

Family Violence: Margins to mainstream

Good Policy has returned from a break with a fresh look. 2015 was the year the Social Policy Research Unit of Good Shepherd Youth and Family Service transformed into the Women's Research, Advocacy and Policy (WRAP) Centre of Good Shepherd Australia New Zealand. It was also the year family violence moved from the margins to become a mainstream issue in Australian politics and society. This edition of Good Policy focuses on family violence.

While the fight for the safety of women and children is age-old, there is now more widespread awareness of the problem: it is no longer seen as 'just another domestic' but as a serious violation of the rights of women and children. The majority of work undertaken by Victoria Police is family violence related. A significant proportion of the work of our courts is associated with family violence. Specialist family violence workers give support 24 hours a day, seven days a week. Victims describe how their lives have shrunk—how they are unable to maintain social networks or paid employment, and how the violence diminishes opportunities for the next generation.

But there is renewed resolve from those in leadership. Victoria Police has carried on the legacy of former Chief Commissioners Christine Nixon and Ken Lay with the third edition of the *Code of Practice: For the Investigation of Family Violence*. Federally,

Our Watch provides leadership in changing the culture, behaviours and attitudes that lead to violence. There is now less room for victim blaming. Building on these and other gains, the Victorian Royal Commission into Family Violence will set the agenda for the work that is still to come.

In this edition, the first under the Good Shepherd Australia New Zealand banner of *Good Policy*, we explore family violence and the potential that the Royal Commission's report holds.

Dr Peter Streker draws attention to the limitations in our understanding of 'psychoemotional' abuse. Tanya Corrie outlines the *Economic Security for Survivors* Project that is developing indicators to measure the impacts of domestic and family violence on survivors' employment, housing and other financial resources. Kathy Landvogt contributes a historical overview, while Alison Macdonald outlines recent gains, and Yvonne Lay gives a snapshot of Good Shepherd's submission to the Royal Commission. Reflections from influential stewardesses Kay Setches, Janice Munt and the late Joan Kirner provide a fitting backdrop to the sweeping policy change needed.

We eagerly await the watershed moment of the Royal Commission's report and prepare ourselves collectively for the challenges ahead.

Yvonne Lay and Kathy Landvogt

INSIDE

2 Coming to grips with the slippery concept of psychoemotional abuse

– Peter Streker

5 Economic security for survivors of domestic and family violence

– Tanya Corrie

9 Looking back, going forward

– Kathy Landvogt

12 No room for complacency

– Alison Macdonald

13 The call for gender equality: Good Shepherd's voice on family violence

– Yvonne Lay

14 Political lives: Joan, Kay and Janice reflect on women changing policy

– Kathy Landvogt

18 The WRAP Centre team

20 One foot in each world: the middle years

– Magdalena McGuire

21 Social Policy news



Coming to grips with the slippery concept of psychoemotional abuse

DR PETER STREKER¹,
Director, Community Stars

In many ways, psychological and emotional abuse forms the scaffolding of violent strategies. When somebody has been physically or sexually assaulted, it is almost certain that they have been psychologically and emotionally assaulted as well.

Psychological and emotional forms of violence are central components of grooming, cajoling and setting up the pre-conditions for physical and sexual violence. They are also used to amplify intensity during physical aspects of violent acts and prolong pressure and intimidation on victims and their supporters long after these acts have finished.

Psychological and emotional tactics are also employed to blame victims for attacks and minimise, rationalise and excuse perpetrators' behaviour². Some may exclusively use these powerful tactics because they often leave little trace and do not attract the same legal or social sanctions as other forms of violence.

The frequently horrific impact of psychological and emotional abuse has also become clearer over recent years, with one researcher comparing the cumulative list of difficulties found in children who experienced emotional abuse with a table of contents in a psychiatrist's textbook³. While it is very difficult to disentangle the effects of the

various forms of abuse as they often occur concurrently, many researchers have suggested that people subjected to psychological and emotional abuse generally stay in abusive relationships longer than survivors of physical or sexual abuse⁴. This longer exposure can dramatically shape long-term impacts as it can gradually normalise abuse, isolate them from support, diminish their self-perception and manipulate their tolerance for more extreme abuse⁵.

The execution of psychological and emotional abuse is less dependent on the exploitation of advantages over other peoples' size, strength or age and is less constrained by the dimensions of time and space. Memories can be dredged to inspire guilt and atrocities can be predicted to arouse fear⁶. Physical and cyber stalking and threats can occur long after relationships have formally ended.

What is less clear is the concept itself. Can the terms 'psychological abuse' and 'emotional abuse' be used interchangeably or are they fundamentally different? Has psychological or emotional abuse occurred if you either put another person down but they were not offended, or if they were offended although you meant no harm? How can professionals implement effective policy and interventions

that involve this important component of violence if they are not sure what it means? This article explores these dilemmas and corrals a workable understanding of psychological and emotional abuse.

SOME PRACTICAL STEPS FORWARD

In practice, psychological and emotional abuses are not only interchangeable, they are co-dependent, as psychological and emotional processes and responses are intertwined. I coined the hybrid term psychoemotional abuse in my book to reflect this⁷.

I also developed the WORDS model to simplify the wide scope of psychoemotionally abusive acts. The WORDS model (described in the table on page 3) categorises acts into five distinct movement patterns: Withdrawal, Oppression, Restriction, Disintegration and Secondary⁸.

