

Working with New and Emerging Communities to Prevent Family and Domestic Violence

Good Practice Resource



Acknowledgement of Country

The authors of this report acknowledge Aboriginal and Torres Strait Islander Australians and recognise the distinctive rights that Indigenous Australians hold as the original peoples of this land.



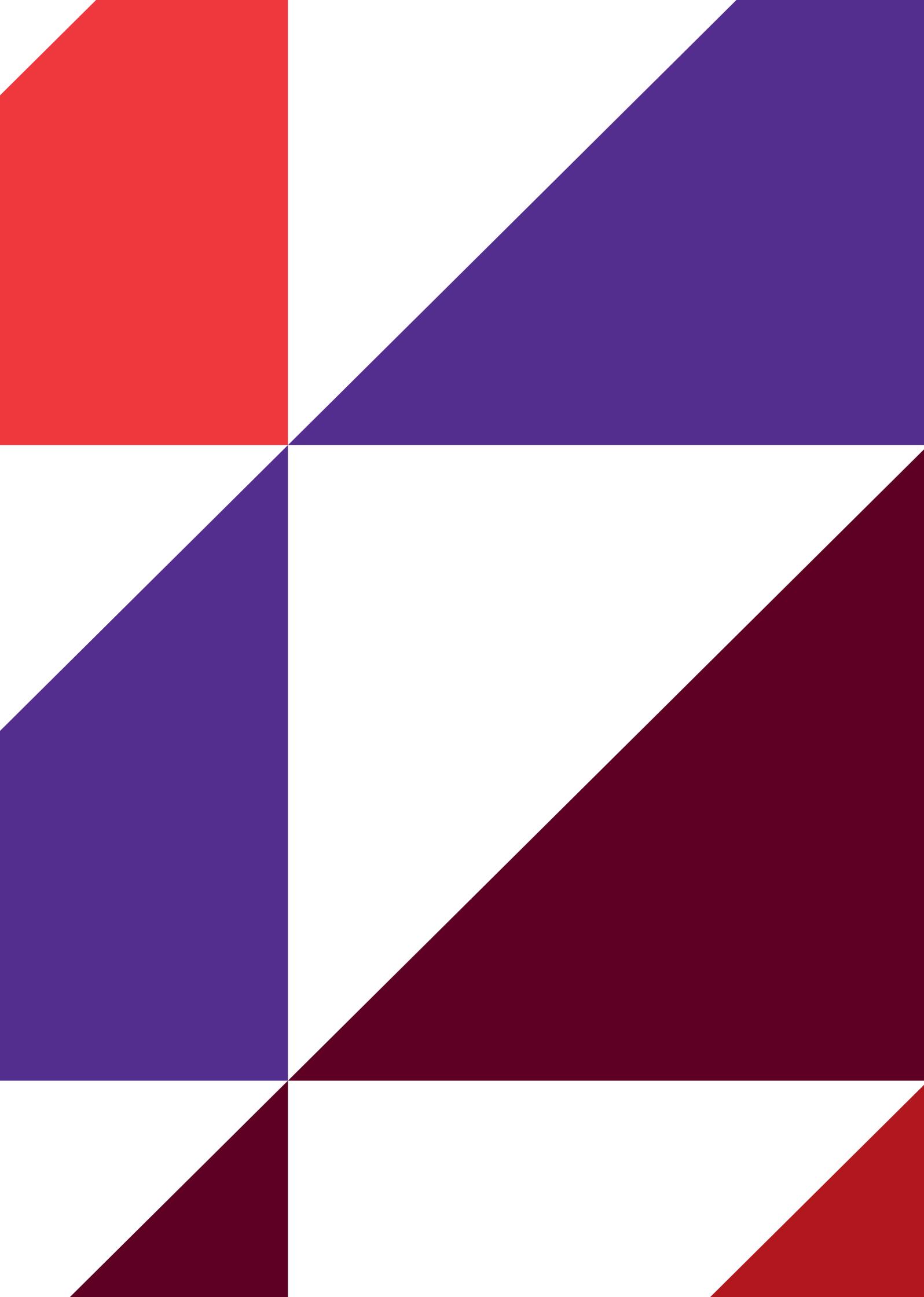
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*This report may be used as a resource with
acknowledgement to AMRC and MYRIAD*

Contents

- 5 Introduction
- 6 Setting the context
- 9 Who should use this resource?
- 10 The AMRC model and approach: working with new and establishing communities to prevent family and domestic violence
- 14 Good practice
- 24 Key learnings: informing future efforts
- 27 **Appendix A:** Overview of key research
- 34 **Appendix B:** Research, literature and services resources
- 39 **Appendix C:** Useful tools/resources for working with men



Introduction

This resource has emerged through the work and learnings of the Australian Migrant Resource Centre (AMRC) over a three-year period invested in the prevention of family and domestic violence in new and establishing communities.

This resource documents a model that the AMRC developed to undertake a breadth of violence-prevention initiatives with communities settling throughout South Australia. The resource also shares programs developed within the model. These programs can be applied or adapted in different settings.

The AMRC recognises that although there is a growing body of research on addressing family and domestic violence within multicultural communities in Australia, there are fewer available examples of effective practice 'on the ground'. Our work over the past three years has involved continuous evaluation and refinement and is showing evidence of sustainable outcomes in attitudinal change, and violence-prevention work is being undertaken at grassroots community levels because of our program.

Our work has involved key partnerships with Myriad International Consulting Services, White Ribbon Australia and Lifeline Australia together with a plethora of other partnerships and collaborations across the range of initiatives delivered under the program.

The program has engaged across a diversity of communities, including working with women, men and youth separately as well as with new and establishing communities as a whole.

The intent of this resource is to share an effective model for working within multicultural community settings to prevent family and domestic violence.

The AMRC would like to acknowledge Myriad International Consulting Services for preparing this document and Maria Dimopoulos, Cynthia Caird, Georgia Prattis and Michelle Dieu for delivering the training. We also acknowledge funding assistance for this project from the South Australian Department for Communities and Social Inclusion's Stronger Families, Stronger Communities Program and general funding assistance from the Australian Department of Social Services through the Settlement Grants Program.

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Setting the Context

At the outset of developing a strategic approach to the prevention of family and domestic violence in new and establishing communities, the AMRC recognised the importance of context setting. A fundamental message of this approach is that family and domestic violence is an issue that affects all cultures and all communities; it is not an issue unique to Australian culture or to the cultures of culturally and linguistically diverse communities. Although the settlement process does not cause family and domestic violence, it may contribute to, and shape, the experience for women exposed to family and domestic violence.

Definitions of family and domestic violence

For this project, the AMRC adopted the 'domestic and family violence' definitions set out in the *National plan to reduce violence against women and their children 2010–2022* (National Plan).¹ However, our work was also informed by the global context within which gender-based violence is understood. This was a critical feature in initiatives aimed at our target group.

Gender-based violence within the context of settlement is systemic and informed by broader human-rights definitions. The United Nations Declaration on the Elimination of Violence against Women defines violence against women as 'any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.'

Ensuring that the project was informed by these distinctions in relation to how gender-based violence is understood by diverse communities was integral to ensuring that key messages from the project reached our target audiences.

Domestic violence includes physical, sexual, emotional and psychological abuse. Physical violence can include slaps, shoves, hits, kicks, punches, pushes, and twisting of arms. It includes being thrown down stairs or across a room, and being choked, burned or stabbed.

Sexual assault or sexual violence can include rape, sexual assault with implements, enforced prostitution, being forced to watch or engage in pornography and being forced to have sex with friends of the perpetrator.

Emotional and psychological abuse can include a range of controlling behaviours, such as control of finances, isolation from family and friends, continual humiliation, threats against children and threats of injury or death.

Family violence is a broader term that refers to violence between family members as well as violence between intimate partners. It involves the same sorts of behaviours as described for domestic violence. As with domestic violence, the *National plan to reduce violence against women and their children 2010–2022* recognises that although only some aspects of family violence are criminal offences, any behaviour that causes the victim to live in fear is unacceptable. The term, 'family violence' is the most widely used term to identify the experiences of Indigenous people and many people within migrant communities because it includes the broad range of marital and kinship relationships in which violence may occur.

¹Council of Australian Governments, *National plan to reduce violence against women and their children 2010–2022*, Council of Australian Governments, Canberra, 2011. The National Plan is available to download from the Department of Social Services website: <https://www.dss.gov.au/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children-2010-2022>

National plan to reduce violence against women and their children

Domestic and family violence and sexual assault are crimes that must be stopped. In Australia, approximately one in three women have experienced physical violence since the age of 15, and almost one in five have experienced sexual violence.

That is why the Commonwealth, state and territory governments worked with the community to develop a 12-year plan to reduce violence against women and their children. Released in 2011, the *National plan to reduce violence against women and their children 2010–2022* (the National Plan) explains what we are doing to reduce violence against women and their children. The vision of the National Plan is that:

- *Australian women and their children live free from violence in safe communities.*

Over a period of 12 years, the National Plan aims to achieve:

- *a significant and sustained reduction in violence against women and their children.*

The National Plan focuses on the two main types of violent crimes that have a major impact on women in Australia: domestic and family violence and sexual assault. Research shows a strong link exists between violence against women and their children and people's views on the roles of women and men. The National Plan focuses on stopping violence before it happens, supporting women who have experienced violence, stopping men from committing violence, and building the evidence base so that we learn more about 'what works' in reducing domestic and family violence and sexual assault.

Such changes take time, which is why a long-term plan is needed. The National Plan is being implemented through four action plans, which will build on each other over the course of 12 years. This will allow us to review achievements and refocus on actions that will make the most difference in the future.

The AMRC's work was undertaken during the implementation of the Second Action Plan 2013–2016 and the initial stages of the Third Action Plan 2016–2019.

Key priorities of the Second Action Plan 2013–2016:

- National Priority 1: Driving whole-of-community action to prevent violence
- National Priority 2: Understanding diverse experiences of violence
- National Priority 3: Supporting innovative services and integrated systems
- National Priority 4: Improving perpetrator interventions
- National Priority 5: Continuing to build the evidence base.

Key priorities of the Third Action Plan 2016–2019:

- National Priority Area 1: Prevention and early intervention
- National Priority Area 2: Aboriginal and Torres Strait Islander women and their children
- National Priority Area 3: Greater support and choice
- National Priority Area 4: Sexual violence
- National Priority Area 5: Responding to children living with violence
- National Priority Area 6: Keeping perpetrators accountable across all systems

Overview of CALD-specific research

There is a growing body of research relevant to domestic and family violence within culturally and linguistically diverse communities. Although it is not within the scope of this resource to provide a review of existing research, our work in this area was informed by research being undertaken across Australia throughout the period of developing and delivering our programs.

An overview of key research is provided in Appendix A, and a bibliography of CALD-specific research is included in Appendix B.

A number of key research findings informed our program. In summary, these were as follows:

- With the changing cultural and linguistic composition of Australia, the proportion of victims of domestic and family violence from immigrant and refugee backgrounds is likely to increase, necessitating service systems that are culturally appropriate and able to implement targeted responses.
- Disclosure and help-seeking can be complicated by factors relating to culture, religion, language, past refugee experiences, current settlement experiences, citizenship status, financial insecurity, a lack of access to appropriate services and an absence of family or friends for support.
- Mainstream service systems are generally not equipped to respond adequately in relation to the specific needs of migrant and refugee women.
- Exposure to family violence for migrant and refugee women can include extended family members, including family members living overseas, and intersecting cultural factors such as dowry systems.

Existing data

International prevalence studies

The International Violence against Women Survey² indicated that women from English-speaking backgrounds reported higher levels of physical, sexual and any violence over their lifetime than did women from non-English speaking backgrounds (NESB). However, it is possible that personal, cultural, religious and language factors may have resulted in NESB women who had experienced violence not participating in the survey or in those who did participate being less likely to report incidents of physical and sexual violence or openly discuss such information with survey interviewers. This would be consistent with findings that women from culturally and linguistically diverse backgrounds are less likely to report domestic violence to police or to access mainstream services.

National prevalence studies

Prevalence and reporting of domestic violence in CALD communities

There is currently a lack of data available on the prevalence of domestic and family violence against women from culturally and linguistically diverse backgrounds, immigrant women and women from non-English speaking backgrounds. Anecdotal evidence³ shows that the rate of violence perpetrated against CALD women is high and is determined by intersectional disadvantages. According to research compiled by the Australian Institute of Criminology, some studies on the nature and prevalence of domestic abuse in immigrant communities have produced mixed results, while others have indicated that women from non-English speaking backgrounds could experience higher levels of violence. Other findings have indicated that cultural values and diverse immigration experiences add further complexity in relation to experiences of domestic violence and to the likelihood of women reporting abuse and seeking assistance.

