

**DOMESTIC  
VIOLENCE  
VICTORIA**



**Domestic  
Violence  
Resource  
Centre  
Victoria**



**ANNUAL  
REPORT**  
—  
**2020-21**



## ACKNOWLEDGEMENTS

Domestic Violence Victoria and Domestic Violence Resource Centre Victoria acknowledge the Traditional Owners of the land on which we work, the people of the Kulin Nation.

We recognise the loss of lands and culture, knowing the consequences for people, communities and nations. We pay our respects to Aboriginal people and their cultures; and to elders both past and present. We acknowledge that sovereignty over this land was never ceded.

We recognise, welcome and respect people of diverse gender, sex and sexuality. We are committed to greater inclusion of lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQA+) people and are working towards achieving Rainbow Tick accreditation.

We acknowledge the strength and resilience of adults, children and young people who have experienced family violence, and recognise it is essential that responses to family violence are informed by their experiences and advocacy. We pay respects to those who did not survive and acknowledge friends and family members who have lost loved ones to this preventable and far-reaching issue.

## CONTENTS

Our Role	4
Chair Report	6
CEO Report	7
A Year in Review	8
Expert Advisory Panel	10
Fast Track Leadership Program	12
Webinar Partnerships	14
MARAM Capability Building	16
Policy Spotlight	18
Are you safe at home?	20
Code of Practice	22
Policy and Systems Advocacy	24
Philanthropic Relationships	28
Building Foundations	30
Comms & Engagement	32
Financials	33
Our People	34



## About Us

Domestic Violence Victoria (DV Vic) and the Domestic Violence Resource Centre Victoria (DVRCV) is the peak body for specialist family violence services responding to victim survivors in Victoria, leading across the continuum from prevention, early intervention, response, and recovery.

**We are an independent, non-government organisation.**

## Our Values

- We are accountable, act ethically and have integrity.
- We are independent, expert and trusted.
- We are curious and courageous, we learn, and from this we create opportunities.
- We work with care, compassion and kindness.
- We create our own future.
- We strive for gender equity and a socially just world.

## Our Vision

A world beyond family and gender-based violence, where women, children and people from marginalised communities are safe, thriving and respected.

## Our Purpose

We are the peak organisation for the specialist family violence sector. As the peak organisation, we advocate on behalf of and represent specialist family violence services so that we contribute to a society that is free from family and gender-based violence. The interests of all people experiencing, recovering from, or at risk of, family violence is at the heart of everything we do.

We recognise the gendered nature of violence in our society, and the multiple intersecting forms of power and oppression which can overlap and compound the impact of violence. Our expertise can contribute to a society where

all people impacted by family and gender-based violence are safe, thriving and respected. We also work closely with other organisations that aim to end these forms of violence. We support the leadership of victim survivors to amplify their voices and create change.

We apply a family violence specialist lens across primary prevention, early intervention, response and recovery services and the inter-connections between them.

We are committed to being an independent voice to effect sustainable and purposeful systemic and social change.

## Our Guiding Principles

**Intersectional feminism** is at the foundation of who we are and how we work; it is the primary framework we use to deepen our understanding of the family violence evidence base, build coalitions and partnerships, and engage in critical reflection.

We will advocate for and lead the development of an **accessible, inclusive and equitable** service system to meet the needs of all people experiencing multiple and intersecting forms of oppression and discrimination.

We are committed to the principle of **Aboriginal self-determination**. We work towards strong relationships with Aboriginal Community Controlled Organisations, Elders and communities. We will work with and learn from them, and respect community-led solutions. We will build our understanding of the impact of colonisation and other forms of discrimination and use this to strengthen cultural safety across the family violence service system.

We recognise the **special needs of children and young people** affected by family violence, and work to strengthen systemic responses to

prioritise their safety and well-being. Our work aims to reinforce the **accountability of those who use violence** and those who condone violence, and to change the social norms, systems and institutions that enable a culture where family and gender-based violence exists. We aim for everything we do to be socially transformative by **addressing power, privilege and oppression**.

We are ultimately **accountable to victim survivors of family violence and those victims of family violence who did not survive**. Our work is fundamentally shaped by their voices. We prioritise the safety, well-being and agency of victim survivors in all that we do. Our work aims to promote flexible service responses that support them to achieve autonomy and empowerment.

Our work is both **evidence-informed and evidence-building**, including evidence which is drawn from practice and lived experience.

We **work with others** to achieve coordinated multi-agency responses to benefit victim survivors.

# CHAIR REPORT

STACEY ONG

For more than three decades, DV Vic and DVRCV have been two key organisations driving family violence awareness, advocacy, and reform in Victoria. In partnership with member organisations, victim survivors, community leaders, and government partners, both organisations have been fearless leaders in the establishment and coordination of the specialist family violence sector in Victoria.

The 2020-21 financial year presented us with many challenges, none more notable than the ongoing COVID-19 pandemic. The entire sector and its workers are to be commended for their ability to adapt and prioritise the safety and support of women and children during a time of extended lockdowns and increased risk for victim survivors.

Despite the complexities presented by a global pandemic, DV Vic and DVRCV rose to the challenge, finding numerous opportunities to advocate and lead in the development and progression of sector reform and innovation, across the continuum from prevention to response.

Following the Boards' and members' decision to merge both organisations in March 2020, this year saw an incredible amount of work behind the scenes to make the merger a reality. Bringing together our strength, energy and resources for greater impact, this merge represents a new chapter in the long histories of our two respected organisations. This year, we have conducted a robust consultation process, benefitting greatly from the contributions of members, survivor advocates, staff and partners in helping to set the tone and personality for our newly merged organisation – not least in selecting its visionary new name. I am excited about the bold direction our new brand will set, uniting DV Vic and DVRCV under a shared purpose and identity.



I AM PROUD OF AND OPTIMISTIC FOR THE FUTURE DIRECTION OF DV VIC AND DVRCV AS IT BECOMES SAFE AND EQUAL, COMBINING OVER THIRTY YEARS OF EXPERIENCE IN ADVOCACY AND INNOVATION FOR CHANGE IN THE FAMILY VIOLENCE SECTOR.

I am confident the merger and rebranding will contribute to the strengthening of our strategic capabilities across the continuum from prevention, early intervention, response and recovery.

Of course, no one expected we would still be operating in this difficult pandemic over eighteen months later, but I commend the continued efforts and resilience of specialist family violence services, allied services, and DV Vic and DVRCV staff through the challenges of COVID-19.

I wish to thank the directors of DV Vic and DVRCV's Transition Board who have provided exceptional strategic governance during a time of significant change and growth. I would also like to acknowledge the departure of Board members Gayle Correnti and Maya Avdibegovic.

As we reflect on the past financial year, I would also like to extend a heartfelt thanks and acknowledgement to Helen Campbell, our outgoing Board Chair. Helen has provided DV Vic and DVRCV with integral support and oversight, particularly during this transitional stage. Helen's dedication and leadership over the past six years has played a large part in establishing DV Vic and DVRCV as the robust organisation it is today.

Finally, I would like to thank CEO Tania Farha for her exemplary work in leading DV Vic & DVRCV through a merger and into the future as Safe and Equal. I would also like to extend my gratitude to the staff of DV Vic and DVRCV for their unwavering support and hard work during the 2020-21 financial year, and their enduring commitment to a world beyond family and gender-based violence, where women, children and all people from marginalised communities are safe, thriving and respected.

## BOARD LIST

Helen Campbell

Stacey Ong

Tania Rose

Deb Bryant

Michal Morris

Belinda Lo

Margaret Augerinos

Helen Bolton

# CEO REPORT

Tania Farha



The past twelve months have been a period of significant change and complexity for DV Vic and DVRCV. A significant focus of my first year as CEO has been overseeing the implementation of the merger process. In February 2021, we commenced operating within a new organisational structure for the merged entity, which included the transition of all DVRCV staff to employment with DV Vic and the appointment of four Executive Directors to support and lead the implementation of our new strategic plan.