While the WORDS model may help some professionals grasp the main patterns, it is much more difficult to arrive at a precise, all-encompassing definition of psychoemotional abuse as the acts take many forms, are applied through many motives and degrees of intensity, and are tricky to disentangle from persuasive but respectful communication methods⁹.

In practice, psychological and emotional abuses are not only interchangeable, they are co-dependent, as psychological and emotional processes and responses are intertwined.

PATTERNS OF PSYCHOEMOTIONAL ABUSE	EXAMPLES
WITHDRAWAL: One party punishes another by psychoemotionally moving away from, ignoring or abandoning them	Silent treatment, cold shoulder, consistently aborting social arrangements at late notice
OPPRESSION: One party crushes another into an inferior position for a prolonged period of time	Mind games, constant criticism, gaslighting
RESTRICTION: A person's freedom of thought or movement is constrained or trapped by another	Social isolation, stalking, financial control
DISINTEGRATION: An intense non-physical attack (usually via words or gestures)	Insults, threats, verbal abuse
SECONDARY: Other people, animals or items are used to execute the abuse	Backstabbing, torturing pets, destroying precious belongings

Table 1: The WORDS model categorises acts into five distinct movement patterns: Withdrawal, Oppression, Restriction, Disintegration and Secondary.

Some incidents are quick and isolated. Others are part of a punishing, pre-meditated campaign. Some perpetrators are deliberately cruel. Others genuinely believe they are merely expressing love, care or humour.

SLIPPING BACKWARDS

Sometimes professionals' attempts at developing a clearer understanding of psychoemotional abuse have inadvertently created further harm. For example, researchers traditionally used three criteria to determine whether

psychoemotional abuse has occurred¹⁰:

- There should be a pattern of abusive behaviour
- The perpetrator should demonstrate intent to harm
- The victim should perceive harm

Unfortunately, the use of these criteria alone excuses many acts of psychoemotional abuse and leaves recipients more vulnerable. The first dismisses many single acts of psychoemotional abuse in a way

that would never be used to pardon single acts of physical or sexual abuse. Some may suffer from the aggregated single acts of many people using similar themes, such as race or gender.

Relying on the abuser's disclosure of intent is also fraught with danger, as they may simply lie. Even if they are genuinely well-intended or ignorant, their behaviour can devastate others. Few car drivers intend to crash into others, but that makes little difference to the damage they wreak.

It is also possible that recipients of some forms of psychoemotional abuse may not detect it or have been conditioned to perceive it as normal. Subtle abuse may gradually erode the confidence and security of the other person over time—psychoemotional death by one thousand cuts. Some internalise responsibility for the abuse (i.e. “there is something wrong with me”) when covert tactics are used.

If the survivor’s perception of harm was relied on to determine the existence of abuse, subtle and potentially more sinister forms of psychoemotional abuse are likely to be missed, particularly if the survivor was isolated from reliable, alternative views. If they have been traumatised, it is possible that their capacity to accurately report the incident and its impact could be impaired¹¹.

If the definition is even partly dependent on the survivor’s response, then people who are able to withstand the abuse will absorb the offensive behaviour and absolve the abusers from responsibility for their actions. This effectively blames victims, as any damage that occurs is accounted for by their ‘personal weakness or inadequacies’, rather than perpetrators’ actions.

STEPPING FORWARD AGAIN

Many professionals rely on broad definitions of psychoemotional abuse in order to effectively raise awareness of it and help survivors.

For example:

A process where one or more people, via a wide range of means (e.g. verbal, the enactment of legislation or policy), use primarily psychological or emotional processes to overpower another and gain advantage from the other’s subordinate position (i.e. the psychoemotional hit). The aftermath of the process (i.e. the psychoemotional bruise) should be described by other concepts such as anxiety¹².

However, for professionals who need to make precise, consistent assessments (for example legal professionals or academics), this type of definition may be too broad.

A new robust model is required that uses several criteria to grade the severity of psychoemotionally abusive acts along a continuum, like categories of physical assaults. This model may clarify whether some forms of psychoemotional violence should be criminalised, as they are in France¹³.

The prevention of psychoemotional violence also requires more community awareness of its impact, more effective bystander action and a deeper understanding of how the various motives behind psychoemotional violence intersect with underlying socio-cultural drivers of violence, such as gender inequity and violence-promoting norms¹⁴.

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Economic security for survivors of domestic and family violence



TANYA CORRIE

Development Lead – Financial Security, Good Shepherd Australia New Zealand

Understanding the link between being a victim of domestic or family violence and experiencing economic insecurity has been an increasing focus for policy makers.

The Victorian Royal Commission into Family Violence has been an important facilitator in increasing this understanding, with the Commission holding specific hearings on the issue, inviting responses and ideas from the community and other sectors to better respond to this problem¹.

There is compelling data demonstrating that people who experience domestic or family violence are much more likely to

encounter financial hardships such as poor credit records², challenges maintaining employment³ and/or being reliant on income support as their primary source of income⁴. This is particularly true when economic abuse⁵ has been part of the pattern of violence.

This relationship means many victims do not have the economic resources to leave violence, or if they do leave, they lack the resources to maintain an adequate standard of living post-separation.

It also means that economic insecurity is a risk factor for women experiencing domestic or family violence.

Such issues reflect the various ways that economic insecurity intersects with family violence across the spectrum, from prevention to post-crisis. Support in building economic security is pivotal at each point, to lessen the impacts of family violence on economic insecurity, and to ideally prevent the issue in the first instance. This is outlined in Figure One.