The findings of the 2012 Personal Safety Survey show that Australian-born women were more likely to report experiencing violence since the age of 15 than were those born overseas (44% and 33% respectively).

Diversity data project

On 7 August 2015, the Commonwealth Government announced funding for a 'diversity data' project to be carried out by ANROWS. The project examined how CALD women, Aboriginal and Torres Strait Islander women and women with disabilities experience violence, and it identified options for improving future data collection.

In December 2016, ANROWS released *Invisible women, invisible violence: Understanding and improving data on the experiences of domestic and family violence and sexual assault for diverse groups of women: state of knowledge paper*.⁴ The research established the state of knowledge about the experiences of domestic and family violence and sexual assault among women from diverse groups and affirmed that, although we know there is disproportionate impact, the exact nature and scale of this difference is extremely difficult to quantify.

The ANROWS paper finds there are challenges within the Australian research and data landscapes in understanding the experiences of domestic and family violence and sexual assault for the diverse groups. It identifies four key gaps in information in the current Australian research landscape:

- the prevalence and perpetration of violence (a lack of quantitative data)
- the complexity and specificity of violence
- the multiple, intersecting barriers to reporting violence and accessing appropriate services
- 'diversity within diversity'— the intersections of identity and disadvantage.

²See Australian Bureau of Statistics, 4533.0 Directory of Family and Domestic Violence Statistics, International Violence against Women Survey (IWAWS), 2011. Available at: <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4533.0Chapter2052011>

³See FECCA, Submission to the Senate Finance and Public Administration Reference Committee – Inquiry into Domestic Violence in Australia, July 2014. Available at: <http://www.fecca.org.au/images/submissions/fecca%20submission%20to%20senate%20inquiry%20into%20domestic%20violence%20in%20australia.pdf>

⁴The paper is available to download from the ANROWS website: <https://anrows.org.au/publications/landscapes-0/invisible-women-invisible-violence-understanding-and-improving-data-the>.

Who should use this Resource?

The intended audience for this resource includes any worker or organisation working with CALD communities, particularly those working with families in new and establishing communities. The AMRC encourages anyone interested in undertaking violence-prevention work with CALD communities to use or adapt any of the information included in this resource.

You can use this resource to:

- guide planning for your own family and domestic violence-prevention program
- replicate violence-prevention activities
- guide the establishment of partnerships and collaborations with other stakeholders in regard to prevention initiatives
- adopt approaches that will support your work in violence prevention.

The resource may be most useful for:

- settlement workers
- community development workers
- settlement program coordinators
- community educators
- aged care workers
- disability services workers
- community organisation governing committees.



The AMRC Model and Approach:

Working with new and establishing communities to prevent family and domestic violence

Planning work undertaken by the AMRC

This section sets out the AMRC's planning to deliver the Working with New and Establishing Communities to Prevent Family and Domestic Violence Program, including:

- the AMRC theory of change
- the AMRC model
- action research methodology.

Our intent was to achieve a multifaceted collective impact model for the prevention of violence against women in new and establishing communities.



The AMRC theory of change: preventing family and domestic violence in multicultural community settings

Strategies

- Use research to inform programs.
- Develop a series of programs reflecting the unique contexts for women, men and young people from migrant and refugee backgrounds.

Implement program delivery that:

- challenges the condoning of violence against women
 - promotes women's independence and leadership
 - fosters positive gender relations and challenges gender stereotypes
 - strengthens understanding of positive, equal and respectful relationships
 - encourages men to recognise and take responsibility for their role in preventing gender-based violence.
- Develop resources to support ongoing sustainability of outcomes.

Assumptions

- It is a human-rights imperative to end violence against women and ensure their equality.
- Adoption of an intersectional lens will address the impact of intersecting factors that increase the vulnerability of migrant and refugee women to family and domestic violence.

Influential factors

The following factors influence our ability to create change:

- adopting a socio-ecological model by working at individual, community, organisation and system levels
- implementing initiatives that are tailored to address intersectional factors relevant to working with newly arrived communities
- adopting direct participation as the best means for positive impact
- implementing organisational development as a means of addressing systemic/structural barriers that impact service support to migrant and refugee women.

Objective

Family and domestic violence in migrant and refugee communities is prevented.

Community need

To respond to the:

- institutionally and culturally embedded assumptions that condone violence against migrant and refugee women
- cultural constructs that disrespect and diminish the value of women
- complexities of the unique experiences of women who have arrived as migrants and refugees.

Desired results

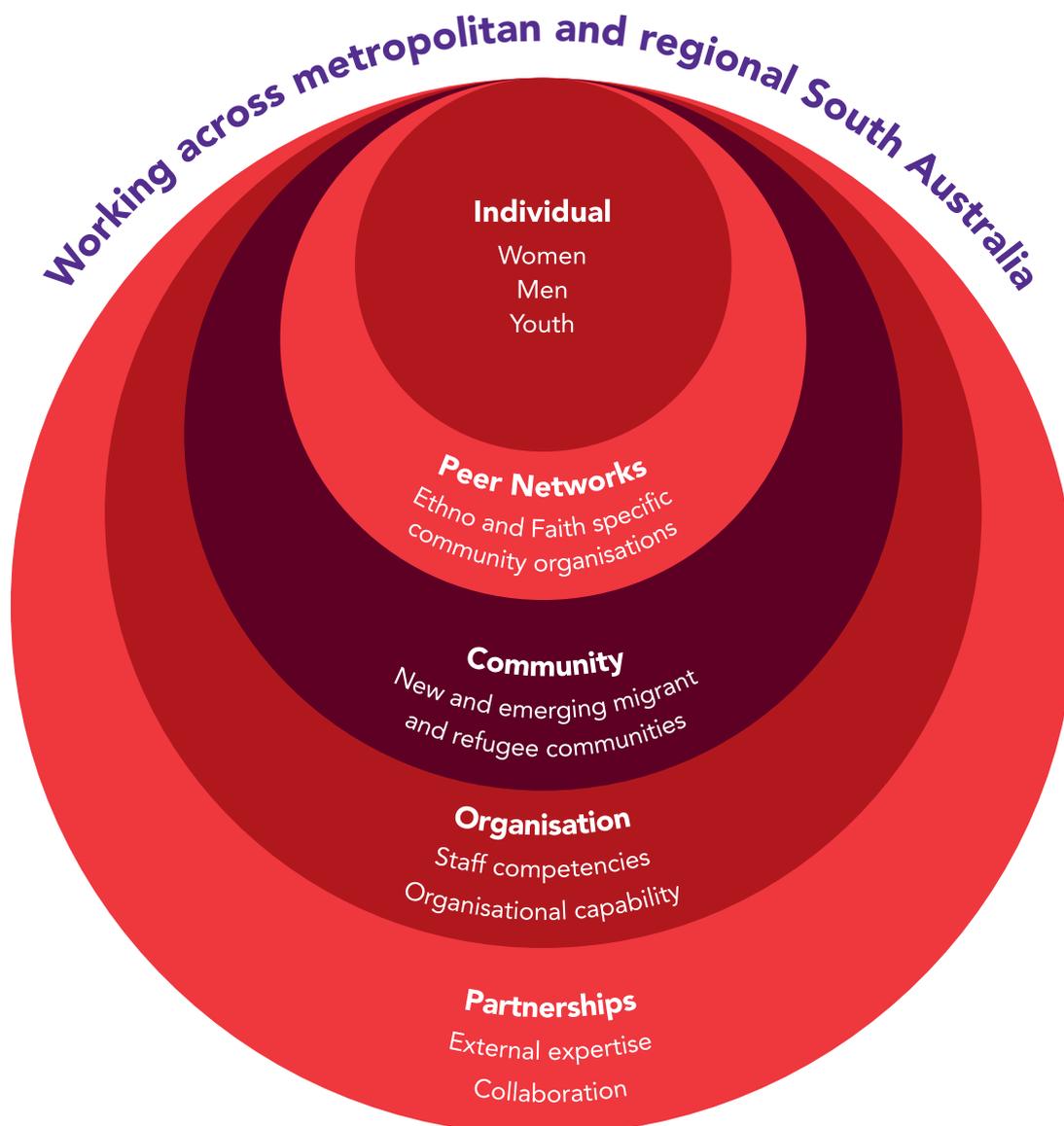
- The condoning of violence against women, and cultural and gender stereotypes, are challenged.
- Migrant and refugee women's independence and leadership are enhanced.
- Young people demonstrate leadership in respectful relationships and gender equality.
- Men from migrant and refugee communities demonstrate leadership in respectful relationships and gender equality.

The AMRC Model

The AMRC recognised that to achieve sustainable outcomes in preventing violence against women in migrant and refugee communities, it was essential that programs and activities reached target communities at a number of levels. This multifaceted approach ensured:

- AMRC staff and volunteers with diverse cultural beliefs understood and supported the intent of the project.
- Messages were reinforced through different community settings.
- Our work reached as many community members as possible by working in settings that reflect the different ways in which migrant and refugee communities engage.

As the diagram below shows, building our organisational knowledge and capability on family and domestic violence, together with establishing partnerships relevant to this work, were critical underpinning features that enabled the AMRC to deliver quality outcomes for the communities involved. The contributions of a breadth of stakeholders allowed for mutual learning and collaborative impact in preventing violence against women.



Action research methodology

A key feature of the AMRC model was the adoption of action research methodology. Each component of the programs that were delivered involved multiple layers of implementation, which allowed for ongoing feedback, observation, analysis and reflection before redelivery.

We applied the following methodology to all programs involving migrant and refugee communities.

This approach enabled the AMRC to:

- ensure the community knowledge base and settlement experiences informed initiatives so that they responded to needs
- adopt flexible approaches to delivery that suited different purposes and audiences
- demonstrate responsiveness to intersectional issues and diversity within communities
- engage the community as partners in evolving the work on preventing violence against women.



Good Practice

This section of the resource documents good-practice initiatives that were delivered based on the *AMRC theory of change: preventing family and domestic violence in multicultural community settings, project model and methodology*.

Implementation of the program involved the following key components:

- Organisational capability development
- Stronger Families whole-of-community engagement
- Women's Circles of Strength
- Women's Empowerment Program
- Engaging men to prevent violence in their new and establishing communities
- Youth Leadership Initiative.

Organisational capability development – an integrated approach

Prior to establishing a work focus on preventing family and domestic violence, the AMRC recognised the need for developing organisational capability to work in this area. Building organisational capability and capacity involved a number of stages:

- training and/or professional development for all staff and volunteers
- updating organisational policies and procedures with a focus on health and safety procedures and protocols
- integrating domestic and family violence information and considerations across the breadth of organisational programs and services, including Humanitarian Settlement Services (HSS) orientation, settlement services and early intervention in case work
- establishing key partnerships and collaborations to draw on and maximise experience and expertise.

The White Ribbon Workplace Accreditation guidelines were used to make adaptations to organisational culture, policies and procedures, equipping staff with the knowledge and skills to address the issue of violence against women, within both the workplace and the broader community.

Training for all staff and volunteers

The AMRC partnered with Lifeline Australia and Myriad International Consulting Services to deliver the Multicultural DV-alert training, an accredited training program, to all staff and volunteers working in the organisation.

The DV-alert Program aims to improve the capacity of community frontline workers to recognise signs of domestic and family violence, to respond with appropriate care and to refer clients who are experiencing or at risk of experiencing domestic and family violence to relevant support services. The multicultural stream in this training has a specific focus on multicultural community contexts.

The training takes a participatory active-learning approach with an emphasis on critical reflection and peer-to-peer learning.

As a result of completing the training, participants achieved the following competencies:

- enhanced knowledge and understanding of domestic and family violence and its effects
- the knowledge, skills and heightened sensitivity required to identify and respond confidently to domestic and family violence within the context of CALD communities
- the ability to identify the challenges for frontline workers when providing support and referrals to people with CALD backgrounds and to provide information and tools to enable them to provide culturally responsive and appropriate support and referral.

Organisational policies and procedures

The AMRC established an internal working group to review organisational policies, procedures, services and programs in relation to family and domestic violence. In relation to policies and procedures, the working group sought to ensure that:

- health and safety considerations were addressed in recognising and responding to family and domestic violence.
- referral systems and processes were established.
- mandatory reporting requirements were addressed.