The change and complexity has also in large part been due to the ongoing COVID-19 pandemic. Despite this, DV Vic and DVRCV have continued to deliver quality advocacy, resources, events and training, including partnering with the Monash Gender and Family Violence Prevention Centre to deliver the *Responding to the Shadow Pandemic* webinar series.

Rates of family violence in our community are increasing year on year and, during COVID, we have seen an increase in the complexity of cases our member services are responding to. DV Vic and DVRCV is working harder than ever to support the specialist family violence sector.

Throughout the year, we participated in advocacy around some national watershed moments, in particular the ongoing discussions about how we respond to coercive control in Australia. We have made several significant submissions to influence government policy directions, including the National Inquiry into Family, Domestic and Sexual Violence; the Victorian LGBTIQ+ Strategy; the Victorian Youth Strategy; the Social and Affordable Housing Strategy; the Improving Justice Responses to Sexual Offences Inquiry; and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, just to name a few.

We have broadened and tailored our MARAM virtual training modules as more workforces incorporate family violence risk assessment and management into their work. We worked with two cohorts of emerging leaders in the Fast Track Professional Development Program, which received incredibly positive feedback from participants. We have been creating opportunities for the sector to come together online in creative and interactive ways, through webinars, forums, workshops, and conferences. As always, our work has been delivered in close alignment with The Code of Practice for Specialist Family Violence Services.

Our focus spans across the continuum from primary prevention through to response and – in addition to our work with and on behalf of the specialist family violence sector – we have continued to build the capability of the prevention workforce through workforce and sector development activities that explore new and emerging evidence, practice wisdom and prevention sector issues.

Of the many hard lessons and silver linings revealed over the past year, the value of trusted, collaborative relationships in the face of disruption and crisis has shone through. We have advocated to and worked closely with Government colleagues to access support and resources for our members and through our continued partnership with the Family Violence Funders Network and the Family Violence Philanthropy Collaboration Project. We have witnessed philanthropy mobilise in response to this crisis even as the pandemic posed challenges and uncertainty for many foundations. Due to this generosity and leadership, we have been able to continue to make progress on the long-term systemic change required to improve outcomes for victim survivors.

As we move towards a “COVID normal” future, I would like to thank DV Vic and DVRCV's funders and stakeholders, members, and training participants for supporting our work and prioritising the safety and inclusion of victim survivors. I would also like to acknowledge the achievements and commitment of our departing Board Chair, Helen Campbell and thank her for the support she provided me with in my first year as CEO.

Over a long period of time and for placing their trust and confidence in me as CEO and in DV Vic and DVRCV as the peak body.

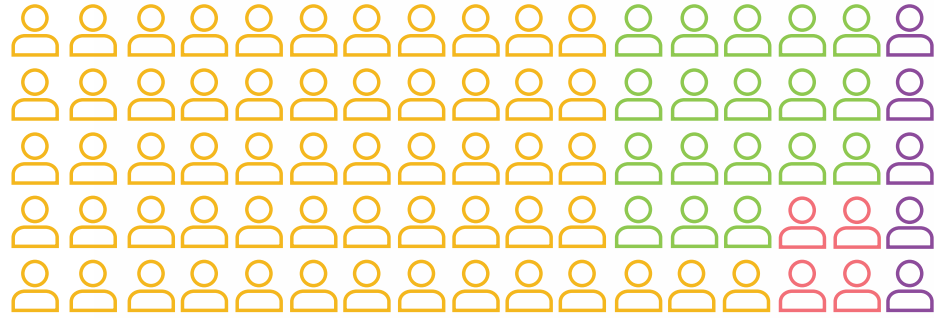


I WANT TO ACKNOWLEDGE AND THANK VICTORIA'S SPECIALIST FAMILY VIOLENCE SERVICES FOR ALL THEIR ONGOING COMMITMENT TO PROVIDING HIGH QUALITY SERVICE AND SUPPORT IN SUCH DIFFICULT CIRCUMSTANCES

Finally, I wish to thank the Board for their continued support, and DV Vic and DVRCV's staff for their unwavering hard-work and commitment to effecting sustainable and purposeful systemic and social change to improve outcomes for victim survivors of family violence.

# A YEAR IN REVIEW

## MEMBERSHIP



**58** full members organisations

**5** life members

**18** associate member organisations

**4** individual associate members

## BUILDING SECTOR CAPABILITY

 **2,854** people undertook the Family Violence Foundations self-paced online course

 Delivered **15** webinars independently and in partnership, to audiences across prevention and response

 Took **472** calls from victim survivors

 **349.5** days of training delivered

**3002** participants across

 **32** geographical locations and virtually

## OUR REACH ACROSS SECTORS

In 2020-21, we delivered training to audiences across a wide breadth of sectors, from specialist family violence services to allied services and government.

- Specialist family violence
- Primary prevention
- Aboriginal services
- Aged care services
- CALD services
- Disability services
- Corrections and justice
- Child and family welfare
- Mental health services

- Housing and homelessness
- Hospitals and allied health services
- LGBTIQ+ services
- Local government
- State government departments
- Education
- Men's services
- Youth services


## DIGITAL ENGAGEMENT

 **12,057** Followers  
(last Year: 11,478)

 **1,001** Followers

 **9,613** Followers  
(last Year: 4,699)

 **157,567** Followers

Partners in Prevention bulletin  
**1,866** SUBSCRIBER 


## WEBSITE


Throughout the year a large number of people accessed the organisation's various websites.

DVRCV **368,698** The Lookout **62,616**

DV VIC **56,423** Partners in Prevention **12,671**

## RESOURCES

 **3,284** print resources distributed

 **37,655** digital resources downloaded



# ESTABLISHING OUR EXPERT ADVISORY PANEL

Following the development and release of the [Experts by Experience Framework](#), DV Vic and DVRCV began the exciting work of establishing an Expert Advisory Panel in 2021, to implement the framework and formalise our mechanisms for best practice engagement with survivor advocates in the design, delivery and evaluation of the work of the peak and the sector more broadly.

To successfully establish the Panel, we connected with existing and former advocate networks and groups, including Women's Health East, Safe Steps, inTouch, Women with Disabilities Victoria, Flat Out and Berry Street to support recruitment.

In line with the principles of the Experts by Experience Framework, we prioritized a flexible approach to recruitment in an effort to support inclusion and access, including expressing interest by email or phone and highlighting that successful applicants would be required to undertake a national police record check. We recognised that this could create a barrier for some people and made a commitment to work with each person on an individual basis to mitigate this where possible.


Following this recruitment process, we offered six survivor advocates positions in the Expert Advisory Panel. Members of the Panel are victim survivors of diverse forms of family violence who support the work of the peak and other organisations by using living experience of family violence and systems navigation to advocate for change.


[Meet our Expert Advisory Panel members here.](#)



## Experts by Experience E-Bulletin

The Experts by Experience e-bulletin was established in April 2021 to provide up-to-date information on the work underway at DV Vic and DVRCV to increase survivor advocacy at the peak, as well as to share research, resources and advocacy opportunities to survivor advocates and people working to coordinate and support survivor advocacy in the specialist family violence system.