Although the link between family violence and economic insecurity has been established, there have been no Australian studies to date that holistically look at the economic security for survivors of domestic and family violence.

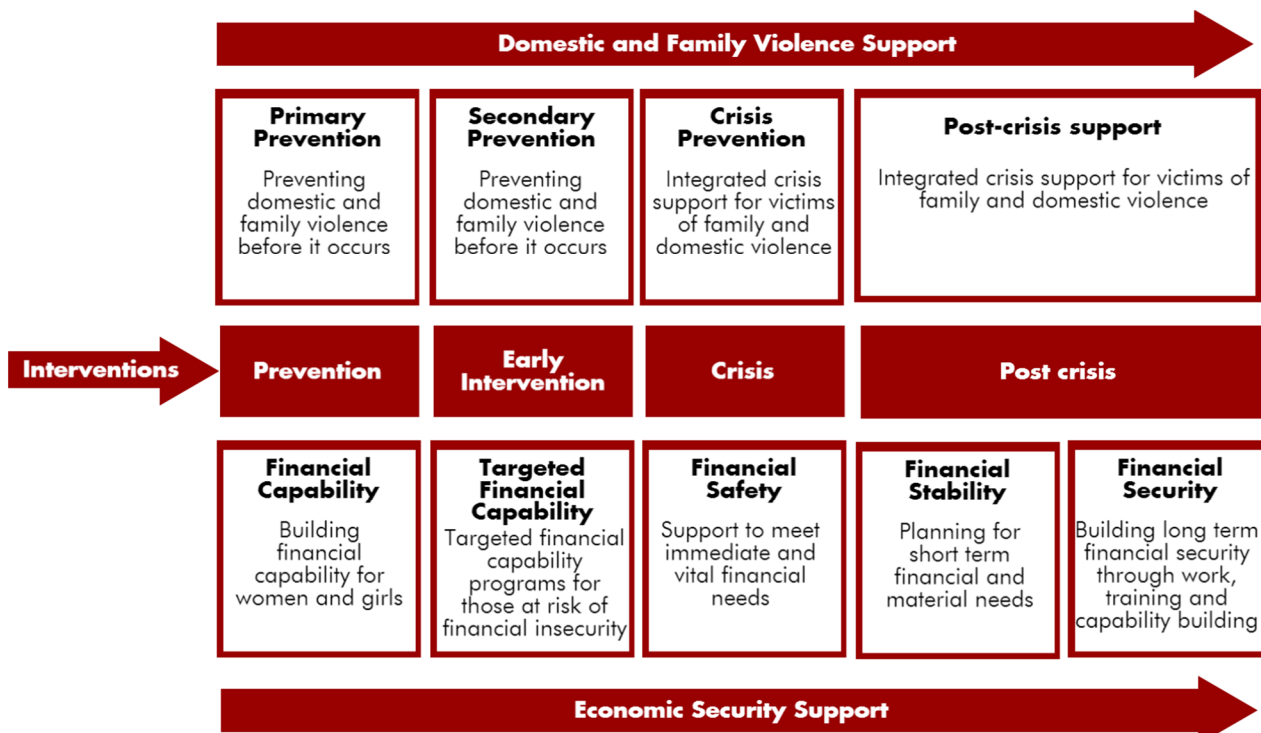


Figure One: Intersection of Domestic and Family Violence and Economic Security

PHASE	OBJECTIVES	OUTPUTS	OUTCOMES
ONE	<ul style="list-style-type: none"> - Develop a range of quantitative indicators to measure the impact of domestic and family violence on women's economic security - Provide preliminary quantitative evidence of the negative impacts of domestic and family violence on victims' economic security 	<ul style="list-style-type: none"> - Discussion paper/literature review - Economic security indicators - Final report 	<ul style="list-style-type: none"> - Improved understanding of the impacts of domestic and family violence on victims' economic security - An increase in understanding in the community of the detrimental economic impacts of domestic and family violence on survivors
TWO	<ul style="list-style-type: none"> - A population-wide, national study which measures the impact of family violence on victims' economic security 	<ul style="list-style-type: none"> - Index - Program models 	<ul style="list-style-type: none"> - Provide government, community, legal and corporate sectors with the evidence needed to advocate for and/or implement systems change and/or program responses to the issue
THREE	<ul style="list-style-type: none"> - An annual, updated Australian index on the economic security of survivors 	<ul style="list-style-type: none"> - Annual reports 	<ul style="list-style-type: none"> - The development of service and policy responses to specifically address the impact of domestic and family violence on survivors' economic security

Figure Two: Economic Security for Survivors: Project phases, objectives, outputs and outcomes

Good Shepherd Australia New Zealand and the Australia Institute are currently working on a project to do just that.

Funded by the Victorian Women's Trust, the *Economic Security for Survivors* Project aims to:

- Gain a more comprehensive understanding about what economic security means in the Australian economic and social context
- Scope what indicators can be developed to measure economic security
- Pilot ways to measure the impact that being a survivor of family violence has on indicators of economic security

This project will eventually include measuring the impacts of domestic and family violence on survivors' employment, housing and other financial resources, and build a solid evidence base for systems

change and program responses. The phases, outputs and outcomes of the overall project are outlined in Figure Two.

Phase One of the project is complete, with a discussion paper developed to identify a range of indicators to measure, and a reference group established to assist in guiding the project.

The discussion paper highlights how the gendered nature of family violence converges with the gendered nature of economic insecurity to create a particularly complex problem for survivors.