In relation to integrated programs and services, the working group sought to ensure that:

- all opportunities for including violence-prevention messages were pursued
- all opportunities for the provision of family and domestic violence information were covered.

As part of this process, the AMRC adopted the recommendations in the Settlement Council of Australia's policy document on family violence, *Discussion paper on domestic violence*.⁵

Partnerships and collaborations

The AMRC established key partnerships and collaborations to draw on and maximise experience and expertise. This ensured that:

- program initiatives engaged key stakeholders and were informed by potential issues and risks that may emerge when working in the family and domestic violence space
- any barriers to community participation and engagement were removed
- the range of stakeholders with which the target audiences engage throughout and beyond the settlement process were involved and engaged, therefore ensuring consistency of messages.

Key partners and collaborators for each program component are set out below. Overall, partnerships included:

- family and domestic violence-prevention experts and key bodies
- community organisations
- federal, state and local governments
- service providers
- the justice sector
- statutory authorities.

⁵See the SCOA website: <http://www.scoa.org.au/new/SCOA%20discussion%20paper%20on%20DV-%202013%20FINAL.pdf>

Stronger Families – whole-of-community engagement

The AMRC program aimed to ensure community engagement and collaboration from the outset. This was critical in ensuring ownership by new and establishing communities and in ensuring responsiveness to community needs and expectations.

Two key activities were undertaken as a first stage in working with the community:

- community leaders consultation
- Stronger Families forum.

Community leaders consultation

The initial community leaders consultation was attended by women, men and youth representatives from Afghan, Bangladeshi, Bhutanese, Burmese, Chinese, Congolese, Ethiopian, Iranian, Iraqi, South Sudanese, and Sri Lankan communities.

The consultation enabled the collection of data that would inform the next stages. The data included:

- community understanding of family and domestic violence
- community questions and information gaps that could be addressed through the program
- community experiences of family and domestic violence (attitudes, prevalence)
- advice and guidance on engaging across a breadth of communities to implement violence-prevention initiatives.

Stronger Families forum

The Stronger Families forum attracted community members from all groups represented at the community leaders consultation and offered the opportunity for community members to be part of an important conversation, which included the following:

- national initiatives being undertaken to address family violence
- the implications of family violence within multicultural settings
- community contributions on how we can all engage in preventing family and domestic violence in our communities
- levels of interest in participating in the program.

The forum also included keynote presentations by professionals working to prevent family and domestic violence in multicultural community settings.

Following forum recommendations, the AMRC worked with ethno- and faith-specific community organisations in South Australia to establish separate initiatives specific to

each of the three groups—women, men and youth—in order to continue engaging in dialogue regarding violence prevention, safety and leadership.

The following is an overview of the activities involved in the group-specific initiatives. Action research was applied across each initiative, whereby each component of the delivered initiatives involved multiple layers of implementation, which allowed for ongoing feedback, observation, analysis and reflection before redelivery.

Women's Circles of Strength

The women's Circles of Strength initiative included the following activities:

- Access to Justice for Culturally and Linguistically Diverse Women Roundtable
- Circles of Strength workshops, including Women's Safety training
- International Women's Day event.

The title of this initiative reflects the culturally responsive approach used. The initiative adopted a dialogue concept of prevention, with the term 'circles' reinforcing that communities cannot be broken and they gain strength through supporting each other.

Access to Justice for Culturally and Linguistically Diverse Women Roundtable

The AMRC partnered with the Judicial Council on Cultural Diversity (JCCD) to host a statewide roundtable for community women and service providers. More than 16 peak agencies, ethno-specific organisations and service providers attended along with women from migrant and refugee backgrounds.

Roundtable participants deliberated on issues related to the gaps within the justice system that deter women, particularly migrant and refugee women, from approaching the courts. These issues include access to qualified interpreters, cultural capability of the courts, and community understanding of the role of the court system.

The roundtable was a key activity in informing planning for the women's Circles of Strength workshops.

The roundtable also contributed to the JCCD consultation report, *The path to justice: migrant and refugee women*, which then informed the JCCD *National framework to improve accessibility to Australian courts for Aboriginal and Torres Strait Islander women and migrant and refugee women*.⁶

⁶The JCCD consultation report can be downloaded from the JCCD website: <http://jccd.org.au/publications/>.

Circles of Strength workshops

The Circles of Strength workshops engaged women from a diverse range of backgrounds, including Afghan, Bhutanese, Burmese, Burundian, Congolese, Eritrean, Ethiopian, Iranian, Iraqi, Kenyan, Liberian, Myanmar, Nepalese, Pakistani, Sudanese, Syrian, Tamil and Vietnamese. These workshops were held regularly in locations across South Australia where the AMRC operates in community settings and the women who already participate in other activities would therefore be familiar with the environment.

All women who participated in the Circles of Strength workshops forged stronger bonds with other women and expressed an improved sense of belonging and greater confidence in approaching services and agencies, both government and non-government.

Each workshop was highly interactive and dialogue focused, with each exploring a different theme and co-facilitated by an AMRC staff member and relevant external expert.

Session topics included:

- the role of the Family Court, understanding the court system and legal resources
- the role of South Australia Police
- child safe environments and child protection.

A full-day workshop on Women's Safety training was also delivered as part of the Circles of Strength workshops.

It covered:

- gender-based violence
- family violence awareness
- family violence prevention in new and establishing communities
- family violence impact on women, their families and the settlement process
- women's rights under Australian laws
- support services.

International Women's Day event

Following their participation in the Circles of Strength workshops, a number of women expressed a keen interest in organising an International Women's Day activity. They decided to run an activity that would showcase their culture through food.

The women were supported to host a pop-up kitchen at Adelaide Central Market on International Women's Day. The master of ceremonies for the event was Jane Reilly, television and radio personality in South Australia. Together with the women's cooking demonstrations, the event included speeches by the Honourable Zoe Bettison, Minister for Multicultural Affairs; Mrs Genevieve Theseira-Haese, Lady Mayoress of the City of Adelaide; and Detective Superintendent Sandra Booth of the Australian Federal Police.

Key outcomes of the event included invitations for the community women to replicate the pop-up kitchen at other community festivals, increased confidence on the part of community women with regard to public speaking and social participation and offers of access to spaces at the market for future activities involving new and establishing communities. Most importantly, it created a pathway to women's economic independence and capacity building.

Key partners – Women's Circles of Strength

Myriad International Consulting Services
African Communities Council of SA
Afghan United Association of SA
Burmese Community of SA
Iraqi Community Cultural Association of SA
Middle Eastern Communities Council of SA
Iranian Women's Association
Oromo Community Association
Legal Services Commission of South Australia
Survivors of Torture and Trauma Assistance and Rehabilitation Service (STTARS)
Southern Community Justice Women's Legal Service (SA)
Central Adelaide Domestic Violence Service
SA Department for Communities and Social Inclusion
Migrant Women's Support Service
(now Migrant Women's Support Program)
South Australian Multicultural and Ethnic Affairs Commission
Multicultural Youth SA
Families SA
Muslim Women's Association of South Australia
Eastern Adelaide Domestic Violence Service – Women's Information Service

Women's Empowerment Program

The Women's Empowerment Program includes the following activities:

- volunteer training
- domestic and family violence awareness training
- parenting education and awareness
- orientation tours
- family wellbeing and housing
- establishment of women's support groups
- connections with theirs and their children's education

The women's empowerment program targeted Arabic-speaking refugee women, who represented the majority of women arriving as humanitarian entrants at the time.

The key aim of the program was to assist women to empower themselves with knowledge and skills that would enhance their recognition of rights and their independence.

Over 400 women and children from a range of ethnic groups participated in the program. The AMRC engaged and trained 38 Arabic-speaking volunteers to support the delivery of the program.

To ensure women were able to attend the range of program activities, the AMRC established a crèche and formed an Arabic-speaking refugee women's support group. Bilingual assistants and mentors trusted by the women and their families were recruited and trained to support the women's groups.

Volunteer training

Thirty-eight volunteers were recruited and inducted as AMRC volunteers to support the delivery of the Women's Empowerment Program. Over five sessions, they received training in relation to the profile and culture of the new group of women and their families, the Client Services Charter, handling conflict, workplace health and safety, cultural sensitivity, the code of ethics and behaviour, confidentiality and privacy, communications skills and reporting procedures.

Domestic and family violence awareness training

The two-day training on domestic and family violence awareness was targeted at community women mentors. It covered recognising the signs of trauma and domestic and family violence, responding appropriately to women presenting with domestic and family violence issues, and referring women to

specialist trauma workers and services. Training was delivered by accredited AMRC trainers. The training raised awareness and increased community understanding of refugee trauma, mental health, dislocation and the possibility of domestic and family violence among members of new and establishing communities.

Parenting education and information

This component included six workshops targeted at Arabic-speaking women. Topics covered included:

- child safety (preventing child abuse and neglect)
- medical and health services
- nutrition
- crèche and childcare
- public transport
- adult English classes
- sports and recreation for young people
- parks, toy libraries, beaches and playground facilities
- the Australian school system
- budgeting and money management
- rental housing and responsibilities
- the role of police and other emergency services
- Australian culture
- women's issues (women's rights, protections and the court system, legal help).

The sessions enhanced the women's knowledge of parenting in Australia, including legal obligations, and improved their awareness of available services and supports for families.

Orientation tours

The orientation tours introduced Arabic-speaking women to their local recreational, educational and social supports. During the orientation tours, all the participating women:

- registered to commence adult English classes
- joined the school library and enrolled their children in the school's childcare program
- booked appointments with Child and Family Health Centres.

Family wellbeing and housing

The family wellbeing activity involved women participating in a mental health workshop, which aimed to debunk the myths around mental illnesses. This workshop received a strong response from participants, who indicated they had gained an improved understanding of mental health and of the importance of accessing support.

The housing activity provided information about the practicalities of renting a property. Topics included rental bonds, tenant references and finding a property.

Establishment of women's support groups

As a result of the program, Arabic refugee women's support groups were established to support women to organise their own activities and to continue to engage in community life. Fifteen Arabic-speaking women have trained as volunteers and mentors to run the support groups in various AMRC locations.

The support groups enable women to network with others, make new friends and participate in cultural and social activities, which increase the women's sense of belonging and wellbeing. The women also have access to opportunities to participate in community events and in the broader South Australian community's celebrations. To date, these activities have included contributing to:

- International Women's Day events
- the Harmony Day Concert
- the Nowruz Festival.

Key partners - Women's Empowerment Program

Funding

Department of Community Social Inclusion
Tingari-Silverton Foundation
Zonta International Club
Variety SA Children's Charity
members of the general public

Program collaborators

State Library of South Australia
Adelaide City Council
Adult Migrant English Program at
English Language Services TAFE SA
Zonta International Club
Kids Play
SA Health
Department of Education and Child Development
Legal Services Commission of South Australia
Anglicare
SA Ambulance
Mental Illness Fellowship SA (MIFSA)
key women's organisations



Engaging men to prevent violence in their new and establishing communities

The initiative Engaging Men to Prevent Gender-Based Violence in their New and Establishing Communities included the following activities:

- a full-day workshop with men from new and establishing communities
- intergenerational youth forums held in Adelaide and Mount Gambier
- Engaging Men to Prevent Gender-Based Violence in Culturally and Linguistically Diverse Communities training
- new and establishing communities community forum.

The project's work with men was informed by the strategies set out in the VicHealth framework *Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria*.⁷

Namely, initiatives focused on prevention and early intervention and included strong messages highlighting that intervention work can only be undertaken by specialist agencies.

Engaging men from new and establishing communities in leadership roles in relation to preventing gender-based violence was recognised as a critical component of the AMRC model.

This program involved a partnership with White Ribbon Australia and Myriad International Consulting Services, and it collaboratively sought to establish an innovative and culturally responsive model for engaging CALD men as leaders in preventing violence against women in their communities.

Partnership deliverables included:

- developing a training resource to support the delivery of Engaging Men to Prevent Gender-Based Violence in their New and Establishing Communities training
- delivering a series of training workshops on Engaging Men to Prevent Gender-Based Violence in their New and Establishing Communities. A total of four sessions were delivered using action-based research to pilot ideas and refine these across each training delivery. The pilot also enabled a review of White Ribbon resources and marketing materials. As a result of men's feedback, these resources and materials were customised to be responsive to men from new and establishing communities.

Through the engagement of a breadth of stakeholders, the program:

- offered a significant pathway to engaging CALD men in the White Ribbon Ambassador Program
- provided a unique opportunity to document a best-practice model for engaging men from CALD communities in the prevention of gender-based violence

- enhanced the potential for CALD communities and service providers to continue discussions regarding the role of men in preventing violence and ultimately contributing to cultural change.