 **5** editions distributed in 2020/21 financial year

 Average open rate: **77.6%** indicating a high level of engagement

### Links to editions of the Experts by Experience e-Bulletin (2020/21):

- <https://mailchi.mp/d3ab332b4928/welcome-to-the-experts-by-experience-e-bulletin>
- <https://mailchi.mp/af0405df101c/ebe-ebulletin-april2021>
- <https://mailchi.mp/8a67d25090c7/experts-by-experience-may2021>
- <https://mailchi.mp/f9960656e274/experts-by-experience-meet-the-group>
- <https://mailchi.mp/1750cb2b8098/experts-by-experience-june2021-2876252>

“

THE EXPERT ADVISORY PANEL IS AN AUTHENTIC, SAFE, RESPECTFUL AND DIVERSE SPACE. WE ARE EXPERIENCED SURVIVOR ADVOCATES WITH DIVERSE BACKGROUNDS AND EXPERIENCES, INCLUDING DIFFERENT FORMS OF FAMILY VIOLENCE, EXPERIENCES WITH THE SERVICE SYSTEM AND INTERSECTING IDENTITIES. WE BRING DIFFERENT SKILLS AND MULTIPLE PERSPECTIVES WHICH IS OUR STRENGTH. TOGETHER, WE ARE MOTIVATED TO CHANGE THE NARRATIVE, CHALLENGE STEREOTYPES AND CONTRIBUTE TO SURVIVOR INFORMED AND SURVIVOR LED SOLUTIONS TO ENDING FAMILY VIOLENCE.

”

- The Expert Advisory Panel's joint statement on the Panel's purpose and role

### Listening to Lived Experience in the Specialist Family Violence Sector: Parity Volume 34

In an article published in *Parity*, the Council to Homeless Persons national publication, members of the Expert Advisory Panel reflected on their experiences of advocacy in the sector to date and their vision for the future.

[Read the Parity article here](#)

*'You can have different experiences and come from different places but there will be commonalities in terms of our values or what we need from the system.'*

*The best way to advocate is to do it with people who support you but also who have very different views around the same thing, so it gives opportunity to learn from other people's experiences.'*

*'Once I started doing more systemic advocacy, I felt more empowered, I was able to take the power back and feel like I am part of the bigger picture.'*

# FAST TRACK LEADERSHIP DEVELOPMENT PROGRAM

This year, DV Vic and DVRCV expanded the Fast Track Program, which was successfully piloted in 2018 as an initiative from the Victorian Government's *Building From Strength* 10-year Industry Plan.

Fast Track is a 10-week practice-informed, multi-modal leadership training and mentoring program, underpinned by Family Safety Victoria's workforce capability frameworks. The program is designed to develop the knowledge and capacity of specialist family violence and primary prevention practitioners in feminist leadership, advocacy, creating effective partnerships and program design. Through Fast Track, we aim to substantially grow the supply of suitably skilled professionals available to take up management and leadership roles, mitigate workforce retention challenges, and ensure crucial experience and feminist values are retained within a thriving, sustainable sector.

*"Thank you for being so supportive for the duration of the program. I feel that the course has increased my confidence and equipped me with new skills and knowledge and a deeper understanding of the family violence sector."*

- Participant in Fast Track Response Program

This program works across family violence response and primary prevention. The response course is focused on building the knowledge and skill capabilities required of mid-level specialist family violence practitioners wishing to transition to senior level roles, or new to senior leadership. The prevention course is focused on building the knowledge and skill capabilities required of practitioners in mid-level roles, as well as allied sector mid-level professionals interested in moving into the prevention space.

Both courses in 2020-21 were facilitated by Sarah Johnson, and featured guest presenters who provided knowledge and insight on topics tailored to prevention and response, as well as expert project mentorship for each participant.

**2** courses were run in 2020-21 financial year

Response Course:  
**24** participants completed course  
March - May 2021

Prevention Course:  
**25** participants completed course  
May - July 2021



All courses delivered online due to COVID.  
About **25%** of participants indicated they would not have been able to participate if Fast Track was delivered face to face.



*"Really enjoyed the discussions around what we, as leaders or potential leaders, could do in practice to resolve dilemmas and issues that rise for staff. This is really helpful in conceptualising the possible responses and challenging one's own perspectives."*

- Participant in Fast Track Response Program

*"This program has exceeded all my expectations and I could not recommend it highly enough to anyone working in the Prevention space and wanting to gather inspiration, be awed by what others are doing, be humbled by those prepared to share their knowledge and experiences and to just reinforce that there's much going on in our collective fight for equality, safety and freedom. The best course/program I have ever had the privilege to be a part of."*

- Participant in Fast Track Response Program

*"Wow, what an amazing program! I absolutely loved every session. The guest speakers were brilliant, and I really enjoyed the breakout rooms as it gave all participants a chance to speak...I will be recommending this course to other members of my team. Attending this course has opened up new opportunities for me at my workplace - I got a promotion!!!"*

- Participant in Fast Track Response Program

## MONITORING AND EVALUATION

We have partnered with Lirata Consulting to monitor and evaluate Fast Track, which is ongoing. This process will include an evaluation of the longer-term outcomes for participants in the program.

Participants across both response and prevention streams in 2020-21 found Fast Track gave them the confidence to apply newly learned skills in both their workplace project and their roles in general. The support participants received from their mentors was consistently highlighted as a major strength of the program, as well as the supportive relationships developed with peers during small group discussions.

<b>79%</b> of response participants saw an increase in their ability to identify systemic gaps and make recommendations on policy and practice reforms required to more effectively respond to family violence.	<b>94%</b> of prevention participants noted an increase in their knowledge and skills in understanding theoretical frameworks underpinning violence against women.
<b>87.5%</b> of prevention participants surveyed saw an increase in their ability to build coalitions, alliances and partnerships for prevention advocacy.	<b>86%</b> of response participants noted their confidence to apply new knowledge and skills in their role/workplace had increased.



# CROSS SECTOR WEBINAR PARTNERSHIPS

Whilst COVID-19 has impacted the ways we share information and engage in meaningful conversations, it has also been a catalyst for creative communications and cross-sector collaboration to support our sectors. This year, webinars became a staple in the DV Vic and DVRCV information and connection toolkit. Throughout the year, the newly merged organisation hosted a wide variety of webinars - along with partners - that reached large audiences.

## Webinar Series: Responding to the Shadow Pandemic

The Responding to the Shadow Pandemic webinar series was delivered in partnership with the Monash Gendered and Family Violence Prevention Centre to focus on the impacts the pandemic has had on victim survivors and the specialist sector. The eight-part series looked at a variety of topics centered around COVID-19's impact on family and gender-based violence, housing and homelessness, health, and the family violence workforce.

We pay thanks to the almost 3,000 attendees and to the many speakers who provided their expertise and insights throughout the series. Each webinar was recorded and can be accessed via Vimeo.

- The 'Shadow Pandemic' - 'A bubble set to burst'
- Two Critical Issues: Women on Temporary Visas + Housing & Homelessness
- Keeping Perpetrators 'in view' during the COVID restrictions
- Justice for women during COVID-19
- Women's mental health during COVID-19
- The 'Shadow Pandemic' - 'A System Under Strain'
- Family violence workforce wellbeing during COVID-19
- The pink recession: COVID-19 and the cost of inequality
- Victim-Survivor experiences and advocacy during COVID-19

## Webinar Series: Collaboratively Managing Family Violence Risk to Children

DV Vic and DVRCV partnered with No to Violence and the Centre for Excellence in Child and Family Welfare for a series on collaboratively working with children experiencing family violence. Around 600 attendees logged on for the three-part webinar, which included topics around infants, children, and adolescents and young people. This approach enabled a focused discussion around family violence risk and safety planning for children of various ages and development stages. Each webinar included highly skilled practitioner panelists to explore and showcase best practice examples of assessing and managing risk in a collaborative manner.

The webinars were well received by all sectors involved. High numbers of attendees reported an increase in understanding in assessing risk, maintaining a child lens when responding to family violence and utilising the MARAM framework to respond collaboratively. The webinars were recorded and are available as a continued resource to direct service practitioners across specialist family violence victim survivor services, family services and perpetrator services.

- Webinar 1: Infants
- Webinar 2: Children
- Webinar 3: Adolescents

## Webinar Series: Sexual Violence Tier 1 partnership

DV Vic and DVRCV partnered with Sexual Assault Services Victoria and No to Violence to deliver a four-part webinar series on sexual violence within a family violence context. The series was underpinned by the MARAM Framework and victim survivor practice guides, and explored collaborative practice, information sharing, and improving risk assessment and management practices.