It also outlines which indicators and collection methods could be used to measure the extent of the issue.

Good Shepherd Australia New Zealand will soon be seeking sponsors to support implementation of Phases Two and Three.

THE GENDERED NATURE OF THE PROBLEM

More women than men experience domestic and family violence, and men are more likely to be perpetrators.

Estimates of the rate at which women are victims of domestic and family violence vary. The ABS *Personal Safety Survey* found that 78 per cent of victims that experienced physical violence at the hands of a partner in the previous 12 months were female. Research by Access Economics found that 87 per cent of all victims of domestic and family violence are women and that 98 per cent of all perpetrators are men⁶.

Economic insecurity is also a gendered problem. In Australia, women experience poorer economic outcomes than men and this is consistent throughout their life.

These inequities include:

- Lower levels of workforce participation
- Lower levels of pay
- Higher experiences of financial stress
- Reduced retirement savings⁷

Given these findings, the project is adopting a gendered analysis. That is not to say that men cannot be victims of family violence, and that they do not experience economic insecurity as a result; only that it is a more common experience for women.

It is also important to highlight the issue of poverty and financial stress more generally.

DEFINING ECONOMIC SECURITY FOR SURVIVORS

The project discussion paper finds that there are different conceptualisations of what economic security means. Some adaptations focus attention on the individuals' responsibility for their economic outcomes, while others look holistically at the broader context in which people operate.

To reflect the multi-faceted nature of economic security, the definition adopted for the purpose of the *Economic Security for Survivors* project is:

Economic security for women is ensuring women and their children have sufficient economic resources to meet their material

needs so that they can live with dignity. This can be through access to appropriate and well paid work; adequate social protection including basic needs infrastructure for health, education, dwelling, information and a social wage; reasonable costs of living; the capacity to absorb financial shocks; and the resources to maintain this standard over their life course.⁸

This definition reflects a 'capabilities approach' and recognises the gendered nature of the issue being investigated.

The various elements of economic security and the indicators with which to measure them are outlined in Figure Three below.

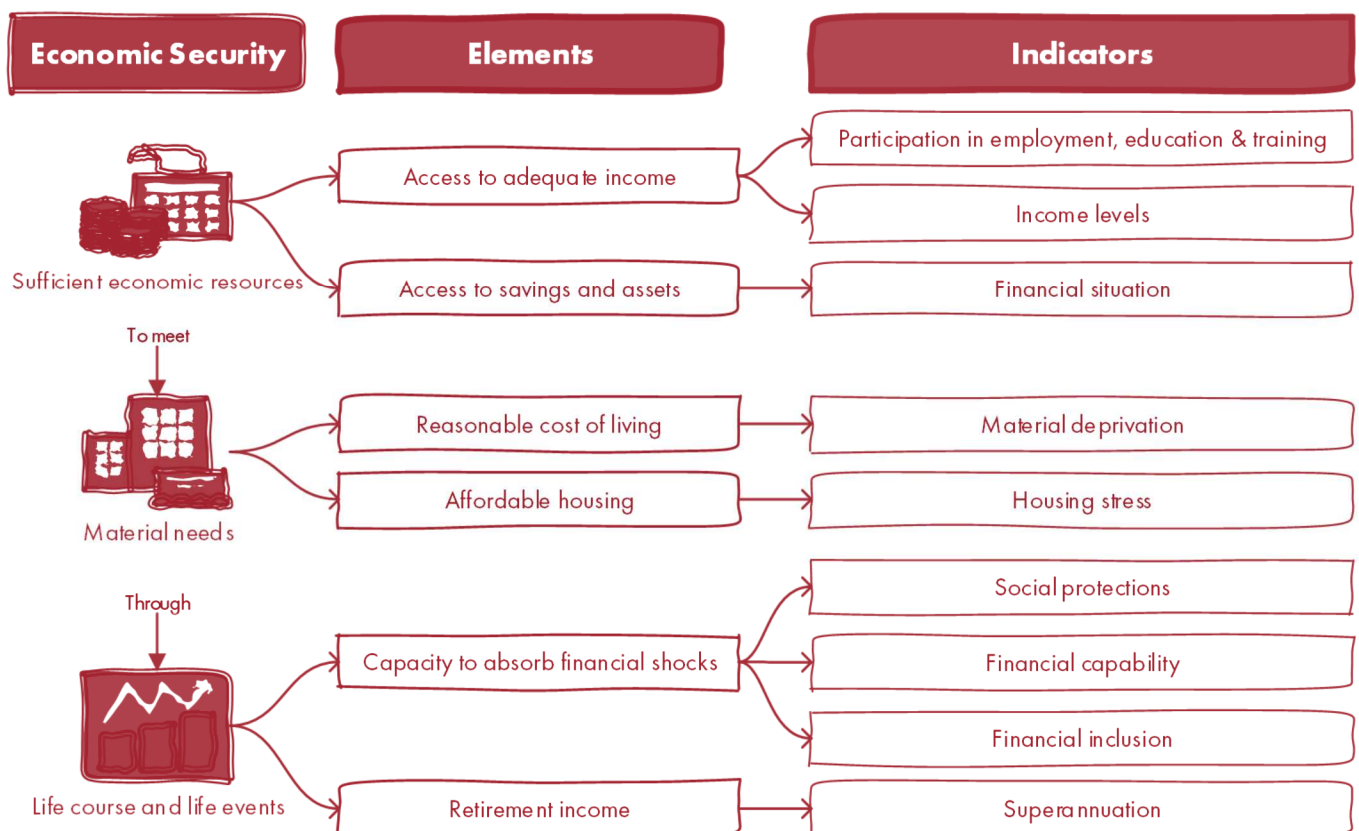


Figure Three: Economic Security for Survivors: Definition, measures and indicators of economic security

The indicators are based on existing measures so that population-wide data can potentially be used as a reference point to understand survivors' experiences.

