care to Aboriginal and Torres Strait Islander people. The Drug Education Network is collaborating closely with the Tasmanian Aboriginal Centre to deliver this training across Tasmania.

The training opportunities in this project include:

- Certificate IV in Alcohol and Other Drugs
- Cultural Safety
- SMART Recovery Facilitator



## Events

### Community drug forums

At these community forums, panellists discuss and inform the responses of local organisations to preventing harm from drug misuse. Community drug forums have been held in Hobart, Launceston and Burnie, with further forums planned for Queenstown, the Huon Valley and the east coast. These forums have been delivered in collaboration with Professor Dom Geraghty from UTAS as Chair, the Salvation Army, Youth, Family and Community Connections, Neighbourhood Houses Tasmania and Burnie Works. Community members are also able to learn more about the promotion, prevention and early intervention programs taking place in Tasmania, and DEN's work Everybody's Business Plan.

### Support, Don't Punish

On 26 June, DEN participated in the Global Day of Action: Support, Don't Punish. DEN held a public event in Hobart's Elizabeth Mall on the day, in collaboration with the Salvation Army and The Link youth health service. This event aligned with an international campaign that highlights the importance of supporting people with drug use issues.

### Upcoming: media and stigma

DEN will partner with TasCOSS and the UTAS Centre for Social Change to host a panel discussion, entitled *Real stories, real people, real lives*, with the aim of encouraging discussion about the media's responsibility in promoting and reducing stigma through reporting of drug use. The event will be facilitated by Kym Goodes of TasCOSS, and will feature panellists who have expertise in media, the ATOD sector, and stigma. The panel members and their discussion topics are:

- Dr Kathleen Williams – Ethical dilemmas in reporting on drug use
- Matt Deighton – Drivers for the media...can we win/win?
- Ruth Rowlands Advocacy Tasmania – Real people, real effects
- Ben Bartl – How a law and order approach to drug use promotes negative media.

The outcomes of this event include a robust discussion of the topic, which has the potential to create attitudinal change among the panel members and audience, and media coverage to highlight and promote the role of the media in stigma reduction.

### Youth Network of Tasmania (YNOT) Conference

Maria presented at the YNOT Conference, held on 21 June, on the topic of having a conversation about minimising harm from ice use. This session was well attended, with great conversations and sharing with 20 young people about the drivers of drug use and how to prevent and minimise harm.

### Australian Council for Health, Physical Education and Recreation (ACHPER) Conference

DEN presented *12 phrases that might indicate an unsustainable approach to drug education in schools* to ACHPER Conference attendees at the University of Tasmania Newnham campus. The presentation included a discussion around genuine assessment – the silver bullet for teachers to increase the sustainability of AOD education.

## Upcoming: PPEI sector forum

This sector forum will create the opportunity to discuss and share progress on the implementation of the Everybody's Business Promotion Prevention and Early Intervention (PPEI) Plan, and share current thinking on the language of prevention with the AOD and community sectors. The forum will be a part-day event, ideal for AOD, community sector, health sector, child and family, and allied health workers, including school nurses, school social workers, and H&PE teachers. The event will give participants the chance to connect with other organisations and learn more about the PPEI Plan. The day will include a keynote presentation from Common Cause Australia speaker, Mark Chenery, on the topic of boosting the impact of prevention language using the science of values and frames.

## Upcoming: Oceania Tobacco Control Conference

The Oceania Tobacco Control Conference will be held in Hobart from 17-19 October. It's wonderful to have the opportunity to attend this conference in our own state! Marion will be attending and has had an abstract accepted for a short presentation: *Addressing Gender Specific Risks When Developing Tobacco Control Strategies*. This presentation will outline the work that the International Network of Women Against Tobacco (INWAT) is doing to influence the Framework Convention on Tobacco Control. Marion is the President of INWAT and her discussion will link this work with the work that DEN is doing in Tasmania through the Gender on the Agenda project. With a think globally, act locally focus, Marion will discuss the importance of considering gender in program and policy at a local, state, national and international level.

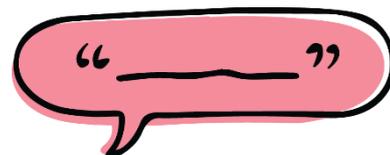
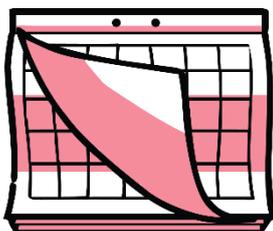
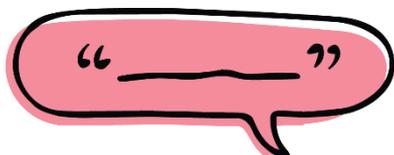
## Upcoming: World Conference on Tobacco or Health

Thanks to DEN and the Winnifred Booth Charitable Trust, Marion will also attend the World Conference on Tobacco or Health, which will be held in Cape Town, South Africa in March 2018. Marion will chair three symposia:

- Women leadership and tobacco control
- Costs of tobacco to women and girls
- Gender front and centre - planning for gender in tobacco control.