Facilitated by Tracy Castelino from Shantiworks, this webinar series covered topics including how to ask about and respond to sexual violence, a systems response to sexual violence, sexual violence in LGBTIQ+ relationships, and collaborative responses to working with perpetrators using intimate partner sexual violence.

Each webinar included presentations from practitioners across all three sectors, who provided high-level expertise and explored how they engage in cross-sector collaboration to promote the safety of victim survivors and keep perpetrators accountable.

The feedback surrounding the webinars was incredibly positive, with a high proportion of attendees reporting an increased understanding of all learning objectives. The sessions were recorded for sectors to have as an ongoing resource.







# POLICY SPOTLIGHT: NATIONAL INQUIRY SUBMISSION

## Submission to the House of Representatives Standing Committee on Social Policy and Legal Affairs Inquiry into family, domestic and sexual violence

The National Inquiry into Family, Domestic and Sexual Violence provided DV Vic and DVRCV with an important opportunity to highlight key areas for further focus and reform at a national level to reduce family and gender-based violence and ensure that victim survivors have access to safe, equitable and specialist service responses. Our submission noted the numerous inquiries that have been held into issues concerning family, domestic and sexual violence and the need to build on existing evidence.

We drew attention to unresolved recommendations from previous inquiries and made 30 recommendations that spanned the continuum of prevention, early intervention, response and recovery. The submission stressed the importance of whole of community and whole of system responses and the need for long-term investment and collaboration from all levels of government - noting that it is only through such an approach that systemic limitations and barriers can be addressed.

Evidence we presented at the public hearing drew attention to structural inequalities and systemic marginalisation that results in some groups experiencing family violence and its impacts more severely than others and highlighted three key issues that require urgent reform at the national level: the family law system, access to safe and affordable housing and particular issues faced by victim survivors of family violence in Australia on temporary visas.

# BROADENING THE CONVERSATION - RESPONDING TO COERCIVE CONTROL IN VICTORIA

## Responding to Coercive Control in Victoria - Broadening the conversation beyond criminalisation

Coercive control is one of the most complex and urgent social issues impacting communities across Australia, and victim survivors clearly need improved responses from the system and the community.

Coercive control is a defining feature of family violence and significantly impacts on the safety, autonomy, health and wellbeing of all victim-survivors, ultimately robbing them of their sense of identity and liberty. Although there has been an increase in public dialogue about coercive control in the past year, it is not a new concept - victim-survivors live with coercive control every day and our members have been responding to victim-survivors experiencing coercive control for decades.

The increasing media and public interest in the conversation, particularly about whether Australian jurisdictions should follow the lead of other countries by criminalising coercive control, prompted DV Vic and DVRCV to write a position paper on this issue. The development of the paper was informed by extensive research, consultation with our membership and partners, and the advice of critical friends. The paper outlines our position on responding to coercive control in Victoria and concludes that a whole of system approach is required to improve responses to coercive control to ensure all victim survivors can access safety and support, regardless of whether they engage with the justice system.

We have continued to engage in conversations at a state and national level on coercive control with Tania Farha participating in several webinars, roundtables and appearing on Insight. We are committed to ongoing dialogue on this critically important issue and will continue to engage with our members, victim survivors and partners as the conversation continues to unfold.

# FAMILY VIOLENCE FOUNDATIONS

Funded by Family Safety Victoria, *Family Violence Foundations* is free, online self-paced learning for all Victorian professionals who have a role to play in preventing and responding to family violence. *Family Violence Foundations* launched in September 2020 and, since then, has had 2529 enrolments.

The course consists of 16 self-paced modules spread across four streams, including definitions and prevalence of violence against women, dynamics and impacts of family violence, intersectionality, cultural safety and responsiveness, and the impacts and indicators of family violence for children and young people. *Family Violence Foundations* is the product of an incredible cross-organisational collaborative effort over the past few years and sharing it with our community was an amazing milestone.

People have undertaken the course from across a range of sectors and industries:

- Community services and non-government organisations
- Child and family services
- Family violence outreach services
- Universities, TAFEs and polytechnics
- Mental health services
- Community health services
- Aboriginal services
- Family violence refuges
- Housing and homeless services
- Disability services
- Services for people from migrant and refugee communities
- State government departments

“

I WOULD RECOMMEND THIS COURSE TO ANYONE WHO IS NEW TO THE SECTOR OR EVEN IN AN EARLY ROLE OR WANT TO GET AN OVERALL PERSPECTIVE TO FAMILY VIOLENCE AND CHILD SAFETY.

”

“

IT WAS A GREAT REFRESHER; WOULD HIGHLY RECOMMEND TO NEW WORKERS AND THOSE NOT FAMILIAR/TRAINED IN FAMILY VIOLENCE.

”





# ARE YOU SAFE AT HOME?



## Overview

We launched the Are You Safe at Home? Campaign in 2020, in response to an increase in family violence in Victoria during the COVID-19 pandemic.

With public health restrictions firmly in place and people staying at home more, it was harder than ever for people experiencing abuse to seek help. To help support people who were experiencing family violence or concerned family and friends, we launched the [Are you safe at home?](#) website - to provide support and information on where to find help. We also partnered with Family Safety Victoria to produce wallet-sized cards that were distributed through supermarkets and other services across Victoria.



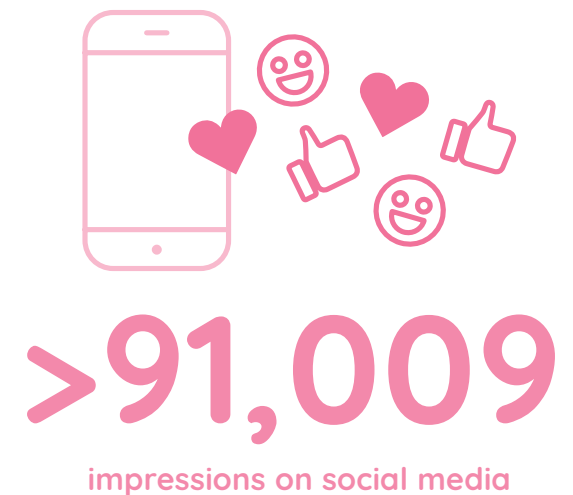
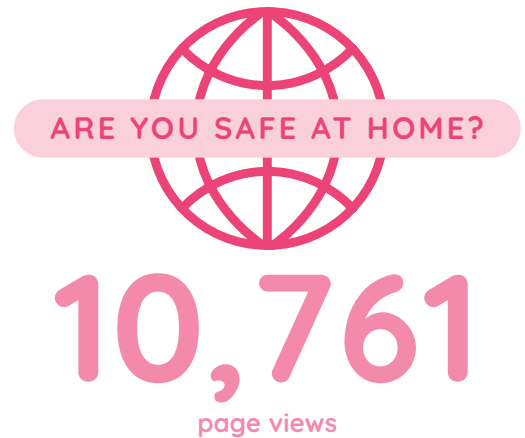
## Resource production and distribution

This project funded the development a suite of resources for victim survivors, and their friends and family. These resources were informed by a consultation with the Victim Survivors' Advisory Council and included two printed wallet cards, a poster and a website. With additional support from Family Safety Victoria, 250,000 of the wallet cards were printed and distributed through various sites across Victoria including supermarkets, hotels providing a homelessness response during the pandemic, and public housing. A social media toolkit and assets were also developed so external organisations can support the campaign through their platforms, including websites, social media and email.

We translated the Are You Safe at Home? resources into 15 community languages, and Easy English translations, with all translations independently reviewed. These accessible and inclusive resources have been published online and actively promoted via social media and email.