Men from more than 20 different countries of origin and ethnic groups participated in Engaging Men to Prevent Gender-Based Violence in their New and Establishing Communities. This included men from Afghan, Ahwazi, Bangladeshi, Bhutanese, Burmese, Burundian, Congolese, Eritrean, Ethiopian, Ghanaian, Iranian, Iraqi, Kurdish, Liberian, Malaysian, Myanmar, Oromo, Rohingya, Sri Lankan, Sudanese, Tamil, Togolese, Zambian and Zimbabwean backgrounds.

This program was unique and significant for a number of reasons:

- It was informed by a culturally responsive methodology in working with men.
- It adopted a strengths-based approach to engagement, which sought to harness the social and cultural capital and the capabilities inherent within new and establishing communities.

It enabled men from new and establishing communities to take leadership in:

- identifying why they should actively engage in preventing violence against women and their children
- developing key messages to influence other men in their communities to prevent violence against women and their children
- identifying opportunities and pathways for promoting anti-violence in their communities.
- Informing the White Ribbon Australia Training and engagement program

The program offered a sustainable approach to mobilising and involving men from new and establishing communities, as a critical mass, who support the principles of gender equality and human rights and who will actively advocate the prevention of violence against women and their children.

Program Stages

Workshops with men from new and establishing communities held between November 2016 and June 2017

- a training session with key community leaders discussing the engagement of men to prevent gender-based violence in new and establishing communities
- an intensive workshop with more than 45 men from new and establishing communities. A key feature of this workshop was the application of participatory principles that engaged men in formulating violence-prevention leadership approaches relevant to their cultural contexts.

⁷The framework is available to download from the VicHealth website: <https://www.vichealth.vic.gov.au/media-and-resources/publications/preventing-violence-before-it-occurs>.

Intergenerational youth forums – Adelaide and Mount Gambier

These forums built on the highly successful full-day workshop and involved two key sessions:

- a series of presentations aimed at setting the scene around family and domestic violence, with a focus on new and establishing communities
- an interactive workshop with CALD youth exploring the role of young people in leading a campaign against family violence and supporting families in their communities to prevent domestic violence.

Young men involved in these forums were then moved into the Youth Leadership Initiative.

Engaging Men to Prevent Gender-Based Violence in Culturally and Linguistically Diverse Communities training

About 100 men from new and establishing communities successfully completed the training, which covered:

- promoting understanding of the value of involving men in gender-based violence prevention
- increasing men's ability to take action to challenge gender-based violence
- increasing the capacity of men to work together as allies for violence prevention and healthy families and communities
- strengthening a multicultural men's network for violence prevention and positive role modelling for all men in our communities
- promoting key messages that contribute to preventing gender-based violence in CALD communities, in particular identifying key pathways and effective approaches.

A key feature of this training was the application of participatory principles that engaged men in formulating violence-prevention leadership approaches relevant to their cultural contexts. This resulted in a strong sense of ownership of the program and of their roles as ambassadors.

Promotion of the training workshops resulted in a number of responses from various agencies, including:

- the South Australian Department for Communities and Social Inclusion (DCSI) congratulating the partnership project and offering to support the South Australian training. DCSI also circulated the training flyers to its networks, including the South Australian Settlement Planning Committee
- the Australian Department of Social Services Settlement Grants Program congratulating the initiative and circulating the material to its networks
- the Australian Human Rights Commission offering to include the material on its website.

As a result of the training, 15 men were taking the next steps to become White Ribbon Ambassadors and most expressed that they were now more comfortable about approaching their community to discuss gender-based violence.

New and Establishing Communities Community Forum

The community forum involved community leaders, service providers and volunteers.

The objectives of the community forum included:

- to collaborate with, learn from and support existing best-practice primary prevention organisations, such as White Ribbon Australia and settlement services
- to showcase some of the important work already being done in this area
- to strengthen engagement between multicultural communities and mainstream institutions and initiatives as they relate to eliminating gender-based violence
- to create opportunities for long-term partnerships as part of the shared commitment to the prevention and elimination of gender-based violence.

The keynote speaker for the forum was Mr Andrew O'Keefe, Immediate Past Chair, White Ribbon Australia. Speakers also included:

- The Honourable Hieu Van Le, AC, Governor of South Australia
- Ms Vanessa Swan, PSM, Director, Office for Women
- The Honourable Christopher Kourakis, Chief Justice of South Australia
- Dr Joseph Masika, OAM, White Ribbon Ambassador.

The overarching outcome of the community forum was the public pledge made by the men leaders from new and establishing communities who participated in the training program Engaging Men to Prevent Gender-Based Violence in their New and Establishing Communities. All men who participated in the training stood and made a public pledge to advocate the prevention of violence against women and nominated to be White Ribbon Ambassadors. They were each presented with a certificate for completing the training. The Honourable Robyn Layton, AO, QC, and Ms Libby Davies, CEO, White Ribbon Australia, presented the certificates.

More than 150 guests, representing community leaders, the trainees, service providers and volunteers attended the community forum.

Sustainability of program outcomes

As a result of this program, there is now visible violence-prevention work being led by men in ethno-specific community organisations within South Australia. For example, the Liberian Men of SA (LIMSA) has held further training with 30 men in their community who all pledged to undertake continued efforts to prevent family and domestic violence in their communities. They also held a public event, marching in support of violence prevention. This event was held in the City of Adelaide, with hundreds of community members attending.

Key partners: Engaging men to prevent violence in their new and establishing communities

Australian Migrant Resource Centre
Myriad International Consulting Services
White Ribbon Australia
Office for Women
SA Department for Education and Child Development
Multicultural SA
Multicultural Youth Link SA (MYLSA)
African Communities Council of SA
Middle Eastern Communities Council of SA

The delivery of the Engaging Men to Prevent Gender-Based Violence in Culturally and Linguistically Diverse Communities training in conjunction with White Ribbon Australia was a central initiative of this program. In addition to delivery in South Australia, the AMRC and White Ribbon rolled out this training in a range of locations across Australia, including:

- Shepparton, Victoria
- Logan, Queensland
- Canberra, Australian Capital Territory
- Parramatta, New South Wales
- Launceston, Tasmania.

A resource manual for training CALD men was developed as part of this initiative and was recently endorsed by the White Ribbon CALD Reference Group.

Youth Leadership Initiative

The Youth Leadership Initiative included the following activities:

- Youth Camp Coorong, Meningie
- Youth leadership workshop on living safely in Australia
- Youth Arts Program
- International Women's Day event
- Let's Talk Together about Living Safe Program.

Youth Project Advisory Committee

A Youth Project Advisory Committee was established with 10 young people representing the range of newly arrived communities. This group met regularly to provide advice on activities best suited to attracting participation from young people.

Youth Camp Coorong, Meningie

Messages on the prevention of gender-based violence were integrated into each activity at the youth camp, which included:

- the Mentoring Program
- interactive sessions with guest speakers covering safe environments, access to education, income support, leadership programs, sports and recreation activities
- dialogue sessions with South Australia Police to dispel negative police perceptions and discuss the role of the police in the community, young people's interactions with authority and law, and personal and community safety
- the juvenile justice system, youth and the Australian legal system.

Youth Leadership workshop – Living Safely in Australia

This workshop engaged youth in:

- understanding what constitutes family and domestic violence
- understanding social and community attitudes that contribute to gender-based violence
- exploring their role as future leaders in contributing to violence prevention.

Youth Arts Program

Newly arrived youth worked with professional artists to explore themes of migration experiences, belonging and safety. Resources were made available to encourage the young people to create art works depicting their expressions around these themes.

The artworks were displayed by participating youth when they marched under the AMRC banner in the 2016 Australia Day parade.

The involvement of community elders in this project contributed to young people's sense of leadership and responsibility in creating safe and inclusive communities.

International Women's Day event

Young women participated in a forum where they engaged in dialogue with high-achieving women who shared inspirational messages and encouraged young women to embrace leadership and educational opportunities. Leading women included the Minister for Multicultural Affairs, Mayoress of the City of Adelaide and a Detective Superintendent from the Australian Federal Police.

Young women were inspired to take an active role in community affairs and events that promoted women's leadership. Many went on to register to become part of the AMRC Youth Program and other youth initiatives that provide them pathways to achieve their goals.

Let's Talk Together about Living Safe Program

This program engaged more than 100 young people from newly arrived communities in a series of youth leadership workshops, which culminated in the Intergenerational Youth Forum. At the forum, the young people had the opportunity to present community leaders with 'living safe' messages, which they identified as influential to their thinking and behaviour following workshop participation.

The workshop series engaged more than 20 relevant service providers and agencies across South Australia to work with young people around exploring safety across different aspects of their lives.

Key partners – Youth Leadership Initiative

Australian Department of Social Services
South Australia Police
Legal Services Commission of South Australia
AMRC Youth Leadership Group
Multicultural Youth Link SA
artists
community elders

Key Learnings: Informing future Efforts

The program resulted in a number of key learnings that offer important insights for organisations and workers interested in engaging migrant and refugee communities in violence-prevention initiatives. Key learnings to inform future work are set out below.

Working with migrant and refugee communities

- **Defining culture** – Culture is not the same as ethnicity. It is important to recognise that the concept of ‘culture’ is not fixed and immutable. Attempting to ascribe certain characteristics to particular cultural groups may lead to erroneous generalisations based on racial or ethnic identification. Making assumptions or generalisations about racial, ethnic or religious groups ignores the intersection between, for example, culture and socio-economic status, age, disability, sexual orientation, place of residence, immigration status and homelessness.
- **Complex intersecting factors** – Migrant and refugee populations are diverse. Cultural values, religious beliefs and immigration status increase the complexity of overlapping issues normally involved in domestic violence. Immigration can also cause social and cultural dislocation and intensify domestic violence. The impacts of domestic and family violence can be particularly severe for CALD women who cannot find support services and experience cultural pressure to stay in an abusive relationship. Lack of information about or familiarity with available support services is a significant barrier for CALD women seeking assistance.
- **One size does not fit all** – The experience of family violence in CALD communities is complex and requires the adoption of an appropriate mix of tailored prevention and early-intervention strategies. This includes strengthening the capacity of CALD communities themselves to identify and respond to family violence.

The work of the AMRC has highlighted that innovative and tailor-made approaches are required for different cultural groups to understand the issues of domestic violence and its implications within the immediate family, extended family and community.
- **The role of men** – There is an important role for men in addressing domestic violence. Many women feel the most effective way to educate adult CALD men is for community leaders who are non-violent to lead by example. If well-respected CALD men were to lead by example, speak out against violence and support the need for change in the community, more men would listen and take steps to change their behaviour.
- **Community leaders** – VicHealth research has found that CALD communities respond to campaigns that are run at community levels, developed within a cultural framework they understand and, rather than having a particular focus on violence, are positive about families and the behaviours and conditions likely to support healthy family relationships.
- **Safe settings** – These are critical in enabling community members to speak honestly and openly about factors that influence family and domestic violence in their communities. Safe settings may include:
 - women-only, men-only and youth-only environments
 - environments that are familiar to community members— for example, places where people congregate for social interaction
 - environments where only trusted workers are in attendance with the community. For example, in the pilot project, community members were more willing to speak up when only AMRC staff were in attendance. Where external partners attended, community members were more reluctant to speak because they did not have pre-existing relationships with those attendees.
- **Community-led approaches** – Equitable partnerships and community-led approaches enhance the potential for community members to take ownership of the issue and be proactive in imparting violence-prevention messages within their communities. Community-led approaches include:
 - working with ethno-and faith-specific community organisations from the planning stage onwards
 - providing regular opportunities for community input and advice on messaging, activities and implementation settings
 - building the competencies of community member to undertake leadership roles in violence-prevention work and supporting them in these roles.



Working with women

- **Residency Issues** – Women awaiting the outcome of residency applications may not be eligible to work or receive income support and are under significant pressure to stay with their spouses lest they endanger their residency. Despite specific provisions designed to protect women in this situation, reports indicate that women do endanger their residency prospects if they leave their spouse, regardless of claims of family violence.
- **Safety** – This should be the main priority in any work involving women. Safety issues must be taken into consideration in any promotional work around engagement activities as well as with regard to physical settings.
- **Respecting women's voices** – With any activities or approaches involving women, it is critical to ensure that women are respected and have the opportunity to be heard and valued in a non-judgemental and confidential environment.
- **Worker knowledge** – Engagement activities should include the means to respond immediately to issues raised. Women will often raise questions about intersecting factors, such as citizenship status and laws, and they can shut down if these questions are dismissed or information is not provided.
- **Global concepts of violence against women** – Assumptions should not be made around mutual understanding of what constitutes family violence. Unpacking this issue requires a high level of cultural competency by the facilitator and an understanding of family, community, local and global issues that affect migrant and refugee women's ability and willingness to engage. It is also important to set the context for engagement by clearly rejecting the idea that family and domestic violence is more prevalent in migrant and refugee communities.
- **Strengths-based approaches** – These are essential. Migrant and refugee women may come from societies where women have been powerful advocates for violence prevention and women's rights. Assumptions should not be made about a need to 'empower' the women we work with.