NEXT STEPS

After Phase One, it is hoped that a larger scale survey can be conducted annually to develop an index against which progress can be measured. Appropriate policy and practice responses can then be developed and evaluated using the index.

Poverty and lack of financial control can be a major reason why women stay in or return to violence and unless we better understand this, we will struggle to break the cycle⁹.

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RESTORING FINANCIAL SAFETY: LEGAL RESPONSES TO ECONOMIC ABUSE KEY RESEARCH FINDINGS

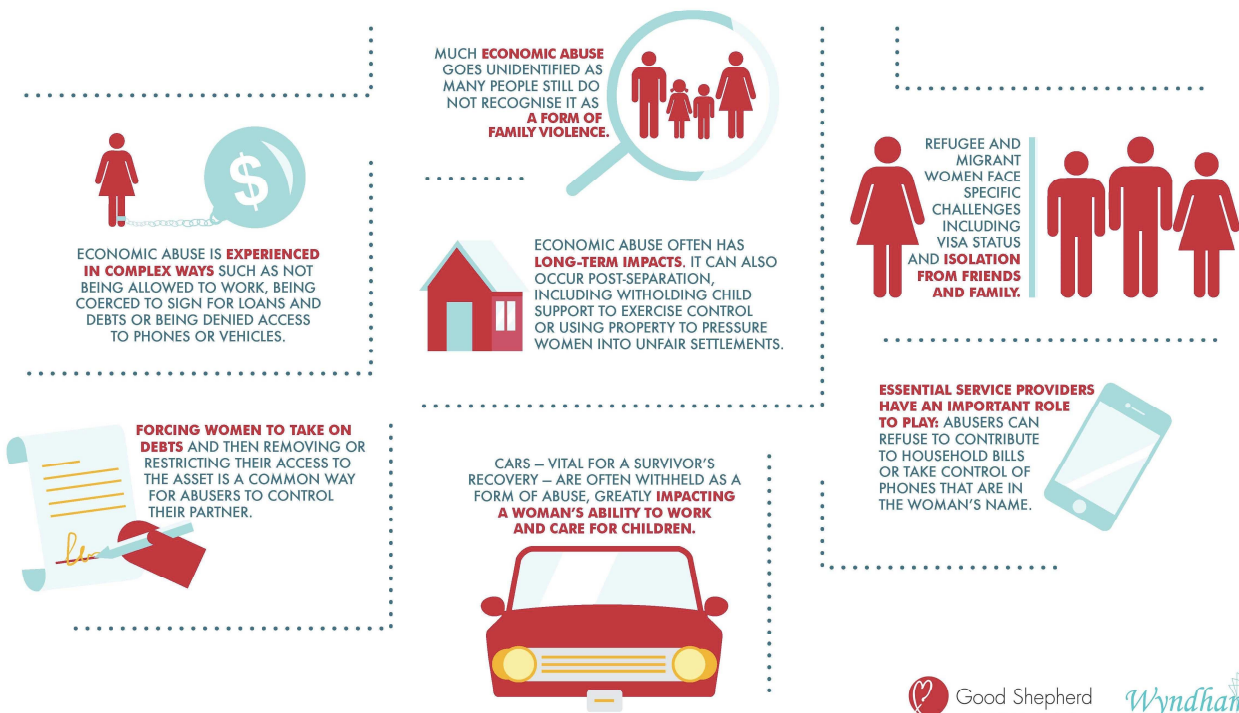


Figure 4: Key research findings from 2015 report "Restoring Financial Safety"

The advocacy work of the pioneers of the family violence services movement in Victoria has contributed to the strength, focus, power and resilience of the sector today.



Looking back, going forward

KATHY LANDVOGT

Head of Women's Research, Advocacy and Policy (WRAP) Centre

It is vital to understand and respect where we have come from in order to know where we are going.

This article explores some of the factors and drivers that resulted in the establishment of Victoria's Royal Commission into Family Violence (Royal Commission), including the history of the family violence sector and a look at the community-based family violence movement in Victoria¹.

Rising rates of family violence, a system which is perceived by the government to be 'somewhat clumsy and inefficient²' and several high-profile cases (most notably the murder of Luke Batty by his father in February 2014), have led to the current Royal Commission. The horror of Luke Batty's death stimulated a long-overdue reflection by both the community and the government on the tragic failings of the system that was designed to protect him.

Led by Chief Commissioner Marcia Neave and Deputy Commissioners Patricia Faulker and Tony Nicholson, the Royal Commission is an important moment in the evolution of the Victorian family violence sector.

The drivers that resulted in the establishment of the Royal Commission also include more than 40 years of advocacy by Victoria's community-based family violence movement. The foundations of this movement are worth exploring at this time.

HOW FAR HAVE WE COME? A BRIEF HISTORY

While mission-led organisations in Victoria had long been providing emergency accommodation for women experiencing homelessness, Victoria's family violence services movement was formed in 1974. A collective of women from the Melbourne Women's Liberation Movement established the Women's Liberation Halfway House (WLHH), providing support and accommodation for women and children escaping domestic violence. Still in existence today, WLHH had a role in establishing and supporting the Women's Domestic Violence Crisis Service³ and the Domestic Violence and Incest Resource Centre⁴.