In its first few months, the Are You Safe at Home? website was visited by 5,580 people, most of whom were in Victoria. In June 2020, we launched a social media campaign to raise awareness and help promote the Are You Safe at Home? website.

Following a successful first stage, we facilitated focus groups with victim survivors to gather their feedback and inform the development and expansion of this campaign into the future. Building on this, we partnered with Portable to undertake market research into Victorians' information and help-seeking behaviours when it comes to family violence. Looking ahead, we are excited to continue to grow this work with new digital resources and events on the horizon.



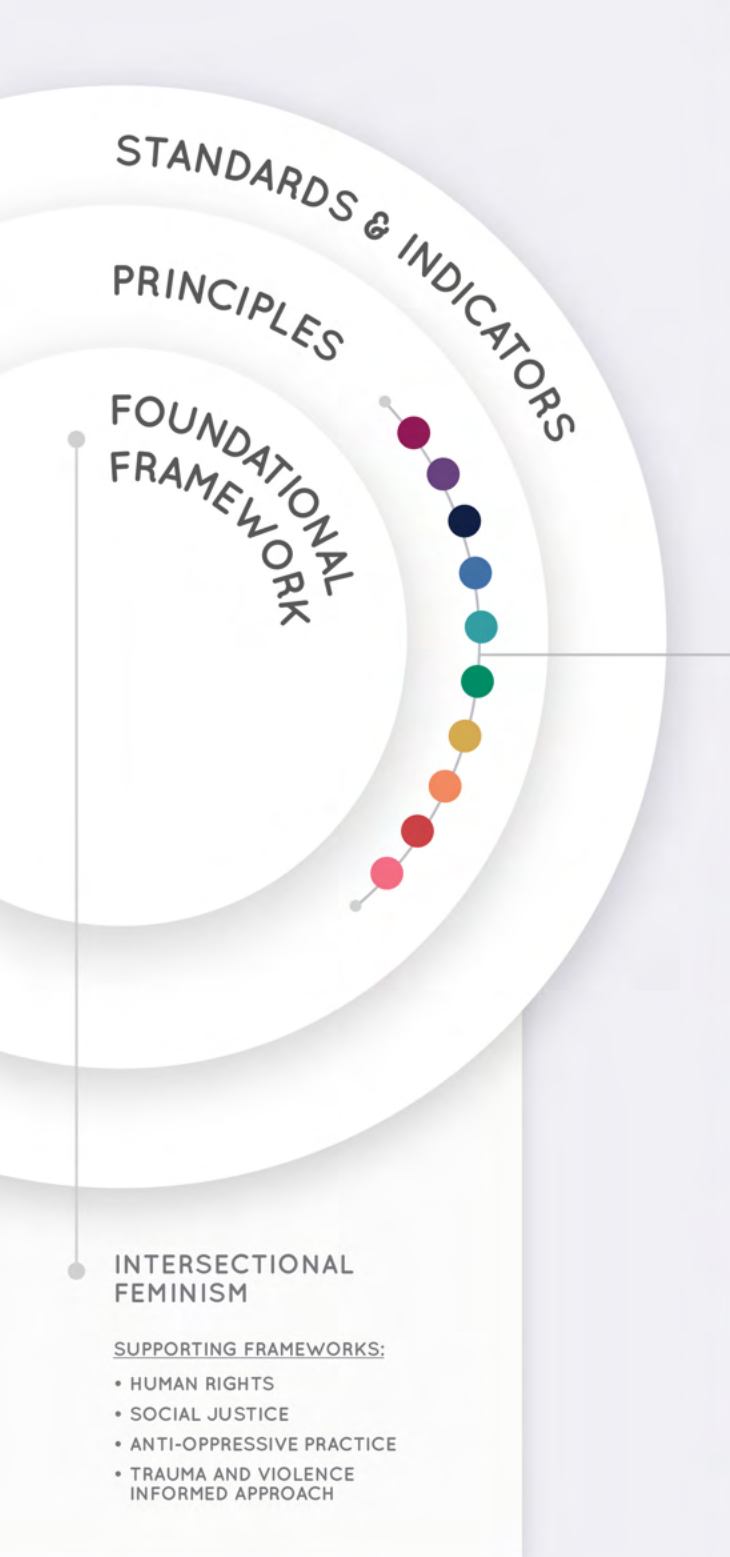
Are you safe at home?

We all have a right to feel safe and protected at home.





# CODE OF PRACTICE PRINCIPLES



## 01 | RISK AND SAFETY FOCUS

The safety of victim-survivors is the cornerstone principle of specialist family violence services and is prioritised at all times.

## 02 | PERSON-CENTRED EMPOWERMENT

Victim-survivors are supported to experience meaningful empowerment through person-centred and flexible service responses.

## 03 | CONFIDENTIALITY AND INFORMATION MANAGEMENT

Victim-survivors are informed about how their confidential and personal information is managed.

## 04 | COLLABORATION AND ADVOCACY

Services use collaboration and advocacy within coordinated multi-agency responses to benefit victim-survivors.

## 05 | PERPETRATOR ACCOUNTABILITY

Perpetrators are responsible for using family violence and are held accountable and monitored through a system-wide approach.

## 06 | CHILD-CENTRED PRACTICE

Infants, children and young people are recognised as victim-survivors in their own right, and their safety and wellbeing are prioritised in every stage of service provision.

## 07 | ABORIGINAL SELF-DETERMINATION

Services respect and uphold the right to Aboriginal self-determination, choice and cultural safety.

## 08 | INCLUSION AND EQUITY

Victim-survivors are able to easily access inclusive and equitable specialist family violence services.

## 09 | CAPABLE AND SUSTAINABLE WORKFORCE

Services promote the professional development and sustainability of the specialist family violence workforce.

## 10 | QUALITY GOVERNANCE AND LEADERSHIP

Services provide quality governance and leadership that is accountable to victim-survivors and advocates for systemic and social change.

## CODE OF PRACTICE IMPLEMENTATION

Following the June 2020 launch of DV Vic and DVRCV's Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim-Survivors, 2nd edition (the Code of Practice), we have seen high levels of engagement with the framework across the specialist family violence sector. The purpose of the Code of Practice is to articulate a set of principles and standards to guide consistent and quality service provision for victim survivors accessing specialist family violence services in Victoria. It is founded on an evidence-based understanding of family violence and an intersectional feminist framework.

Originally developed in 2006 as one of the first guidelines of its kind, the Code of Practice has informed the development of the Victorian specialist family violence sector over many years and has consistently been a key resource for the broader family violence system, serving as a model for other jurisdictions in Australia and internationally.

To support organisations to embed the Code of Practice and its principles, we developed an audit tool, poster and FAQs. Since its launch, the Code of Practice and its supporting resources have been downloaded 2,356 times.

The DV Vic/DVRCV Code of Practice implementation plan includes a range of strategies for how we will embed this within our own work as a peak, including using the Code of Practice as a guide within communities of practice, developing supplementary materials and providing technical assistance to member organisations.

## COMMUNITIES OF PRACTICE

DV Vic and DVRCV's communities of practice give leaders and practitioners across the family violence sector the opportunity to connect with others and share learnings and expertise.

Communities of practice are emerging as a successful and sought-after mechanism to improve the practice and wellbeing of professionals across the specialist family violence response and primary prevention sectors.

Across the 2020-21 financial year, all of our communities of practice were convened online due to the ongoing COVID-19 pandemic.

Communities of Practice in the FY 2020-21


- Disability Inclusion
- Emerging Prevention Practitioners
- Flexible Support Packages
- Implementation Champions
- LGBTIQ+ Inclusion
- Personal Safety Initiative
- Refuge Roundtable
- Respectful Relationships Education
- Risk Assessment and Management Panel (RAMP)
- Practice Lead



# POLICY AND SYSTEMS ADVOCACY

## 2020-21 Submissions

**13**  submissions published online with more than

**700** downloads and **5,000** page-views 

DV Vic and DVRCV's policy submissions are a tangible representation of our commitment to advocacy and engagement to influence social policy and system design. Our policy advocacy is a cross-organisational effort, led and coordinated by a team of Policy Advisors who produced 13 submissions and a range of additional letters, informal written feedback, reports and resources, as well as participating in consultation at the state and national level this year.