Working with men

- **Cultural responsiveness** – Resources and training tools to support men in undertaking violence-prevention work in their communities must be customised to be culturally responsive. This includes:
 - information in community languages
 - recognition that some key concepts and terms used in 'mainstream' violence-prevention work do not necessarily translate effectively in community languages
 - culturally relevant content in resources
 - images that are representative of the community
 - storytelling with 'real life' examples to improve the potential to relay key messages
 - organic discussions rather than structured approaches to more directly engage community members and to improve qualitative data.
- **Qualified workers** – A high level of cultural competence as well as expertise in gender-based violence is required to deliver violence-prevention training for men, given the breadth of both cultural and language diversity that is likely to be encountered in this training context. The messages are complex, and different things in different cultures and cannot be rolled out in a formal setting without expertise in cultural awareness training.
- **Impact of family violence on settlement** – Men are more likely to stand up against family and domestic violence when they recognise that it has the potential to have an impact on successful settlement and their children's ability to reach their full potential in Australia.
- **Peer learning** – Listening to other men in their community show support for violence-prevention messages can result in men feeling more confident that they too could advance the cause.

Working with youth

Involving youth in family violence-prevention work requires the following:

- **Relevancy** – initiatives that are integrated within approaches that respond to their wellbeing; their personal, family and community lives; and their aspirations for their future
- **Intergenerational factors** – an understanding of intergenerational tensions and the challenges they face in navigating different cultural contexts and in balancing family expectations/rules and independence. Work with youth should involve building strong family relationships that protect against negative behaviours
- **Community leadership** – working with community leaders and families to encourage them to support youth participation in programs. Higher attendance and participation rates result when there is community and family support for youth participation
- **Youth leadership** – supporting young people to take leadership in the evolution of programs and initiatives and in the creation of opportunities that promote their involvement and achievements
- **Accessibility** – addressing barriers to participation, including sourcing cost-free, easy-to-access venues.

Source of key learnings

The above learnings emerged from ongoing qualitative data collection throughout the delivery of the pilot programs. Data collection methods included:

- documentation of community feedback at community forums, workshops, training and other engagement activities
- follow-up discussions with community stakeholders
- informal discussions with community members following their participation in activities
- project staff's observations and feedback from each program.

Although written surveys were used for some program components, the AMRC found that informal discussions produced richer sources of data.

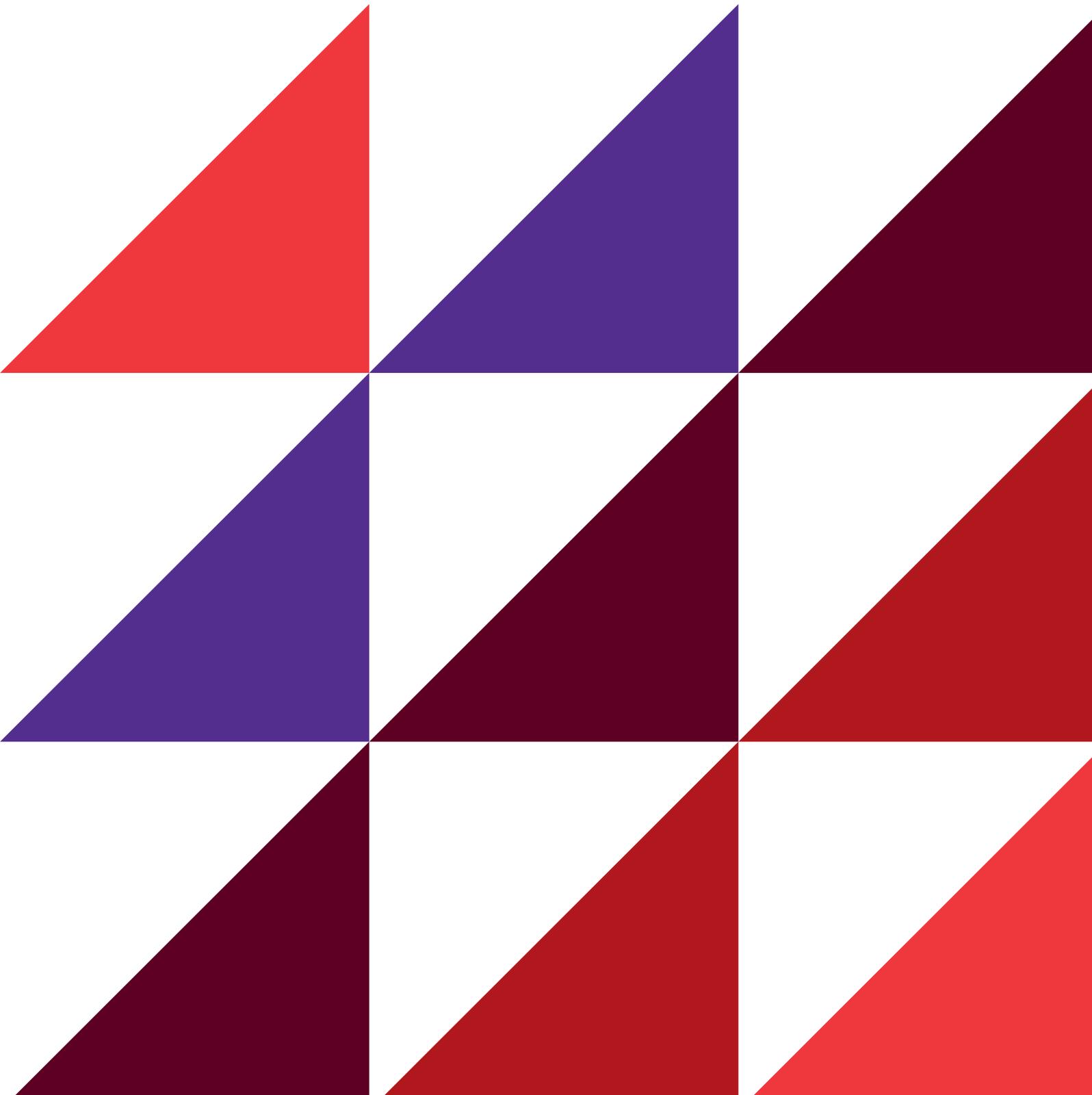
The program directly accessed and engaged around 1000 community members from newly arrived migrant and refugee communities including:

- more than 500 participants in the Stronger Families forums
- more than 480 participants in the group-specific initiatives
 - 260 women
 - 100 men
 - 120 young people.



Appendix A

Overview of Key Research



National

Hearing her voice: report from the kitchen table conversations with culturally and linguistically diverse women on violence against women and their children

In 2015, the Department of Social Services released *Hearing her voice: report from the kitchen table conversations with culturally and linguistically diverse women on violence against women and their children*.⁸ This report was the result of women from more than 40 ethnic and cultural backgrounds from around Australia speaking out against violence in their homes and their communities.

The report found general agreement that CALD women share many issues and experiences in common with other Australian women in relation to domestic and family violence and sexual assault, such as issues with finding affordable accommodation, achieving financial independence, undertaking employment, obtaining legal advice and locating appropriate childcare.

However, these difficulties can be exacerbated for CALD women by factors such as not being able to speak English well or at all; having no independent rental history; lower employment rates; lack of transport; and having few friends, family members or other networks in Australia who can provide support.

There was agreement that CALD women are less likely to report violence, can experience more barriers in accessing support services and are less likely to leave a family violence situation than are other Australian women.

The Hearing her voice research found that few mainstream family-violence support services provide other general support services, which can make it difficult to address the complex needs of CALD women who do leave violent relationships.

The report proposes support models that recognise women may need assistance—for example, to obtain a driver's licence, develop financial management skills and gain confidence in their ability to live independently. Connections are needed to services that respond to multiple challenges, such as education, employment, health issues and social isolation, empowering women to 're-enter society' after escaping violence.

The Hearing her voice research found that the difficulties faced by CALD women can include a lack of support networks, socio-economic disadvantage, language barriers, community pressure, and limited knowledge about their rights and Australia's laws. Cultural values and immigration status add a further layer of complexity for CALD women experiencing

violence. The report states that these factors may explain why women from CALD backgrounds are less likely to report violence and may find it more difficult to address or escape violence.

Community and religious leaders

CALD women contributing to the Hearing her voice research said there is an important role for community and religious leaders in preventing violence and supporting women who are in violent relationships. Leaders need to learn how to recognise the warning signs of family violence and respond effectively to disclosures about violence.

Leaders also need to play a broader role in preventing violence through speaking out against domestic and family violence and sexual assault, promoting healthy relationships and encouraging men who are violent to change their behaviour. Some leaders are already playing these roles, while others require significantly more education, training and professional development in order to do so.

There is an important role for men in addressing domestic violence. Many women feel that the most effective way to educate adult CALD men is for community leaders who are non-violent to lead by example. If well-respected CALD men were to lead by example, speak out against violence and support the need for change in the community, more men would listen and take steps to change their behaviour.

Women, domestic and family violence and homelessness: a synthesis report

The 2008 report *Women, domestic and family violence and homelessness: a synthesis report*⁹ found that women from CALD backgrounds may not access services because of fear of losing their family (children). The fear held by some CALD women is that if they report domestic violence the authorities will take the view that the home is not a safe place for the children and that the authorities will remove the children from the custody of the parents. This prevents some CALD women from connecting with service providers.

Concern about losing custody of children is likely to apply to all parents. The elevated concern among many CALD women may be attributable to the relative strength of their emphasis on their collectivist values and traditions.

⁸Department of Social Services, *Hearing her voice: report from the kitchen table conversations with culturally and linguistically diverse women on violence against women and their children*, Department of Social Services, Canberra, 2015. Available to download from the Department of Social Services website: http://plan4womenssafety.dss.gov.au/wp-content/uploads/2015/07/cald_womens_safety_report.pdf.

⁹Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), *Women, domestic and family violence and homelessness: a synthesis report*, report prepared by Flinders Institute for Housing, Urban and Regional Research, Flinders University, FaHCSIA, Canberra, 2008, <https://www.dss.gov.au/our-responsibilities/women/publications-articles/reducing-violence/women-domestic-and-family-violence-and-homelessness-a-synthesis-report>.

Promoting community-led responses to violence against immigrant and refugee women in metropolitan and regional Australia

The ANROWS research *Promoting community-led responses to violence against immigrant and refugee women in metropolitan and regional Australia*¹⁰ found that family violence cuts across all migration streams.

Certain visa classes, however, rendered women particularly vulnerable to different types of abuse and shaped their experiences of seeking help and accessing services. Women often had very little understanding of their entitlements; in many instances because perpetrators controlled their access to information but also because of communication barriers, confusion about rules and regulations during application processes, and the challenges associated with accessing specialist legal advice.

Women reported requiring professional support to access their legal rights regarding immigration status.

The research found that a frequently recurring theme throughout the project was the way in which precarious migration status was used by perpetrators to wield power and control over women, including through threats of deportation, threats towards family living overseas and threats that women would lose access to their children.

The report calls on authorities to amend the family violence provisions to recognise that perpetrators of family violence can include any family member, including non-sponsors; expand access to the family violence provisions to persons on non-partner visas (e.g. students, partners of students, fiancées); and remove barriers to Centrelink income support and Medicare-funded services for any victim of family violence, regardless of visa status.

The report recommends investment in culturally/ethno-specific family violence services that provide specialist crisis and outreach support to immigrant and refugee women. The research found that many studies have identified the importance of culturally specific family violence specialist-service provision in reducing ongoing risks and vulnerabilities. These agencies, the report proposes, must be funded to provide bilingual/bicultural support, interact with the family violence system and justice system, work respectfully with community members' confidentiality and privacy rights, and provide women's and children's counselling and men's behaviour change programs that are culturally specific and delivered in community languages.

