



Working in partnership across prevention in family and domestic violence: The Victorian Government experience


16 October 2019
Intersectionalities in Domestic Violence Conference



Respect Victoria

Victoria's organisation
dedicated to the primary
prevention of **all** forms of
family violence and
violence against women

Our focus is **stopping**
violence before it starts,
by changing the culture
that allows it to happen



We can all
contribute to
a Victoria free
from Violence

Strategic Plan 2019 - 2022

Purpose

To prevent all forms of family violence and violence against women before they happen, by driving evidence-informed primary prevention.

Our role

Respect Victoria was established as an independent Statutory Authority under the Prevention of Family Violence Act (2018) to:

- › Undertake, procure and disseminate **research**
- › Raise and promote **awareness in the community** of programs, activities and campaigns
- › Provide **advice** to the Minister for the Prevention of Family Violence to assist in policy and decision making, including funding for family violence prevention programs
- › Monitor, evaluate and **endorse programs** carried out by organisations, and provide advice, information and support to organisations
- › Report on **trends** in family violence prevention



Core principles

- Gender Equality
- Self determination
- Human rights
- Intersectionality



Respect
Victoria

Preventing
Family
Violence

Respect Victoria Strategic Plan 2019-2022 states:

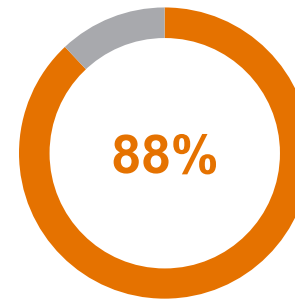
*Respect Victoria takes an inclusive and **intersectional** approach to all that we do. This approach recognises people's lived experiences and the interconnected nature of their identities across **gender and gender identities, sexual orientation, race, ethnicity, Aboriginality, language, religion, class, socioeconomic status, ability and age.***

*Our work exists in the context of **overlapping and interdependent systems of discrimination and disadvantage** for both individuals and groups. We seek to identify and eliminate discrimination and facilitate the progressive realisation of equality.*

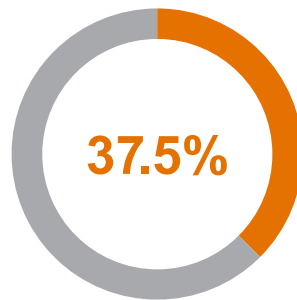
Prevalence of family violence and violence against women- who is at risk?



1 IN 4 Australian women have experienced physical or sexual violence from a partner



88% of Victorian Aboriginal children in out-of-home care have experienced family violence



37.5% of women accessing domestic violence support services are of non-English speaking backgrounds



Older people are at particular risk of economic abuse

Respect Victoria intersectional guiding principles

- Adopt a twin track approach of both noting intersectionality as a core principle and focus (stand-alone topic), as well as a cross-cutting process of operating across all our work being cognisant of how gender equality intersects with racism, homophobia, biphobia, transphobia, ableism, ageism, stigma and colonialism
- Prioritise the inclusion of women from Victorian Aboriginal communities as partners, as well as ensuring Aboriginal women's issues and needs are addressed as a core principle
- Partner with key organisations working directly with people from diverse identities including but not limited to Aboriginal or Torres Strait Islanders; immigrant and refugee populations; people with disabilities; lesbian, gay, bisexual, trans and gender diverse and intersex (LGBTI) people; older people; rural, regional and remote communities; male victims; homeless; single mothers; young people, adolescents and children to seek expert advice, direction and collaboration
- Ensure contractors are provided with guidance and supportive literature to understand Respect Victoria's approach to intersectionality and deliver products that use this approach
- Improve data collection and build research to strengthen the evidence base around tailored primary prevention strategies in Violence Against Women (VAW) and family violence for diverse groups in Victoria, respecting their complex and intersectional lived experience

Internal work on addressing intersectionality within the organisation



- Desk review on the intersectionality definitions and frameworks used by Victorian government and NGO stakeholders in PVAW and PFV
- Organisational strategy for Respect Victoria
- Guidelines to address intersectionality approaches in research
- Guidelines to address intersectionality, diversity and inclusion in forums and events