- [Submission to ParentsNext](#): examination of Social Security (parenting payment participation requirements – class of persons) Instrument 2021.
- [Submission to the Consultation on Establishing a 10-year Strategy for Social and Affordable Housing](#)
- [Submission to the Joint Standing Committee on the National Disability Insurance Scheme](#) - Inquiry into Independent Assessments.
- [Submission to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability](#)
- [2021-22 Victorian State Budget submission](#)
- [Submission to the Victorian LGBTIQ+ Strategy](#)
- [Submission to the Consultation on a Bill for a new Online Safety Act](#)
- [Submission to the VLRC Improving Justice Responses to Sexual Offences Inquiry](#)
- [Submission to the Victorian Youth Strategy](#)
- [Submission to Review of Real Estate Education Regulations](#)
- [Submission to the National Inquiry into Family, Domestic and Sexual Violence](#)
- [Monitoring the Family Violence Reforms Submission](#)
- [Victorian LGBTIQ Strategy Submission](#)

## Additional key policy publications

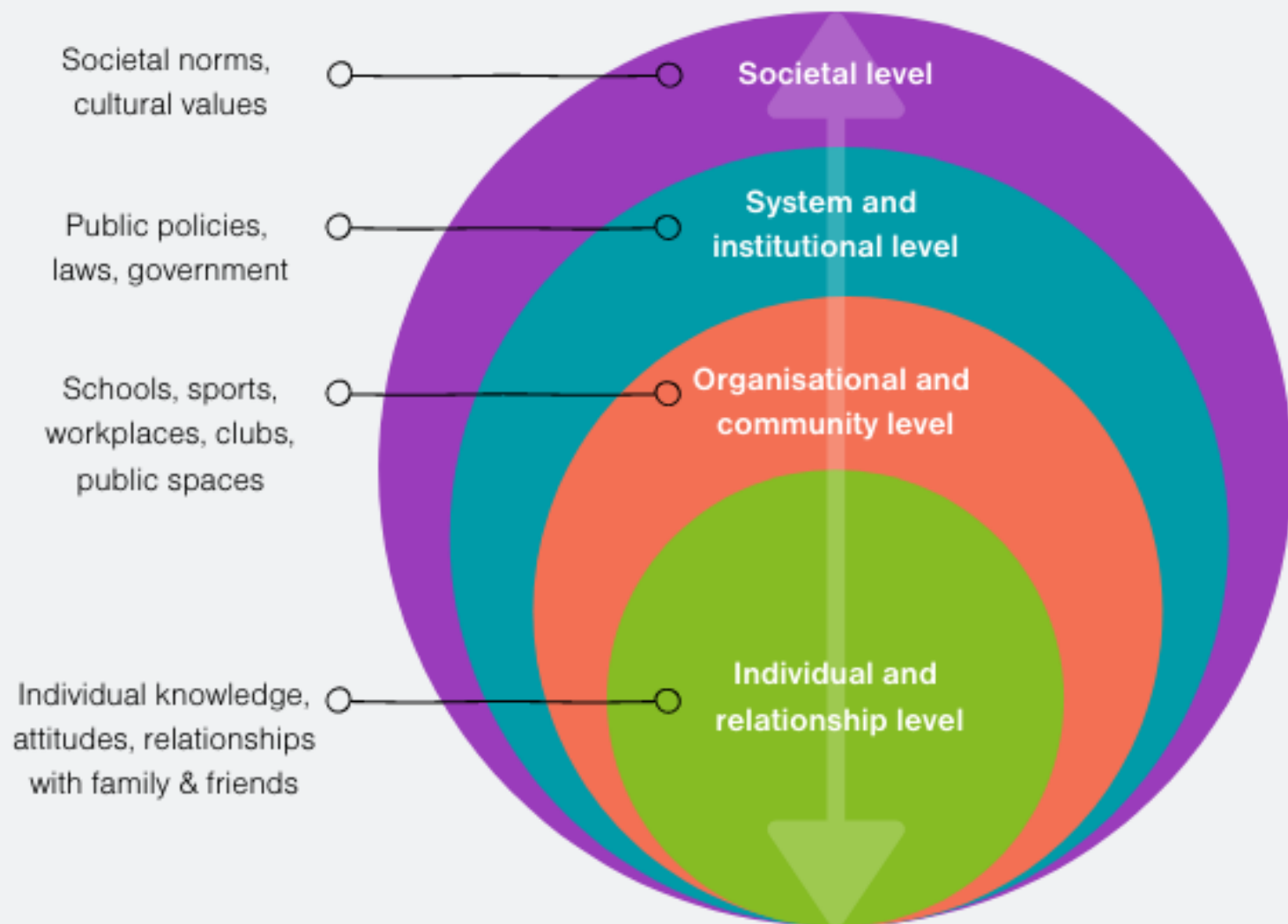
- [DV Vic Position Paper on the Support and Safety Hub Model & Implementation - 2nd edition.](#)
- [Progressing Recommendation 31 - Final Report](#)
- [No to Violence and Domestic Violence Victoria Virtual Roundtable on Non-Fatal Strangulation](#)

## Governance, advisory committees and working groups

During the year, DV Vic and DVRCV represented specialist family violence sector on the following committees and working groups:

- Accreditation Setting Committee for Primary Prevention
- AWAVA Advisory Group
- Economic Abuse Reference Group
- Family Safety Victoria Intersectionality Community of Practice
- Family Violence Specialist Advisors for Alcohol and Other Drugs and Mental Health Sectors Steering Committee
- Forced Marriage Network
- Forensicare Family Violence Reform Steering Committee
- Housing Peaks Alliance
- Industry Taskforce and subcommittee - Qualifications
- Ministerial Homelessness Advisory Committee
- Multi-Agency Risk Assessment and Management (MARAM) Expert Advisory Group
- [Insert temporary migration NAG]
- Our Watch Masculinities Advisory Group
- Our Watch National Prevention Hub
- Primary Prevention Sector Reference Group
- Respect, Now, Always – Survey Steering Committee, Universities Australia
- Respect and Equality in TAFE – Expert Advisory Group
- Respect Victoria Prevention Agencies Forum
- Respect Victoria Primary Prevention Practitioners and COVID research Advisory Group
- Respectful Relationships Education Advisory Group
- RMIT Graduate Certificate in Family Violence Steering Committee
- Roadmap Implementation Ministerial Advisory Group
- Senior's Rights Victoria Elder Abuse Network
- Service Model Governance Group
- Statewide Family Violence Reform Advisory Group (Co-Chair)
- Strengthening Hospitals Responses to Family Violence Project
- VCOSS Peaks and Statewide Networks Forum
- VicHealth Bystanders Working Group
- Women with Disabilities Victoria Gender and Disability Workforce Development Program Advisory Group





## PARTNERSHIPS FOR ACCESSIBILITY AND INCLUSION

Intersectional feminism is at the foundation of who we are and how we work, including when building coalitions and partnerships. DV Vic/DVRCV is committed to advocating for and leading in the development of an accessible, inclusive and equitable service system to meet the needs of all people experiencing multiple and intersection forms of oppression and discrimination.

Throughout the 2020-21 financial year, we engaged in several significant cross-sector partnerships and projects designed to improve and strengthen the ways prevention and response systems support diverse and marginalised communities.

### NDIS Family Violence Workforce Capacity Building Project

Developed and delivered in partnership with Women with Disabilities Victoria and the Centre for Excellence in Child and Family Welfare, this project aimed to promote the safety and recovery of victim survivors with disability through improving service responses and coordination.