¹⁰Vaughan, C, Davis, E, Murdolo, A, Chen, J, Murray, L, Quiazon, R, Block, K & Warr, D, Promoting community-led responses to violence against immigrant and refugee women in metropolitan and regional Australia. The ASPIRE Project: research report (ANROWS Horizons 07/2016), Australia's National Research Organisation for Women's Safety, Sydney, 2016, http://media.aomx.com/anrows.org.au/Aspire_Horizons_FINAL.pdf.

¹¹VicHealth, Attitudes to violence against women among people born in non-main English speaking countries, VicHealth, Victoria, 2015, <https://www.vichealth.vic.gov.au/media-and-resources/publications/2013-national-community-attitudes-towards-violence-against-women-survey>.

National community attitudes towards violence against women Survey

The report *Attitudes to violence against women among people born in non-main English speaking countries*¹¹ is based on findings from the 2013 National Community Attitudes towards Violence against Women Survey (NCAS).

The VicHealth report states that compared with the Australian-born populations, Australians born in (non-main English-speaking countries (N-MESC) have a lower level of understanding of violence, a greater propensity to endorse violence-supportive attitudes and a lower level of attitudinal support for gender equality. This is especially the case for N-MESC men. Although understandings of violence against women and attitudes to gender equality are the strongest factors that influence attitudes, birthplace is among the top three demographic factors.

This suggests the importance of targeting interventions to minority ethnic communities and the environments supporting the formation of their attitudes. Evidence from the wider literature indicates that differences like those found in the 2013 NCAS are not inherent features of the cultures of certain minority ethnic groups. Rather, they are due to a range of factors associated with experiences in countries of origin and asylum and exposure to new risks in Australia.

The report states that an understanding of violence against women and support for gender equality are priorities for prevention because these are the strongest drivers of attitudes towards violence against women among people born in N-MESC and those born in Australia.

The survey found that an understanding of violence against women and support for gender equality are stronger, and attitudes supporting violence against women are weaker among:

- those who have lived in Australia for a long time compared with the recently arrived
- those who have a higher level of proficiency in English (compared with those with poor proficiency)
- second- and third-generation Australians (compared with first-generation Australians).

The report also states that attitudes supporting violence and gender inequality are a feature of the cultures of almost all communities across the globe. The challenge in prevention will be to work with minority ethnic groups in Australia to address risk factors and strengthen factors that protect against violence.

The next NCAS is currently being designed and will be released in 2018.

The path to justice: migrant and refugee women's experience of the courts

The Judicial Council on Cultural Diversity is an advisory body formed to assist Australian courts, judicial officers and administrators to respond positively to diverse needs. The council is an initiative of the Chief Justice and endorsed by the Council of Chief Justices of Australia (CCJ). It provides policy advice and recommendations to the CCJ.

In March 2016, the Judicial Council on Cultural Diversity (JCCD) published its report *The path to justice: migrant and refugee women's experience of the courts*.¹²

The report addresses a wide range of issues associated with courts' responses to cultural diversity generally. Stakeholders and women made a series of recommendations and suggestions for consideration by the Judicial Council on Cultural Diversity and the Australian court system more broadly, and these recommendations are included in the report.

Of particular relevance to domestic and family violence matters are the following:

- Judicial officers should maintain an ongoing commitment to building relationships with settlement services, domestic violence services, legal services and police. This would enable the joint provision of community education forums for migrant and refugee communities and the sharing of expertise among staff.
- The JCCD consultations indicated that a major barrier to migrant and refugee women reporting family violence is a lack of knowledge of their legal rights and of avenues to assistance. The legal knowledge of migrant and refugee women could be improved if various service providers, police, court staff and judicial officers jointly provided community education forums. Such forums would also assist in demonstrating that the courts are accessible.
- Caseworkers need more training to understand the operation of the legal system. This would assist them to make appropriate referrals and better support women through the legal process. Better linkages between judicial officers, court staff and service providers would be beneficial in building this knowledge base.
- Magistrates Courts should implement education sessions for women applying for intervention orders to provide them with information about the process. Women stated that they had little knowledge of the process of applying for an intervention order and of what an intervention order meant. There were women who withdrew their application following community pressure and other women who did not know about the possibility of altering the standard conditions of intervention orders.
- Court information sessions would assist women to understand the process. They would be beneficial for migrant and refugee women in particular, as they face additional pressures during family violence matters stemming from community pressure, immigration status and language barriers.
- Courts should invest in comprehensive cultural competency and family violence training for all court staff. Court staff are the main point of engagement for migrant and refugee women with the court system. It is therefore fundamental that all staff are trained to understand the needs of migrant and refugee court users so they can ensure they respond appropriately.
- All judicial officers should receive cultural competency training. Judicial officers who work in family violence matters should receive additional training in cultural competency within the context of family violence and family breakdown. One of the major factors that affected women's perceptions of the justice system was the treatment they received from judicial officers. Of concern is the number of judicial officers who demonstrated poor understanding of the particular needs of migrant and refugee women or of the dynamics of family violence. Greater judicial education would assist in rectifying this.
- Courts should give priority to establishing separate waiting areas for women attending court for family violence matters. Women reported significant concerns about waiting in the same area as the perpetrator. Countless stories were shared of men using this time to intimidate and harass women. Separate waiting areas would greatly assist in alleviating women's stress at court.
- Courts should permit women to participate in hearings via video link and, if this is not available, take other measures to reduce women's stress in the court environment, including when giving evidence. Many women found it highly stressful to attend court and be in the same room as the perpetrator. There is a risk of further traumatising survivors of family violence, particularly women who have traumatic backgrounds. Allowing women to participate in the hearing via video link would reduce women's stress and enable them to participate more fully. If video link technology is not available, courts should take other measures.

¹² Judicial Council on Cultural Diversity, *The path to justice: migrant and refugee women's experience of the courts*, A report prepared for the Judicial Council on Cultural Diversity, Canberra, 2016, http://jccd.org.au/wp-content/uploads/2016/04/JCCD_Consultation_Report_-_Migrant_and_Refugee_Women.pdf.

South Australia

The following information is particularly important for those working in South Australia, and it should be used to guide SA-based work in family and domestic violence.

Taking a stand: responding to domestic violence

In 2014, the Premier of South Australia released the policy paper *Taking a stand: responding to domestic violence*.¹³ The policy paper states that one in six Australian women have experienced physical or sexual violence at the hands of a current or former partner. One woman is killed nearly every week in Australia by a male partner or former male partner.

The paper includes a number of policy responses—some relating directly to the issues raised by the Coroner, as well as other broader measures to help prevent domestic violence.

Summary: domestic violence discussion paper

In July 2016, the South Australian Government released the paper *Summary: domestic violence discussion paper*.¹⁴ The discussion paper reports that in 2015 there were 8417 reported occasions of domestic violence in South Australia, and nearly 80 per cent of victims of assaults related to domestic violence were female.

The discussion paper explores the following measures:

- a disclosure scheme that would enable people with concerns to ask authorities for details about their partner's criminal history
- allowing police to use video evidence of domestic violence victims in court
- imposing a time limit on intervention orders put in place to protect victims
- flagging charges and convictions to better track the incidence of domestic violence
- better protecting the confidentiality of victims who speak to counsellors
- methods to get more perpetrators to undergo rehabilitation
- offering more emergency housing
- ensuring employers, landlords and others cannot discriminate against someone because they experienced family violence.
- The South Australian Government's approach to domestic violence is based on four beliefs:
- All forms of violence against women are unacceptable.
- All forms of violence, including the threat of violence against women, are fundamental violations of human rights.

- Women have the right to be safe from violence and to live free from the fear of violence.
- Women have the right to live in a safe community that promotes and supports their health and well-being.

The South Australian Government's approach is built around four elements:

- prevention
- service provision
- protection
- performance.

Stronger Families, Stronger Communities

The South Australian Government has provided increased funding for the Department for Communities and Social Inclusion's Stronger Families, Stronger Communities grants.¹⁵ It is proposed that grant application guidelines and assessment processes systematically provide preferential weighting on projects addressing domestic violence in CALD communities.

A right to safety: the next phase of South Australia's women's safety strategy 2011–2022

South Australia's *A right to safety: the next phase of South Australia's women's safety strategy 2011–2022*¹⁶ reaffirms the government's commitment to reducing violence against women and outlines the reforms to drive South Australia's commitment to the National plan to reduce violence against women and their children 2010–2022 (National Plan).

The Office for Women has lead responsibility for the South Australian Government's Violence against Women Strategy and leads the state's response to the National Plan. The South Australian Office for Women's *A right to safety* reports that refugee and immigrant women can face language and cultural barriers to accessing services or strategies and that they are more likely to be killed as a result of family violence.

The strategy specifically involves measures targeting CALD communities. These measures will ensure that targeted early intervention and prevention programs will be designed in collaboration with CALD communities, they will involve women and they will respond to the needs of specific communities.

¹³Department of Premier and Cabinet, *Taking a stand: responding to domestic violence*, Department of Premier and Cabinet, Adelaide, 2014, https://www.officeforwomen.sa.gov.au/__data/assets/pdf_file/0018/56160/Taking-A-Stand-Responding-to-Domestic-Violence-alias.pdf.

¹⁴Government of South Australia, *Summary: domestic violence discussion paper*, Government of South Australia, 2016, https://www.agd.sa.gov.au/sites/g/files/net2876/ff/summarydocument_web_accessible.pdf

¹⁵See Government of South Australia, *Multicultural SA*, <https://www.multicultural.sa.gov.au/grants/stronger-families,-stronger-communities>.

¹⁶Office for Women, Government of South Australia, *A right to safety: the next phase of South Australia's women's safety strategy 2011–2022*, Government of South Australia, 2017, https://officeforwomen.sa.gov.au/__data/assets/pdf_file/0010/5140/A-Right-to-Safety.pdf.

Multi-agency protection service

One of the important steps forward in responding to domestic violence in South Australia has been the trialling of the Multi-Agency Protection Service (MAPS).¹⁷

MAPS brings together representatives of South Australia Police, the Department for Communities and Social Inclusion, the Department for Education and Child Development, SA Health and the Department for Correctional Services.

South Australia Police leads this initiative, which provides a gateway for the participating agencies to raise cases where there is domestic violence.

MAPS is a multi-agency action-planning approach to reduce risk and harm at early points of intervention and complements the Family Safety Framework. MAPS establishes a process for gathering, sharing and disseminating information between participating agencies.

When required, MAPS issues actions to relevant agencies for further work or enquiries to be undertaken. It does not engage in frontline operational activities, nor does it have direct contact with victims or perpetrators. A critical feature of the service is the co-location of partner agencies. This enables the integration of information from multiple sources and the development of a shared knowledge base to inform timely action.

The agencies share information about victims, women at risk and their life domains, which determine their level of vulnerability. Each week more than 400 cases are referred to MAPS by SA Police. Approximately 10% of incidents are 'mapped', focusing on high risk and on moderate risk with particular indicators present. The MAPS team meets twice a day to collectively review all summary documents and make determinations about which actions or interventions, if any, are necessary.

By sharing information and working together, the MAPS approach results in a single summary document being available for each case. It also provides the basis for assessing the risk and determining frontline actions for each case based on a range of reports and documents that provide a more detailed profile of victims and women at risk.

It is important that those involved in making these assessments and determining frontline actions be required to undertake CALD cultural intelligence training and have access to and draw on expert advice on domestic violence in specific CALD communities. An appropriate lead agency should be identified to develop and maintain a panel of suitable CALD experts.¹⁸

The 2016–2017 South Australian Budget provided \$683,000 over four years to expand MAPS to include non-government women's domestic violence services.

Report on domestic violence in CALD communities,

The South Australian Multicultural and Ethnic Affairs Commission (SAMEAC) is a statutory body whose members are nominated by the Minister for Multicultural Affairs and appointed by the Governor.

SAMEAC's *Report on domestic violence in CALD communities*¹⁹ covers topics such as the prevalence and reporting of domestic violence in CALD communities, intersecting factors, complexity of associated factors, prevention and response measures.

The report makes 27 recommendations under four key focus areas.

- **Focus 1: Prevention**
 - Change the social and cultural conditions that support violence against women to ensure women are safe and free from violence.
 - Prevent early signs of violence from escalating into violence.
- **Focus 2: Service provision**
 - Ensure services meet the needs of women experiencing violence, and of their children, through joined-up services and systems.
- **Focus 3: Protection**
 - Women who experience or fear violence must be able to seek protection and have access to effective and affordable legal remedies.
 - The perpetrators of violent acts against women must be held accountable for their behaviour.
- **Focus 4: Performance**
 - Women are safe and free from violence in South Australia.
 - Services meet the needs of women experiencing violence, and their children, through joined-up services and systems.
 - Men who use violence are held accountable and supported to change their behaviour.