**This work is dedicated
to victim-survivors
of all forms of family
violence and violence
against women, and
to those who have not
survived this violence.**

www.respectvictoria.vic.gov.au



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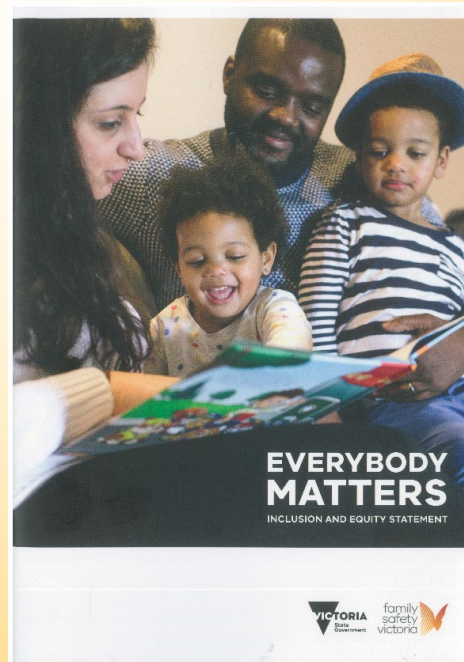


Established on 1 July 2017 to deliver family violence reform and drive action to end family violence.

Key responsibilities include to:

- implement key recommendations from the Royal Commission into Family Violence
- ensure people with lived experience and people with specialist expertise inform and guide the reforms
- bring organisations together to create new and coordinated ways to respond to family violence, and better support families
- embed inclusion, equity and intersectionality across the reforms

Everybody Matters: Inclusion and Equity Statement



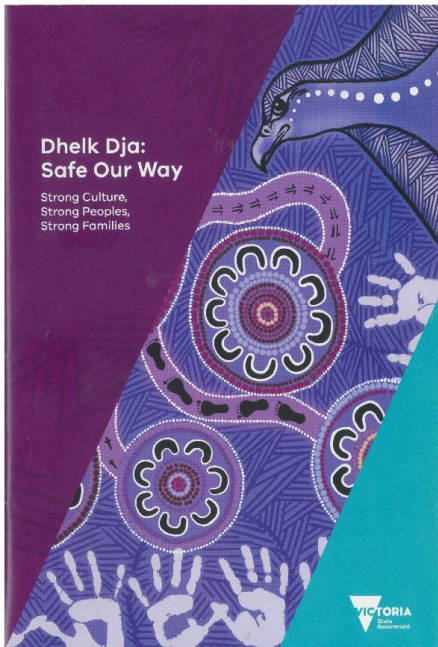
About the Statement

- Released in April 2019, the *Everybody Matters: Inclusion and Equity Statement* sets out the Victorian Government's 10-year vision to build a **inclusive, safe, responsive** and **accountable** family violence system for **all** Victorians
- Key response to the Royal Commission into Family Violence recommendations, which called for more inclusive and non-discriminatory service provision
- The Statement:
 - embeds an intersectionality framework to build a more inclusive system through investment in systemic change
 - focuses on building capabilities, knowledge and specialisation to achieve a system that is responsive to all