We developed five practice tools as part of the project, and the training package developed in consultation with the Women with Disabilities Victoria Experts by Experience Group and DV Vic Statewide Disability Inclusion Community of Practice members was delivered to **726** practitioners across the specialist family violence and sexual assault sectors. Stemming from this work, we developed updated web content for specialist family violence practitioners, with comprehensive tips, tools and resources to support positive change and break down barriers for people with disability accessing family violence services.

### Rainbow Health Partnership

In 2020, DVRCV and Rainbow Health Victoria embarked on a unique cross-sector partnership as a part of the Rainbow Health LGBTIQ Family Violence Prevention Project. We worked closely with Rainbow Health to build capacity for our intersectional primary prevention practice, reviewing our Prevention in Practice training to ensure it is intentionally gender transformative, and does not unintentionally reinforce binary or hierarchical systems of gender and sexuality.

With the assistance of a partnership broker, both organisations signed a formal Partnership Agreement intended to inform future cross-sector collaborations in preventing family violence against LGBTIQ+ people. The partnership remains in place today, facilitating opportunities for reflection, shared learning and allyship in our work.

### The Family Violence and Equity Leadership Circle

This year, DV Vic and DVRCV engaged with the Council of the Ageing Victoria, Djirra, inTouch, Switchboard, and Women with Disabilities Victoria in an intentional partnership approach to support best practice responses for the most marginalised members of our community, who experience intersecting forms of discrimination, exclusion and violence. The Leadership Circle meets quarterly to share information, discuss common challenges and identify opportunities for collaboration.





# PHILANTHROPIC RELATIONSHIPS

Unique cross-sector collaboration has led to philanthropic investment in capacity building projects to improve family violence outcomes in Victoria.

Of the many learnings from the Royal Commission, long-term systemic change requires working together more comprehensively and at a deeper level. This year, The Family Violence Philanthropy Collaboration Project marked a new phase of cross-sector commitment to collaboration, made possible through the ongoing commitment and trust demonstrated by those philanthropic and corporate funders, government partners and family violence sector representatives who contributed.

## Embedding lived experience in the specialist family violence sector

Over many years, through their direct engagement as clients, self-advocates, expert advisors, researchers and research participants, and as leaders and practitioners within services, victim survivors have informed the family violence evidence base, contributed to an expanded understanding of family violence through intersectional feminist analysis, and contributed to the development of good practice principles.

The inclusion of victim survivors' own voices, lived experiences, knowledge and expertise is a fundamental element that underpins all work undertaken by the sector, and a critical component of specialist family violence practice, processes and leadership, which are ultimately accountable to victim survivors.

During the 2020-21 financial year, our priority in this space was to ensure organisational readiness and appropriate and safe conditions for bringing survivor advocates into our organisation, as per the [Experts by Experience Framework](#) we developed in partnership with Melbourne University.

## The New Pathways to Support

The COVID-19 pandemic has created unique conditions for increased family violence risk and barriers to seeking support. The New Pathways to Support project will enable DV Vic and DVRCV to create new ways for victim survivors to access family violence crisis support, through the production of resources and establishment of new partnerships with front line services and sectors.

Embedding lived experience requires a whole-of-organisational approach and a significant cultural change. We took an intentional approach to foster an authorising environment at DV Vic and DVRCV, to ensure the success and sustainability of the project. We created space through workshops, reflective practice and an organisational readiness survey, with the aim of opening conversations across the organisation and at different levels within the organisation. These efforts enabled all staff to engage with concepts of lived experience and survivor advocacy with consideration for how these compliment - and at times challenge or disrupt - our established ways of working, laying the foundations for the establishment of our Expert Advisory Panel. We sincerely thank all our philanthropic partners for their support.



# CAPABILITY BUILDING FOR PRIMARY PREVENTION

Across the year, the prevention unit placed strong emphasis on supporting new and emerging practitioners in the primary prevention sector.

In October 2020, Partners in Prevention (PiP) facilitated a webinar to unpack and explore DV Vic & DVRCV's evidence-based model of communities of practice that has been tailored for the Victorian primary prevention of violence against women sector.

*From personal growth to systemic change: The power of Communities of Practice* was attended by 78 members and discussed the findings of our latest research paper, *Learning together: Strengthening approaches to prevention through Communities of Practice*. This paper outlines the evidence-based benefits for Communities of Practice for practitioners, and proposes that further investing through funding, time and resources will help the prevention of violence against women sector to thrive.

In August 2020, we launched an online guide for people interested in building a career in the primary prevention sector. The [Careers in Primary Prevention](#) guide includes an overview of what primary prevention work includes, examples of primary prevention projects and practitioner roles, insights into the qualifications, skills and knowledge required to work in primary prevention, and suggestions for how people can get involved and start their journey. This resource also showcases the [work and projects](#) of members to increase awareness and encourage career progression in the primary prevention sector.

In December 2020, we launched [Responding to Resistance](#), a resource to help practitioners plan and manage conversations when encountering resistance in their work.

## Webinars & Events

Following on from the strength of webinars delivered in the previous year, DV Vic & DVRCV's Partners in Prevention (PiP) network continued to deliver interactive webinars and events in a range of different settings across 2020-21, including webinars on respectful relationships and primary prevention in local government.

## Advisory Group

The Partners in Prevention Network Project Advisory Group met three times across the year, with a strong focus on informing DV Vic & DVRCV's primary prevention strategy for 2021.

## Connecting practitioners during COVID

Throughout the year we ramped up the use of our electronic practitioner network to share resources and events. Engagement was high with 450 members using the platform and participating in the network. This highlighted the importance of maintaining connection through what has been an isolating period for practitioners.

## Communities of Practice

6 sessions delivered   
Relationships Education Community of Practice

6 sessions delivered   
Emerging Prevention Practitioner Community of Practice





## BUILDING FOUNDATIONS FOR THE NEW ENTITY

To support the merge of DV Vic and DVRCV, the Operations Quality and Governance Unit has been focused on building the foundations for the new entity set to launch under Safe and Equal in November 2021.

The activity over the past year has been focused on integrating and creating new and streamlined operating frameworks. A large-scale logistical operation saw the relocation of two offices into one, a fit for purpose space including sixty workstations, a library and consolidation of over twenty years of archives and files.

Beyond bricks and mortar, an intricate project commenced to consolidate and implement new organisational ICT systems and VOIP phone systems. This also included the consolidation of two payroll systems into one new human resource information system, Employment Hero.

A key priority throughout the year was to create a people-centered organisation, with a team culture focused on inclusion, quality improvement, collaboration, care and a high standard of work. The establishment of a Staff Consultative Committee and Health and Safety Committee ensured engagement and consultation through a period of significant change.

Following the transition to virtual training under Victoria's social distancing restrictions, we integrated a new learning management system, Canvas, into our online learning ecosystem in August 2020. This saw our systems and processes completely shift to support both virtual and face to face learning, from booking processes, to resources and training delivery approaches. With the adaptation of each course for online delivery, from MARAM to our primary prevention training, we have refined how to best carry the content and benefits of our face-to-face training into a virtual setting.

## COVID SAFETY AND RESPONDING TO THE CHANGING NEEDS OF THE WORKFORCE


Due to the ongoing pandemic, our team constantly reimagined new ways of working and connecting. In MONTH our COVID Safe Plan was implemented, requiring continuous review and monitoring of government directives to ensure safety and care of the workforce was maintained. This meant developing a hybrid workforce model and establishing processes and procedures that allowed staff to work safely and effectively from multiple locations.

 Transitioned **60+** workforce to new working arrangements

 Onboarded **40+** staff

Transported **150+** items of office furniture & IT equipment 

Client services responded to:

 Over **1,500** calls

 **2,500** emails

 **2,961** course registrations have been issued a certificate in the past 12 months



## TAILORED, IN-HOUSE TRAINING

Building the capability of individuals, organisations and systems across specialist and allied sectors is integral to achieving a multi-agency response to family violence and violence against women.