¹⁷For more information about MAPS, see the Department for Communities and Social Inclusion website: <http://www.dcsi.sa.gov.au/latest-news/media-releases-2016/more-funding-for-domestic-violence-multi-agency-protection-service>

¹⁸South Australian Multicultural and Ethnic Affairs Commission (SAMEAC), *Report on domestic violence in CALD communities*, SAMEAC, Adelaide, 2016, https://www.multicultural.sa.gov.au/__data/assets/pdf_file/0005/56615/SAMEAC-CALD-Domestic-Violence-Report-Dec-2016.pdf

¹⁹SAMEAC, *Report on domestic violence in CALD communities*.

South Australia Police

South Australia Police (SAPOL) has established a domestic violence portfolio led by the deputy commissioner to enhance policing services and responses to domestic violence.

The Domestic Abuse Portfolio Governance Committee, chaired by the deputy commissioner, has the purpose of ensuring an effective executive oversight of SAPOL's commitment, approach and response to domestic abuse.

In addition, the Family and Domestic Violence Branch was established in November 2014 to support governance, accountability and consistency in service delivery to victims of domestic abuse.

Additional training was delivered to police in 2015 to refresh their knowledge about domestic violence dynamics, risk assessment processes and updated practices. A new training course (the Domestic Violence Investigators Course) was introduced in early 2016 for police who work in specialist domestic violence positions in SAPOL.

Legal Services Commission of South Australia

More than 30 per cent of the Legal Services Commission²⁰ clients who seek specialist domestic violence advice are from CALD backgrounds. Clients from CALD backgrounds who have family violence matters are assisted by specialist domestic violence legal advisers across a range of matters.

The Legal Services Commission reports that at least 30 per cent of their migration lawyers' caseloads involve clients on temporary partner visas who have left the relationship with their sponsor due to family violence.

Where appropriate, clients are assisted to apply for visas pursuant to the domestic and family violence provisions of the Migration Act.

Most of the Legal Service Commission's migration clients with family violence matters are referred to the commission's migration section through specialist domestic violence services or health and social support agencies.

Women's Safety Services SA

Women's Safety Services SA is the Central Domestic Violence Service.²¹ It provides responsive services to CALD women by:

- ensuring diversity within staffing structure (currently 30% of the Central Domestic Violence Service domestic violence staff are from a CALD background and/or are bilingual/multilingual)
- establishing appropriate partnerships and referrals with other CALD services

- accessing and using interpreters
- accessing brokerage monies for clients needing specialist services
- developing a culture within the organisation that encourages diversity and the right to choose.

The Central Domestic Violence Service reported success in raising awareness of domestic violence issues among Liberian women. Its initiative involved an informal community-based approach: Sunday morning coffee meetings focused on the topic 'What does a healthy/unhealthy relationship mean to you?'

Women's Safety Services highlighted that innovative and tailor-made approaches are required for different cultural groups to understand the issues of domestic violence and its implications within the immediate family, extended family and community.

Migrant Women's Support Program

Each domestic violence service funded in South Australia is required to provide a percentage of their services to CALD and Indigenous clients.

In South Australia, the Migrant Women's Support Program²² (a program within Women's Safety Services SA) is the only domestic violence support service especially established to assist CALD women. This program has developed a strong and trusted relationship with CALD women.

Zahra Foundation

The Zahra Foundation²³ was established in memory of Zahra Abrahimzadeh, who was stabbed to death by her estranged husband at a community function at the Adelaide Convention Centre in 2010.

The foundation raises money to help South Australian women and children facing family violence, supporting their crisis needs and helping them build future economic independence. The foundation:

- provides emergency grants to assist women to buy basic necessities
- supports women's financial, literacy and economic empowerment by giving back control to women.

The foundation is supported by the Central Domestic Violence Service in Adelaide and other community groups that support migrant and Indigenous families.

²⁰See the Legal Services Commission of South Australia's website: <http://www.lsc.sa.gov.au/>

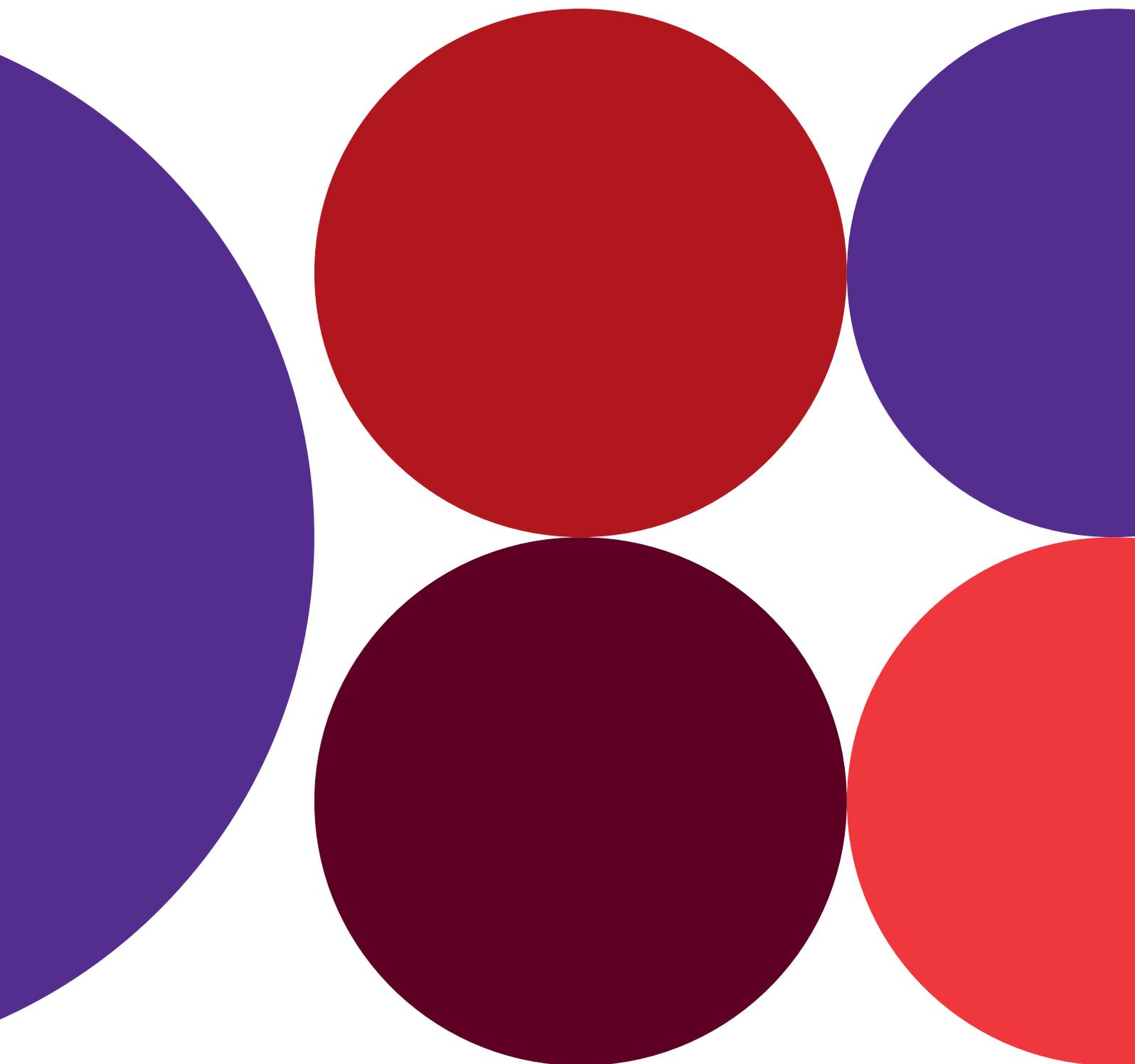
²¹See the Women's Safety Services website: <http://womenssafetysservices.com.au>

²²See the Migrant Women's Support Program on the Women's Safety Services SA website: <http://womenssafetysservices.com.au/index.php/about/services/27-migrant-women-s-support-program>.

²³See the Zahra Foundation website: <http://zahrafoundation.org.au/>

Appendix B

Research, Literature and Service Resources



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Council of Australian Governments, *National plan to reduce violence against women and their children 2010–2022*, Council of Australian Governments, Canberra, 2011.

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White Ribbon Australia resources are available at www.whiteribbon.org.au

National

1800 Respect

National sexual assault, domestic and family violence counselling service for people living in Australia. Professional 24/7 telephone and online crisis and trauma counselling service to anyone whose life has been impacted by sexual assault, domestic or family violence.

Tel: 1800 737 732

www.1800respect.org.au

Australia's National Research Organisation for Women's Safety Limited (ANROWS)

ANROWS is an independent not-for-profit organisation established as an initiative under Australia's National plan to reduce violence against women and their children 2010–2022. It is jointly funded by the Commonwealth government and all Australian state and territory governments.

www.anrows.org.au

Change the story: a shared framework for the primary prevention of violence against women and their children in Australia

Change the story: a shared framework for the primary prevention of violence against women and their children in Australia is the overarching and direction-setting publication produced by a partnership between Our Watch, VicHealth and Australia's National Research Organisation for Women's Safety (ANROWS). Change the story presents a shared understanding of the principles and evidence of effective prevention as a guide to assist governments and other stakeholders to develop their own appropriate policies, strategies and programs.

www.ourwatch.org.au/getmedia/c81ecea0-c8a0-4f3a-a6fb-2202334b398b/Change-the-story-framework-prevent-violence-women-children-AA-new.pdf.aspx

National plan to reduce violence against women and their children 2010–2022

The Commonwealth, state and territory governments worked with the community to develop the 12-year National plan to reduce violence against women and their children 2010–2022 (the National Plan). Released in 2011, the National Plan explains what we are doing to reduce violence against women and their children. Its vision is that 'Australian women and their children live free from violence in safe communities'. Over a period of 12 years, the National Plan aims to achieve 'a significant and sustained reduction in violence against women and their children'. The National Plan focuses on the two main types of violent crimes that have a major impact on women in Australia: domestic and family violence and sexual assault.

https://www.dss.gov.au/sites/default/files/documents/08_2014/national_plan1.pdf

Office for Women

Department of Prime Minister and Cabinet

The Office for Women works across government to deliver policies and programs to advance gender equality and improve the lives of Australian women. Their current priorities are:

- strengthening women's economic security, including women's workforce participation
- supporting more women into leadership positions
- ensuring that women and their children are safe from violence.

www.pmc.gov.au/office-women

Our Watch

Our Watch is an independent not-for-profit organisation established to drive nationwide change in the culture, behaviours and power imbalances that lead to violence against women and their children.

www.ourwatch.org.au

South Australia

A right to safety: the next phase of South Australia's women's safety strategy, 2011–2022

As part of its commitment to a safer community, the South Australian Government released the Women's safety strategy in 2005 outlining its vision to reduce violence against women through a more strategic and comprehensive approach. A right to safety outlines the next phase of the government's work to reduce violence against women. A right to safety recognises that violence against women is a human rights issue and outlines South Australia's commitment to the National plan to reduce violence against women and their children.

https://www.officeforwomen.sa.gov.au/__data/assets/pdf_file/0010/5140/A-Right-to-Safety.pdf

African Women's Health Education Group

For African women who are humanitarian entrants and have been in Australia for less than five years. Run by the African Women's Federation of SA.

304 Henley Beach Road, Underdale, SA 5032

Tel: 08 8161 3331

Email: me.lartey@bigpond.com

Website: www.awfosa.com

Family Relationships Counselling and Specialised Family Violence Services

Specialist services for new and establishing communities, delivered by the Australian Migrant Resource Centre.

Adelaide MRC (AMRC), 23 Coglein Street, Adelaide, SA 5000

Tel: 08 8217 9505

Email: cynthia@amrc.com.au

Website: www.amrc.org.au

Migrant Women's Support Service

Provides services and support for non-English speaking migrant and refugee women and children who are experiencing domestic violence.

Tel: 08 8 8346 9417

Email: admin@mwsas.com.au

Website: www.dvrcv.org.au/migrant-womens-support-service

Muslim Women's Program

Casework, information sessions, driver-education workshops, parenting workshops, youth mentoring and sporting/recreation activities. For Muslim women who are humanitarian entrants and have been in Australia for less than five years. Run by the Muslim Women's Association of SA.