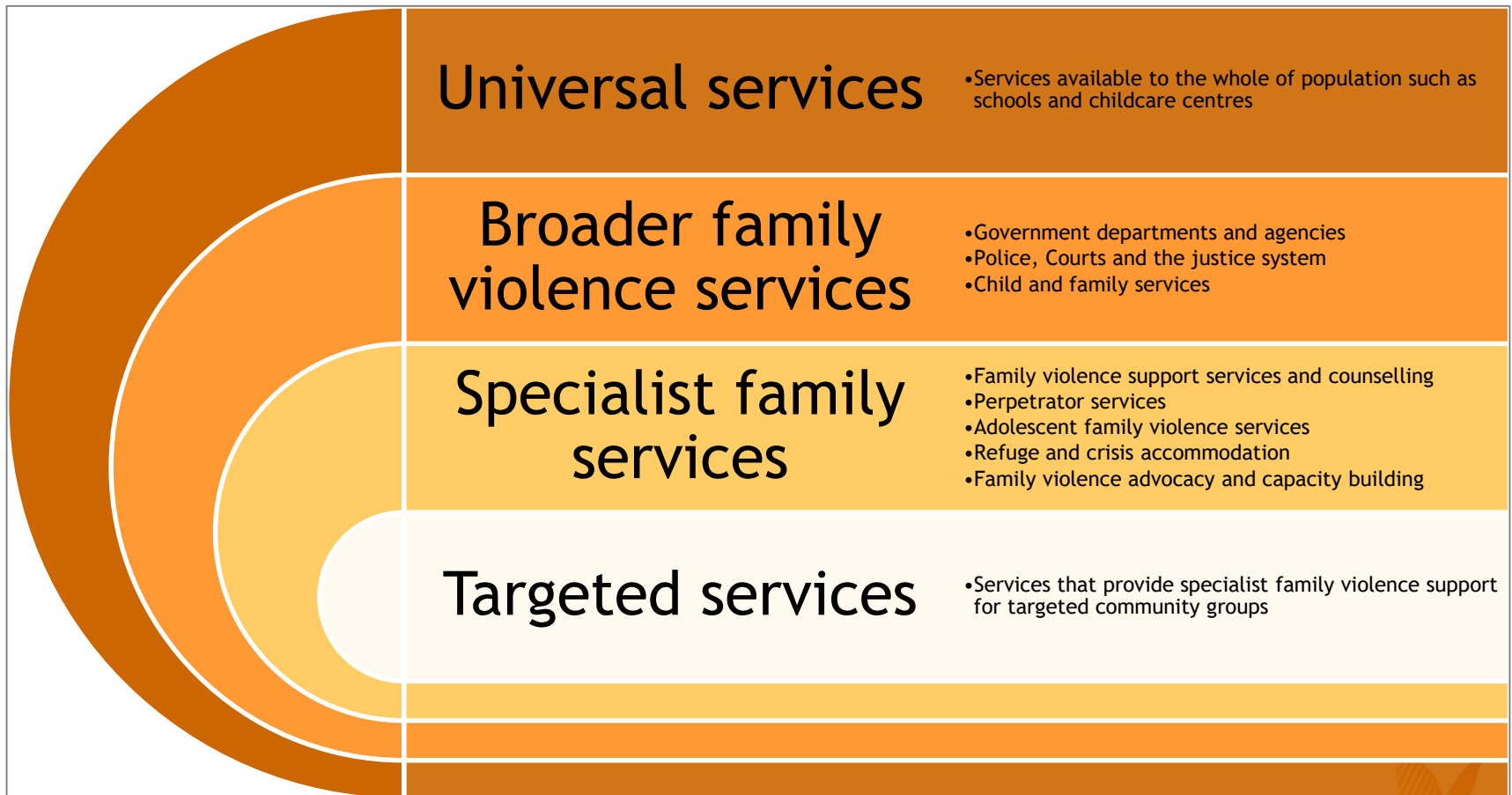
The Statement and *Dhelk Dja*

- The Statement complements and builds upon *Dhelk Dja – Safe Our Way: Strong Culture, Strong Peoples, Strong Families*, the Victorian Aboriginal 10-Year Family Violence Agreement 2018-2028 (released October 2018).
- *Dhelk Dja* recognises that policies, social norms, structures and systems continue to create social conditions that result in some having power and privilege and others experiencing discrimination, racism and oppression. It also recognises that Aboriginal people experience intersectional forms of inequality, and that this creates additional barriers to accessing services.
- *Dhelk Dja* is premised on an inclusive and strengths-based approach.



Audience

The Statement targets government and the broader family violence system, including specialist family violence services and targeted services.



Everybody Matters development process

- Comprehensive consultation process undertaken, involving:
 - Government departments
 - People with lived experience of family violence
 - Family violence practitioners and organisational leaders
 - Family services organisations
 - Family violence peak bodies
 - Community leaders across various diverse community groups
 - Victorian and agencies
- Development overseen by the Diverse Communities and Intersectionality Working Group, a key family violence reform governance group comprising family violence sector and government representatives.