Initially, the family violence services model was refuge-based and the strict rules associated with refuges resulted in the exclusion of women with diverse needs, including those

with older male children, those from rural or regional areas, those who did not want to or could not live communally, those with mental or physical health issues, and those who wished to maintain contact with their partner.

During the 1980's and '90s, the services were challenged to integrate support for diverse groups such as migrant women, Aboriginal women, lesbian women, women experiencing mental or physical health issues or substance abuse issues, and women with disabilities.

The outreach model of service was established in response to the needs of these women with diverse issues, and by the mid 1990's there were several services in operation across Victoria. However, there was a marked divide between refuge and outreach service providers, partially driven by policy changes imposed by the Victorian Government's shift in focus to funding the latter at the expense of the former.

The sector's relationship with the state has also shifted significantly since the 1970's and '80s, which were characterised by a community-based advocacy movement which

secured funding for services based on a feminist perspective, where women were 'experts on their own lives'. The new relationship is one where the state exerts greater control and accountability over the funding and programs of service providers.

As family violence responses move from the margins to the mainstream, it remains a challenge to hold the voice and agency of women and children as central to the work while the sector professionalises to accommodate the changing political and social landscape.

The advocacy work of the pioneers of the family violence services movement in Victoria has contributed to the strength, focus, power and resilience of the sector today and has had a tangible impact on the lives of the thousands of women and children who have used services.

In light of the increased profile and government's stated commitment to reducing family violence, the time may be right for government to move family violence out of the homelessness area and into its own dedicated policy and funding space.

Just as family violence services moved beyond a purely community- and refuge-based model, a new 'policy home' for family violence would also support a wider, more holistic response that includes prevention, early intervention and post-crisis rebuilding, in addition to crisis response.

BEYOND THE COMMUNITY – GOVERNMENT DUALISM

Professionalising the family violence service sector has brought indisputable benefits, both to women and children and to the organisations themselves. Services that assist victims of family violence do so within a quality framework that has vastly enhanced and highlighted the important work of this specialist sector. Evidence-based, best practice principles now form the foundation for all programs and services delivered by specialist family violence service providers.

Collectively, the specialist family violence sector has demonstrated its dynamism and agility in responding to government requirements, without compromising its core focus and purpose: the safety of women and children. The

sector must continue to balance effective government collaboration with its ability to respond organically to the needs of women and children.

Theobald points out that the history of the sector has been characterised by a shifting relationship with government, alternatively "productive" and "problematic", and notes that "recognition, documentation and analysis of the... movement are important because the legitimacy of feminist organisations has been challenged by conservative governments. At times, federal and state government policy has worked to undermine the equality of women"⁵.

Chronic underfunding, competitive tender processes, growing expectations of community



Photo courtesy of Women's History Network <http://womenshistorynetwork.org/>

organisations to redistribute and reprioritise resources in an attempt to meet increasing demand, and a strong focus on “service efficiency and effectiveness rather than on social change and gender equity”⁶, have plagued services.

However, this is not an either/or situation. Feminist activists work “across and between spaces of power” in ways that defy a simple polarisation. While shifting from the margins to the mainstream brings challenges, the new opportunities for policy influence continue to be used to advance gender equality on a broader stage⁷.

The feminist perspective is an important part of both the historical review and development of policy.

MOVING FORWARD IN THE PURSUIT OF A VIOLENCE-FREE VICTORIA

While the Royal Commission is a positive step forward in addressing family violence, there will continue to be challenges. There is an increasing government focus on avoiding risk and proving outcomes, even where a high degree of uncertainty is inevitable as it is in the family violence area. The innovations we seek must ride the political and economic fluctuations that are part of the policy environment.

Rosie Batty’s recognition as 2015 Australian of the Year signalled a national acknowledgement of the seriousness of family violence in Australia. The impetus for genuine social change is strong and advocates are finding new allies every day.

The next part of the journey will go far beyond the dreams of the pioneering women’s movement and will challenge all of us in the family violence service sector to work in new ways.

We must broaden our scope to allow genuine inclusion of the diversity of women’s voices and experiences. Victims of family violence are not a homogenous group. In moving forward we must take the learnings from the past and ensure that we do not contribute to the essentialisation of the women we work with.

As a specialist sector we know that we can certainly do more to ensure that our programs and services are responsive to the nuanced needs of all victims of family violence. Indeed, this has always been our agenda.

Given where we have come from, to acknowledge this is a true sign of strength and leadership as we move forward.

Thanks to Leigh Mathews, consultant, for her research informing this article.

Special acknowledgement to Dr Jacquie Theobald, whose research into the family violence sector in Victoria has contributed invaluable information to the development of this article.

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No room for complacency

ALISON MACDONALD

Policy & Program Manager, Domestic Violence Victoria

Several high profile family violence-related murders in Victoria and the consequent media scrutiny of these cases meant that in the lead up to the 2014 state election, family violence was firmly in the public spotlight.

In announcing the Royal Commission into Family Violence (Royal Commission), Victorian Premier Daniel Andrews said "... the system is broken". While DV Vic does not necessarily agree with the Premier's assessment, we welcome the Royal Commission.

This Inquiry comes at an opportune time to take stock of the Victorian response to family violence, and whether we are meeting the needs of the thousands of Victorians whose lives are affected by family violence.