Tel: 08 8212 0800

Website: www.mwasa.org.au

Office for Women SA

Ground floor, 101 Grenfell Street, Adelaide, SA 5000

Tel: 08 8303 0961

Fax: 08 8303 0963

Email: officeforwomen@agd.sa.gov.au

Website: www.officeforwomen.sa.gov.au

Premier's Council for Women

Ground floor, 101 Grenfell Street, Adelaide, SA 5000

Tel: 08 8303 0961

Fax: 08 8303 0963

Email: premierscouncilforwomen@agd.sa.gov.au

Website: www.officeforwomen.sa.gov.au

Rape and Sexual Assault Service

Advice and support for victims of rape and sexual assault
Tel: 08 8226 8787/8777 or (free call) 1800 817 421

Sexual Health Information

Tel: 1300 883 793

South Australia Police

Website: www.police.sa.gov.au

Women's Community Centre

Provides personal development and lifestyle programs; recreational, health and fitness activities; education and training programs; art and craft, literacy, language and numeracy programs; information and referral services; parenting programs; a legal service and a volunteer program. For all women, children and youth in metropolitan and eastern Adelaide.

64 Nelson Street, Stepney, SA 5069

Tel: 08 8362 6571

Email: wccsa@senet.com.au

Website: www.wccsa.asn.au

Women's empowerment

The Australian Migrant Resource Centre has a number of initiatives supporting the participation and leadership development of women from new and establishing communities. Initiatives include the Young Arabic Women's Voice, African Women's Forum, the Middle Eastern Women's Forum, the Northern Area Women's Multicultural Network and the International Women's Day Forum.

Adelaide MRC (AMRC), 23 Coglein Street, Adelaide, SA 5000

Tel: 08 8217 9510

Email: admin@amrc.com.au

Women's Health Clinics

Weekly clinics for health screening and health education for women who are recent humanitarian entrants. Run by the Migrant Health Service. Telephone for information or appointments.

21 Market Street, Adelaide, SA 5000

Tel: 08 8237 3900 or 1800 635 566

Women's Health Service

The Women's Health Service provides clinical and emotional health and wellbeing services as part of the Women's and Children's Health Network. Their services are provided by women for women in health centres that are welcoming, safe and culturally respectful across metropolitan Adelaide.

Three service locations:

Dale Street Women's Health Centre
47 Dale Street, Port Adelaide, SA 5015
Tel: 08 8444 0700

GP Plus Health Care Centre
16 Playford Boulevard, Elizabeth, SA 5112
Tel: 08 7485 4000 and press 4

Noarlunga GP Plus Super Clinic
Alexander Kelly Drive (Building 2, Village Annex),
Noarlunga, SA 5168
Tel: 08 8164 9111

Women's Information Service

Chesser House
101 Grenfell Street, Adelaide, SA 5000
Tel: 08 8303 0590 or 1800 188 158
Fax: 08 8303 0576
Email: info@wis.sa.gov.au
Website: www.wis.sa.gov.au

Women's Legal Service (SA)

Free and confidential legal service to women in South Australia
151 Franklin Street, Adelaide, SA 5000
Tel: 08 8221 5553
Country Callers Tel: 1800 816 349
TTY Tel: 1800 670 864
Email: admin@wlssa.org.au
Website: www.wlssa.org.au

Women's Safety Services SA

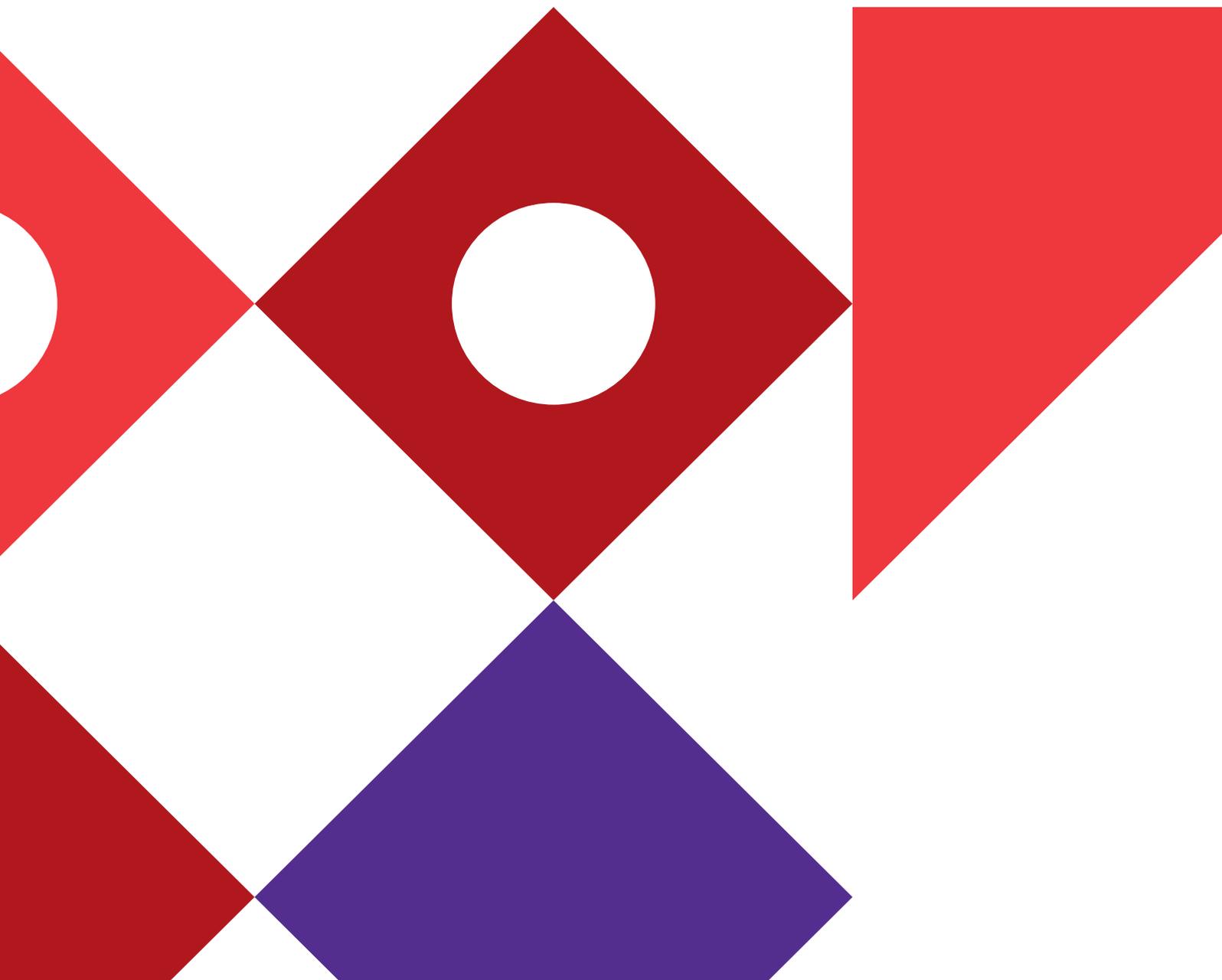
Tel: 08 8152 9200 (for information on services)
Website: www.womenssafetyservices.com.au/index.php/contact-us

Appendix C

Useful tools/resources for working with Men

The AMRC would like to acknowledge White Ribbon Australia for their permission to include the following information in this resource.

These tools were adapted from original White Ribbon training materials prepared by AMRC and MYRIAD for working with men to apply to men from culturally and linguistically diverse backgrounds.



Standing up to Violence

Ask yourself ...

Do I take the courageous step of saying something when men in my community are expressing sexist or demeaning attitudes in their conversations or their behaviour?

Do I even talk to men in my community about any of this?

We all need to speak up against men's **violence against women**.

Silence and inaction will enable this violence to continue.

Sometimes it's hard to know what to say in certain situations, and you may feel uncomfortable about speaking up.

Below, you will find some tools to help you.

Tools for speaking up

Tool 1: 'Make it clear'

If you're sitting around with other men in your community, and someone says something that makes you uncomfortable, or that you feel is wrong, you can say something like:

'Sorry, I missed that. What did you say?' or

'I'm not sure what you mean.'

Tool 2: 'Bring it home'

To use this tool, you could say something like:

'What if it was your sister/daughter/son?'

This reminds them that this is a real person they are talking about.

This will help change the flow and tone of the conversation.

Asking a question helps people to think about what they said. It is important to say this in a non-aggressive way.

Tool 3: 'I believe'

This tool is a great way to give your opinion. You can say something like:

'I believe abusing a woman is wrong.'

Using 'I' instead of 'you' is often easier for people to hear because it is not attacking anyone, and people will feel less defensive.

Tool 4: 'We believe'

Do you ever find yourself in a situation with a group of people in your community and you feel uncomfortable about what is being said? You are probably not the only one who thinks it is out of line.

You could ask:

'Am I the only one uncomfortable with this?'

This can let others know that they are not alone, and it will encourage others to speak up.

Tool 5: 'Talk'

Talk to the person privately about what they said or did and about its effect on others.

This increases the chance that they will listen to what you say, and they won't feel the need to get defensive in front of others in the community.

Some scenarios

Men's **violence against women** continues to happen in our society because people do not openly stand up against it or they demonstrate attitudes that reinforce gender inequality.

Let's have a look at some scenarios, and think about how you might respond to them, using the tools we just looked at.

At community group settings

Often we get together to socialise through our community organisations. During one of these get-togethers, one of the men proudly explains that he doesn't give his wife any money so that she cannot leave the house to go anywhere.

What do you say?

At a relative's house

You are visiting some family relatives, and you witness the husband throwing his dinner at his wife because he is not happy with it.

What do you say?

At a community celebration

You are at a community celebration and it is getting very late. Your friend is also there with his wife and young children. You hear his wife telling him that they should leave soon because the children have school the next day. He tells her to shut up and leave him alone or he will slap her.

What do you say?

Discussion

What do you think would work well in speaking to men in your community to challenge violence against women?

What do you think would NOT work well in speaking to men in your community to challenge violence against women?

Why do you think this is?

Managing expectations

Sometimes people who behave in the ways shown in the above scenarios expect others to go along with them and to laugh or agree—they do not expect to be questioned.

Speak to some of the men in your community about the scenarios and ask them how they might handle these situations.

What if violence is already happening?

By having conversations with your friends and others in your community, by making a presentation to your community group and by supporting the White Ribbon Campaign, you are engaged in primary prevention and working to stop violence against women before it starts.

However, sometimes we have to act when violence is already happening.

Intervening in violent situations

Many people believe that they have only two options in instances of actual or potential violence: intervene physically and possibly be exposed to personal harm, or do nothing.

This is a false and limited set of choices.

The 'punisher' and the 'white knight'

Dr Michael Flood suggests that two roles immediately come to mind for men when considering the part they can play in preventing or reducing violence against women:

- The punisher – the violent hero who takes revenge on the men who assault women
- The white knight – the brave hero who rescues the female victim and saves her from harm.

Neither of these roles is helpful, because they both rely on men being dominant, aggressive and superior to women.

How to respond to violence

Steps for responding to a violent situation:

1. Call the police.
2. Tell the violent person clearly that his actions are not okay.
3. Talk to the woman to help her feel safe.
4. Call on help from other people nearby.
5. Create a distraction to stop the violence.
6. Stand where the violent person can see that his actions are being witnessed.

Remember: A woman may be justifiably concerned that by disclosing her experience of violence, she is placing herself in greater danger from the man who is using violence. Her concerns must be respected, and your actions should reflect these concerns.

There are some more detailed examples of how to respond here.

Talking to men who are using violence against women

If you do talk to someone you suspect is violent to their partner or another person, it is highly likely they will tell you to mind your own business, make excuses or deny it.

It is common for a person who is being abusive to deny or downplay the abuse.

If you do observe abuse, and you feel safe or able to, talk about the behaviour you have observed.

For example:

'You are my friend, but I think the way you criticise and intimidate her is wrong.'

Keep in mind!

Caution: If you only know about the abuse because the woman has talked to you about it, be careful to **check with her first** before saying anything to her partner.

She may have well-founded fears that her partner could become more violent if he thinks she has told someone.

Nobody is born violent. It is society and culture that teaches and encourages boys that it is acceptable to behave violently. But such violence does great harm, as we have already seen.

So, as partners in the effort to eliminate violence against women, we need to think about what steps each one of us as an individual can take.

Right now, think of just one thing you can do: one commitment that you are ready to make to end violence against women.

This can be something you can do in your family, with your friends or in your community. Think about this carefully and commit that you will try your best to do this.

Remember, even such a small step can make a difference.