Intersectionality as the primary framework

- The Statement takes an intersectional approach to achieve its vision of greater inclusion and equity. This will enable :
 - the identification of barriers to safety and service access experienced due to discrimination on the basis of Aboriginality, gender, sex, sexual orientation, gender identity, ethnicity, colour, nationality, refugee or asylum seeker background, migration or visa status, language, religion, ability, age, mental health, socioeconomic status, housing status, geographic location, medical record or criminal record
 - the service system to better understand and respond to the complexity and spectrum of family violence experienced and perpetrated by people with a diverse range of social characteristics



Supporting frameworks

The Statement has five supporting frameworks:

- **Human rights:** respect the dignity and worth of every person and the human rights expressed in the United Nations Universal Declaration of Human Rights and in Victoria's *Charter of Human Rights and Responsibilities Act 2006*.
- **Strengths-based:** recognise and respect the strengths of an individual and the knowledge gained through lived experience. This approach seeks to identify the diverse strengths that individuals and communities bring to a situation, and works in collaboration to foster these strengths and build upon them to address challenges.
- **Trauma-informed:** practice is grounded in an understanding of, and responsiveness to, the impacts of trauma. It emphasises physical, psychological and emotional safety for both service providers and individuals, and creates opportunities for individuals to rebuild a sense of control and empowerment.



Supporting frameworks

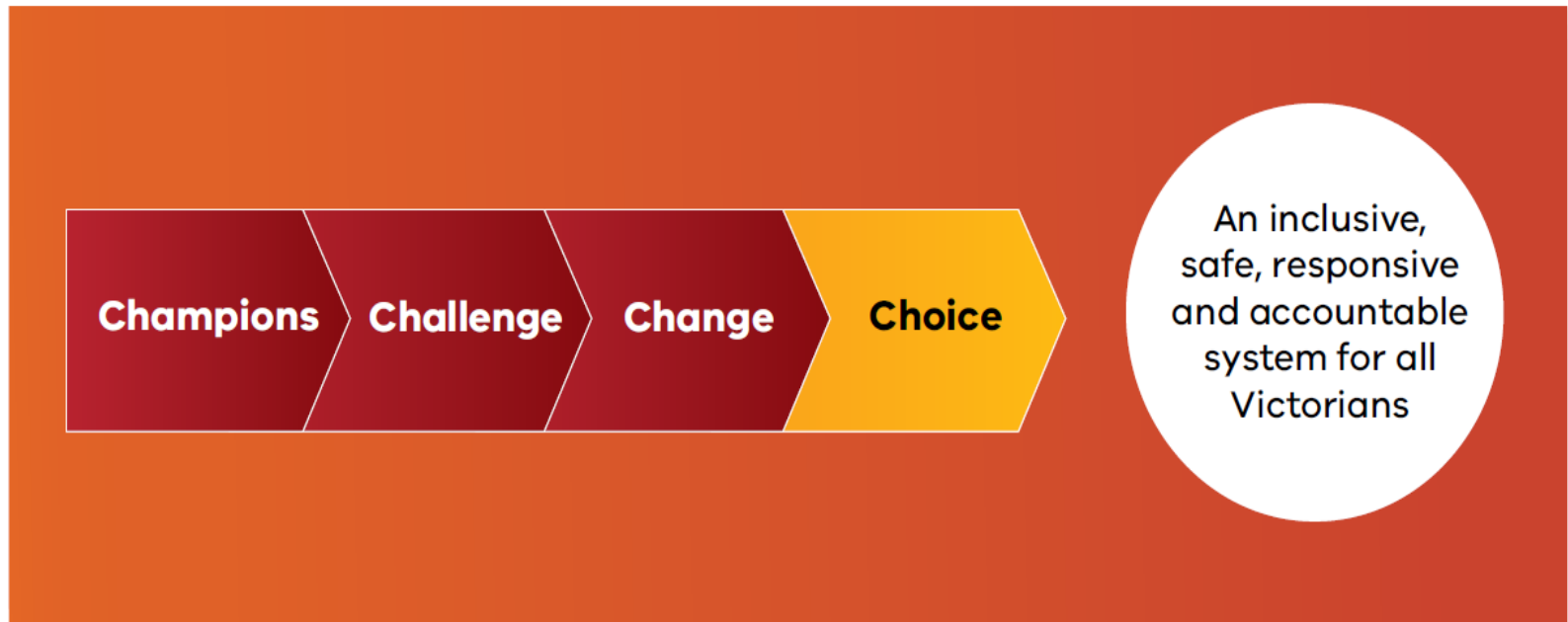
- **Cultural safety:** all organisations have a responsibility to deliver services that are culturally safe, culturally responsive and free of racism. It is imperative that services are provided in a manner that is respectful of a person's cultural identity and beliefs, and that supports are free from discrimination or prejudices. Cultural strengths must be supported as part of the healing journey.
- **Person-centred:** focuses on the needs, preferences and knowledge of each person. It supports the individual within their unique situation to exercise their rights as experts on their own lives. Services must be flexible and treat each person with dignity and respect in empowering them to make their own informed choices that are free from external judgement