The Royal Commission follows on the heels of significant reforms in responses to family violence achieved through the collective work of non-government and government agencies over the past decade. In fact, during this time Victoria has been at the forefront of

innovation in family violence reform which has positioned it as a world leader in family violence responses, including prevention and early intervention.

These reforms were shaped by an extensive evidence base and the recognition that women contend with significant gender discrimination and other associated factors that are inimical to good health and fair and equitable participation in society.

The reforms brought together a broad range of government departments, non-government organisations, Victoria Police, and the Magistrates' Courts of Victoria to create: a new legislative framework; a state-wide governance structure; a new integrated service system; and measures to hold perpetrators accountable and, in time, to prevent violence before it occurs. Strong leadership from successive Chief Commissioners of Police and cross-portfolio Ministerial responsibility over the past decade has been instrumental in guiding this vision.

While the true extent of family violence in our communities remains largely hidden from view, we do know that over the past six years demand for family violence responses from police, courts and community services has significantly increased.

The dramatic rise in family violence statistics that is now manifesting across the state's justice and human service systems is likely to reflect greater community confidence since the introduction of these significant legislative and policy drivers, in an area that has been traditionally under-reported. However, while this confidence is seen as a success of these reforms, the resulting increase in demand places a significant burden on all parts of the integrated family violence system.

Police responses to family violence incidents have continued to increase dramatically¹ with consequent pressure on the court system. Applications for Family Violence Intervention Orders (FVIOs) and related hearings make up a huge proportion of cases in the Magistrates' Court jurisdiction with, we understand, some of the state's busier courts hearing up to 70 family violence matters per day.

...increase in demand places a significant burden on all parts of the integrated family violence system—including police, courts, legal services, and specialist family violence services.

Continued Page 17

The call for gender equality: Good Shepherd's voice on family violence

YVONNE LAY

Development Lead – Safety & Resilience, Good Shepherd Australia New Zealand



Family violence is a gendered crime and a gross violation of the human rights of women and children. Globally and nationally, family violence is the most pervasive form of violence perpetrated against women.

The health, social and economic impacts of family violence on women, children, families and communities are devastating and sometimes lethal. These facts are well known. The establishment of the Royal Commission into Family Violence is recognition that the current system is stretched thin in its capacity to respond to, and prevent, family violence in Victoria.

In March 2016 the Royal Commission will release its report and make recommendations to the Government. Undoubtedly this report will be heavily informed by close to 1000 written submissions and the testimony of more than 160 witnesses, including the personal stories of women who have experienced family violence¹.

For an organisation like Good Shepherd, whose core purpose is to disrupt the intergenerational cycle of disadvantage especially for women and girls, the Royal Commission's report holds the promise of delivering what the specialist family violence service sector has been demanding for

decades: a system that recognises gender inequality as a cause of family violence and the harm that family violence causes; a system that acknowledges that it is everyone's responsibility to prevent family violence; and a system that provides the architecture and resources for services that deliver the critical and often life-saving support to victims.

Good Shepherd's submission to the Royal Commission insists that gender-organising principles must be central to any response to family violence. This means designing, reforming, creating and establishing responses that are founded upon acknowledgement and recognition that women in general are less privileged than men; women's work outside of the paid workforce is under-recognised; and women hold less social, political and economic status than men. Thus, gender-organising principles need to be used for reform at every level—governance and policy reform, crisis intervention, early intervention and primary prevention.

The empowerment of women is critical. Empowering women is a multi-dimensional process of achieving basic capabilities, legal rights and participation in key

social, economic, political and cultural domains. To advance and indeed achieve gender equality, gender analysis is fundamental.

Gender analysis is a tool "to identify constraints and opportunities in relation to equal opportunities and rights for men and women in terms of knowledge and skills, conditions of work, social protection, family responsibility and economic and political decision making²".

Like gender-organising principles, gender analysis must occur at



every level. As stated by UN Women, all government activities, including policy development, planning and budgeting, must be "gender-responsive"³. Therefore reform must go beyond the specialist family violence service system, beyond child protection, beyond housing and policing.

Continued Page 17



Political lives: Joan, Kay, and Janice reflect on women changing policy

KATHY LANDVOGT

Head of Women's Research, Advocacy and Policy (WRAP) Centre

International Women's Day is celebrated every year on 8th March. Last year I attended an event organised by the Member for Bentleigh Nick Staikos, where three eminent former politicians—Kay Setches, Janice Munt and the late Joan Kirner—reflected on two questions: "What took you into a career in politics?" and "What do we need to do next to further women's equality?"

Their words took us back to the days when many of the gains for women's equality were yet to be won and urged us to keep working for equality. It was a privilege to hear so much accumulated wisdom in one afternoon.

"THE FUTURE IS ALWAYS INFORMED BY THE PAST"

Kay Setches grew up in Collingwood—"that wonderful place of violence and community" as she said—in the 1940's and 50's. She went to St Joseph's Primary school and later to the Collingwood School of Domestic Arts. In that institution she did four periods a week of Laundry and one period of Science. The School of Domestic Arts did not think girls required Matriculation.

You can change the world with four women.

Kay Setches

"The future is always informed by the past," Kay said. "I have seen so much change."

Like other poor inner city areas, Collingwood experienced great upheaval in the 1960's. Kay witnessed her neighbourhood razed to the ground, the so-called slums replaced by public housing flats. It was public policy with a reformist heart but, blinded by its own good intentions, failed to see that along with the physical infrastructure—the homes, backyards, laneways, shops, workshops and gathering places—the human infrastructure of community was also being demolished.