## BreakFASD

DEN held a pop up stand at two child care centres in Launceston. As parents arrived with their children, they received a BreakFASD pack with some information about the prevention of FASD, and had the opportunity to engage in conversation. An important aspect of this event was the involvement of TAFE Community Services students: These students had received some education around supporting people to have conversations regarding FASD and smoke-free pregnancy. The students joined DEN during the morning and held informative conversations with their peers.



## What you're telling us

Comments regarding the overall quality of the workshop	Comments regarding the facilitator's performance	Comments regarding how this training could be improved in the future	Additional comments
We are always finding good tips as to how to handle situations, whether big or small.	Always very clear, listens to what we have to say and always gives us great advice.	More in-depth skills teaching us how to handle certain behaviours. Just touched on subject, wanted to learn more.	Competent trainer who displays he is interested in his learner group and their needs. Thank you.
Interesting content. Applicable to my role. Great ideas, new thinking for me.	Both facilitators had a very knowledgeable, confident delivery of topics. Easy to interact with facilitators.	More group discussion around campaigns and ideas that may be included from the group.	No I thought that the resources were terrific.
Well presented / relative to needs.	Very knowledgeable and open to Q&A.	More of it - in high schools.	More in Burnie please. Thanks.
Great presenter - learnt a lot and like the particular examples. Great resources too.	[Educator] was very knowledgeable and came from a background where he could relate to our studies.	I would like to have further info re targeted interventions, which are gender focused.	Thank you for coming to our class and teaching us more on these topic/drugs.
Excellent workshop with concrete examples and relevant discussion and activities.	Very positive, very hands on -> excellent!	Panel for Q and A from audience. How to put learnings into practice. Longer.	Was super-informative. loved it... super enjoyable.
Excellent, the content was delivered in a safe and age appropriate manner.	[Educator] was great! Very knowledgeable, engaging and great at transferring her knowledge :)	A great concept - more time for some presenters perhaps.	The training was great and gave me the affirmation that I am responding the right way.
The guest speakers were great, I took away a lot of very useful information and ideas.	Rate a 10. Very engaging and knowledgeable.	Only that it would be good to do this more often.	The workshop has reinforced practices that we have detailed in our policy and practice manual.

# Our partners

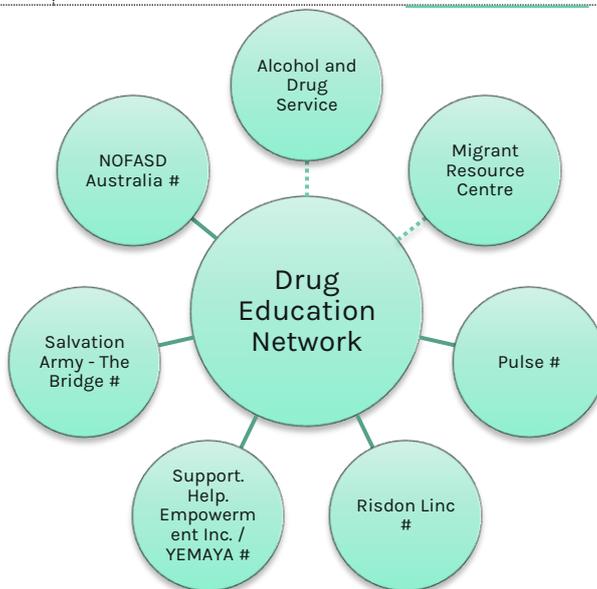
## Partnerships

Some of our partnerships have been evaluated using the VicHealth partnership analysis tool. This resource is for organisations entering into or working in a partnership to assess, monitor and maximise its ongoing effectiveness.

Organisation	Aggregated score *
NOFASD Australia	148
Pulse	168
Risdon LINC	144
Salvation Army	152
Yemaya	161

**\* Aggregated score summary**

35-84	<i>The whole idea of a partnership should be rigorously questioned.</i>
85-126	<i>The partnership is moving in the right direction but it will need more attention if it is going to be really successful.</i>
127-176	<b>A partnership based on genuine collaboration has been established. The challenge is to maintain its impetus and build on the current success.</b>



# Evaluation conducted

### Nature of partnerships

Collaboration 2016/17

Collaborating 2017/18

## Acronyms

Acronym	Meaning
ACHPER	Australian Council for Health, Physical Education and Curriculum
AOD	Alcohol and Other Drugs
ATOD	Alcohol, Tobacco and Other Drugs
CEO	Chief Executive Officer
DEN	Drug Education Network
FASD	Fetal Alcohol Spectrum Disorders
H&PE	Health and Physical Education
HeLLO TAS!	Health Literacy Learning Organisations Tasmania
INWAT	International Network of Women Against Tobacco
NOFASD	National Organisation for Fetal Alcohol Spectrum Disorders
PPEI	Promotion, Prevention and Early Intervention
SHE	Support, Help and Empowerment Inc.
TAC	Tasmanian Aboriginal Corporation
TasCOSS	Tasmanian Council of Social Service
UX	User eXperience (design)
WCAG	Web Content Accessibility Guidelines
YNOT	Youth Network of Tasmania