Call to Action

The Statement provides a call to action to:

- embrace our roles as **champions**
- **challenge** existing systems, barriers, cultures and attitudes
- strive for **change** that delivers **choice** for all.



Strategic Priorities

Priority 1: ***Building Knowledge***

- Focus on research and data collection to fill gaps in current knowledge

Priority 2: ***Building Capacity and Capability***

- Whole-of-organisation transformational change of systems and culture

Priority 3: ***Strengthening Targeted Services***

- Supporting targeted responses to ensure choice as a prominent feature in an inclusive and equitable service system



Immediate Priorities

The Statement outlines a number of immediate priorities that will begin to embed an intersectional approach.

- Development of Inclusion and Equity Blueprints (rolling action plans) to set out actions and initiatives
- Inclusion Action Plans for The Orange Door (Support and Safety Hubs delivering family violence, child and family, and perpetrator services including intake, assessment, referrals and planning)
- Redevelopment of the Family Violence Risk Assessment and Risk Management (MARAM) Framework
- Building prevention capacity in areas of intersectional need including within the Aboriginal, LGBTIQ and seniors sectors
- Strengthen the understanding of intersectionality and its application in practice across Aboriginal communities and services through development of *Dhelk Dja* Action Plans (Victorian Aboriginal 10-year Family Violence Agreement 2018-2028)
- Intersectionality Capacity Building project



Intersectionality Capacity Building

Project overview

The Intersectionality Capacity Building project seeks to:

- build capacity of specialist family violence services, broader family violence services, targeted services and universal services to better understand, recognise and respond to the experiences and needs of all Victorians who have or are experiencing family violence, sexual assault or issues related to child and family wellbeing
- support workforces to embed an intersectional approach at a system and organisational level; and build partnerships and facilitate referral pathways to provide appropriate, inclusive and responsive services
- develop resources and tools that unpack what intersectionality looks like in family violence practice, and which will support organisations to embed an intersectionality framework and create change.

Resources and tools will be finalised by early 2020, with testing and implementation to occur throughout 2020.



Resources in development

Whole organisation approach

Foundational Knowledge for all

Tip sheet: What is intersectionality?

Tip sheet: Why is an intersectionality framework important?

Tip sheet: The importance of a system and organisational level approach to intersectionality

Tip sheet: Critical reflection

Tip sheet: The importance of lived experience to equitable service delivery

Tip sheet: Building strong partnerships for inclusion

For Executive / Boards, Managers, Team Leaders and Supervisors

Tip sheet: Taking the lead on an intersectional approach

Tip sheet: Incorporating an intersectionality framework across policies and procedures

Organisational Audit Tool

For Frontline Workers

Tip sheet: Respectful & safe engagement with individuals with lived experience

Tip sheet: Facilitating inclusive referral and response pathways

Ongoing resources for all

Tip sheet: Auditing and monitoring: How are we going?

Inclusive Language Guide

Guide to Conversations

Critical Reflective Practice Activities



Links to resources

- Everybody Matters video accessed via:
<https://youtu.be/mbp2RvsLCSg>
- Everybody Matters: Inclusion and Equity Statement:
<https://www.vic.gov.au/everybody-matters-inclusion-and-equity-statement>
- Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families:
<https://www.vic.gov.au/dhelk-dja-partnership-aboriginal-communities-address-family-violence>
- Respect Victoria Strategic Plan 2019-2022:
<https://www.respectvictoria.vic.gov.au/respect-victoria-strategic-plan-full-version-pdf>





Thank you