Our tailored, in-house training packages are designed to fit the unique needs of an organisation and its staff, equipping professionals from a wide range of workforces with the skills to effectively recognise the role they have to play in preventing and responding to family violence.

Over the past year, we have worked collaboratively with organisations across Victoria to deliver contextualised, in-house training to employees who may need to recognise and respond to family violence in their work.

Despite the challenges presented by COVID-19, our training team have been able to continue facilitating these sessions in a virtual setting with a focus on engagement and interactivity for participants. Some of the organisations we have worked with include:

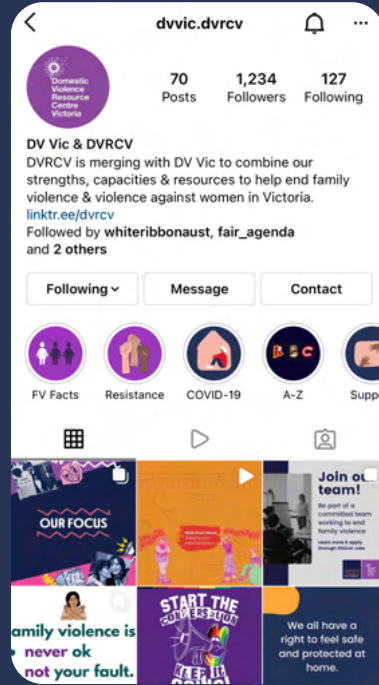
- Magistrates Court of Victoria
- Department of Families, Fairness and Housing
- David Jones
- VET Development Centre
- Department of Justice and Community Safety
- Department of Premier and Cabinet
- Energy Australia
- Department of Health and Human Services
- Department of Jobs Precincts and regions
- Deakin
- Gateways
- Glen Eira City Council
- Harness Racing Victoria
- Eastern Community Legal Centre
- University of Western Sydney
- Wyndham City Council
- WorkSafe

 **349.5** training days

 **3,002** training participants



# COMMS & ENGAGEMENT



## Digital Engagement

Through the merge of DV Vic and DVRCV, we grew and consolidated our digital reach and engagement to over 38,500 social media followers and more than 10,000 email subscribers.

This year has been DV Vic and DVRCV's fastest growth of organic engagement and reach through our LinkedIn account. Key content themes include respectful relationships education, elder abuse, information about family violence and support services and training and professional development. Our audience has expanded by more than 200% and diversified in geography, gender and industry.

## Arc App social media campaigns

Arc is a smartphone app which helps people record and identify patterns of behaviour that make them feel scared or unsafe. Since its launch in March 2019, Arc has received 11,656 visitors to our web applications, over 2,340 app users on Google Play and 3,500 app users on the App Store.

## Practitioner Profiles

This year we showcased the projects and experiences of practitioners from across the specialist family violence, primary prevention, and broader community sectors on The Lookout and Partners in Prevention websites. These profiles delve into 'a day in the life' of each practitioner, the career pathways they have taken, and the challenges they have experienced in COVID-19.



## Media Coverage

Over the past year, DV Vic and DVRCV received 33 media mentions, incorporating our comments on issues ranging from economic abuse, to coercive control, crime statistics, animal abuse, the state budget, and the anniversary of the Royal Commission into Family Violence.



# FINANCIALS

## Domestic Violence Victoria (DV Vic) 2020-21 Financials

[View Financials Here](#)

## Domestic Violence Resource Centre Victoria (DVRCV) 2020-21 Financials

[View Financials Here](#)



# OUR PEOPLE - 2020-21

---

AISHWARYA VISHWANATH  
ALISON BIRCHALL  
ALISON MACDONALD  
ALISON ROBERTS  
ALYS TAYLOR  
AMELIA DITCHAM  
ANASTASIA CHUNG  
ANNA WARK  
AVIVA MINC  
BELINDA BANNERMAN  
CATHERINE PLUNKETT  
CHANI SIMPSON  
CLAIRE BAUSKA  
CLAIRE MARSHALL  
CLAUDIA RISEBOROUGH  
DEVAKI RANADHIR  
ELIZABETH YARED  
ELLA LONGHURST  
ELLEN PERRIMENT  
ELVIS MARTIN  
EMMA HARDLEY  
EMMA MORGAN  
ERICA WASTELL  
ERIN DAVIS  
FYLYA TORUN  
HANNAH DWYER  
HELEN BATHO  
HELENA JORDAN  
HILARY GLAISHER  
IZABELA DRWECKI  
JACKY TUCKER  
JELENA DJURDJEVIC  
JENNIE CHILD  
JESS KIDD  
JESSICA MAXWELL  
JULIA EARLEY  
KATE MECHAM  
KATE O'BRIEN  
KATHARINA STOREY  
KELLY ALEXANDER  
KHYAATI ACHARYA  
KIM HAY

KRISTA SEDDON  
KIRSTY LOOTS  
LAUREN ZAMMIT  
LESLY ZAMBRANO  
LISA ZILBERPRIVER  
LOUISE SIMMS  
MAHEEN MAHEEN  
MARIA MURRAY  
MARILYN JOY  
MARYANNE CLARK  
MAUREEN SCHLEIGER  
MEG BARBER  
MEGAN KELLY  
MEGHAN COOPER  
MELANIE BURNS  
MELISSA WHALEN  
MEREDITH ELDRIDGE  
MISHELLE KERR  
MISHKA  
MONALIZA BUCUD  
NATASHA ANDERSON  
OLIVIA FRANKLIN  
PREETHI MARTIN  
QUEENIE CHUNG  
REBECA CARRO  
REBECCA YEOMANS  
RENAE LEVERENZ  
ROBYN STONE  
SAM MEEKS  
SARA BURGESS  
SOLMAZ YAVARI  
SOPHIA TIPPING  
STEPHANIE MOORE  
STEPHANIE PENNA  
TAMARA TYNAN  
TANIA FARHA  
TANIA PHILLIPS  
TEHREEM CHAUDHRY  
TESS MOODIE  
TONI BENTLEY  
VIOLETA MARITCORENA POLITOFF

# THANK YOU

---

We would like to acknowledge and thank the organisations and government agencies who continue to support and fund our work: Family Safety Victoria; Office for Prevention and Women's Equality; Department of Education and Training; Department of Health and Human Services; RMIT; Clayton Untz, The Ian Potter Foundation and The Myer Foundation.

We wish to give a heartfelt thank you to the many individuals, companies and funds that donated to support our work over the 2020-21 financial year. Your generosity has enabled us to continue towards our vision of a world beyond family and gender-based violence, where women, children and people from marginalised communities are safe, thriving and respected.

We also take this opportunity to pay tribute to the many people who have contributed to DV Vic and DVRCV over the years. Your legacy has paved the way to the organisation we are today. We extend our deep gratitude and thanks to our current and former staff members and sessional trainers, without whom we could not create this level of impact, year in and year out. We acknowledge your exceptional passion, intelligence and commitment to creating a world in which all people can be safe and equal.



DV Vic and DVRCV have united to form Safe and Equal, combining over thirty years of experience in the family violence sector. When we first started out, the understanding of family and gender-based violence was different, "you were seen as 'ratbag feminists' if you said things about gender inequality and sexism, so everything had to be toned down." - Vig Geddes. We're proud to continue the legacy of those that came before us in this work, and remain unapologetic in our intersectional feminism.



**DOMESTIC  
VIOLENCE  
VICTORIA**



**Domestic  
Violence  
Resource  
Centre  
Victoria**

**Website**

[www.safeandequal.org.au](http://www.safeandequal.org.au)

**Postal Address**

PO Box 21175  
Little Lonsdale St  
Victoria 8011