This sense of place, of community, was one of the threads in Kay's narrative. Life is often defined by where you live. Kay moved away like so many others, scattered to the outer suburbs, but took with her an understanding that public policy matters. Good, bad, or somewhere in between, policy most impacts those with the least power.

Life is also defined by work. Kay worked first as a shop assistant in Georges, Collins Street, serving Melbourne's wealthy. The contrast with her lived experience must have left a mark. Two momentous and lifelong commitments began in the 1970's: she joined the Labor Party, and she started volunteering her weekends at a women's refuge.

At Maroondah Halfway House, helping women and their children

flee from violent husbands, she realised that a better response was needed than saving women one by one.

"To see women with their children, with no money, with nowhere to go, that was a galvanising moment for me to get into politics," she said. Kay saw that this problem needed a political solution; it needed economic, cultural and social solutions. And it still does. For Kay, reflecting on those decades and her political experiences since has confirmed the analysis that we live in an absolute patriarchy.

"You may not think that we do. You may not see that we do. You may not care that we do. But we do. Look at who holds the power," she urged us. In banks, in mining, in the media, in almost every large organisation, wherever you look there is a dearth of women in positions of power. "That is because no one thinks that what women have to offer is meritorious," she said.

Yet she did not leave us in the doldrums but with a solution: structural change engineered from the bottom up. When we have women in places of power they change the rules, the decisions, the laws. It is clear that structural change relies on policy: in the previous four years Victoria slid from 48 to 28 percent of women on boards of public bodies and statutory organisations, because

the political will was not there. "And that struggle to get power—the power men hold—is like a hand-to-hand struggle for any woman reformer," she proclaimed.

Kay's hopeful, energetic and challenging assertion that "you can change the world with four women," reinforced the message.

FRIENDSHIP INFLUENCES A CAREER DIRECTION

Janice Munt had a fascinating story to tell about the influences of family and friendship on her politicisation. Coming from the public housing estate in Hampton, the odds were against her entering public life, but as a teen she made friends with a girl from a private school, drawn together by common values. That girl was Sue Hawke, and Janice was welcomed into the Hawke household where she was suddenly immersed in the world of trade union politics and the Labor Party.

Biography had a powerful influence in other ways too. Janice's father worked loyally all his life for an employer who sacked him just before his retirement, leaving him without any super-annuation. Upholding the rights of employees to fair treatment became part of Janice's DNA.

Later, as a young mother, Janice had a child who needed paediatric hospital care. Unfortunately it was the 1990's, the era of the massive cuts to health. There were no cleaners and few nurses in the ward so Janice stayed in the hospital, cleaned the ward and cared for the baby.

These experiences taught her that laws, regulations and public policies have a profound impact on peoples' wellbeing and opportunities.

"I would not have survived politically without the support of other women. I can't think of a thing I achieved by myself. Having like-minded feminists, building up that team... that has made the difference."

FOLLOWING PASSION

A passion for social justice also came early to Joan Kirner. Asked how she got into politics, Joan said firmly that "everyone is political," whether they acknowledge it or not.

Her own social justice convictions came from her tradesman father. From her mother she learned that being a girl should not stand in the way of achievement.

This belief did not change the fact that, after earning a university degree and commencing her teaching career, she had to resign from teaching when she married. Those were the days when married women in the workforce were thought to be taking a job away from the male breadwinner.

As for entering 'party' politics, Joan credited being part of an organisation—the Federation of State Schools' Parents Clubs—with providing that opportunity. Organisations enable an individual to join with others to make a difference.

The fight for women's equality is ongoing. Joan reminded us that the gender pay gap is still hovering around 18 per cent. Worse, if the public service (an employer with relatively high gender equity) is

removed from the data, that figure is 38 per cent.

As an educator Joan saw that one important input is in how we work with girls, and boys, to ensure that girls have a sense of self-efficacy and empowerment. If they think 'I can do it,' the battle is half won.

"We have an obligation to do this," said Joan, "but never by ourselves." The other part of the answer is in working together.

"I would not have survived politically without the support of other women," said Joan. "I can't think of a thing I achieved by myself. Having like-minded feminists, building up that team... that has made the difference." The origin of EMILY's List, a women's organisation Joan co-founded in 1996 that is dedicated to supporting other women into parliament, sprang from this solidarity.

There are undoubtedly tough times for women in politics. What keeps them going? As Joan summed up: "It is a sense of social justice and fairness that keeps us going. That, and supporting each other in tough times."

While biography was clearly an influence on choosing a political life, critically each of these women also dedicated their passion to something greater than themselves: to the common good and to a world where women are equal with men. As Joan urged, "If you have a passion, go for it!"



Pictured from left to right: Janice Munt, the late Joan Kirner, Nick Staikos MP and Kay Setches at IWD Event 2015

VALE JOAN KIRNER (1938-2015)

Joan Kirner entered State Parliament as the Legislative Council member for Melbourne West in 1982. She moved to the Legislative Assembly seat of Williamstown in 1988 and became Victoria's first female Premier in 1990.

Raised in Melbourne, Joan trained as a teacher before working in state schools where she was active in school and parents' organisations.

In 1978 Joan was appointed executive officer of the Victorian Federation of State Schools Parents' Club, joining a number of government advisory bodies on education policy.

Joan joined the Australian Labor Party in 1978 as a member of the socialist left, and successfully ran for the Victorian Parliament's Upper House in 1985.

She was Minister for Conservation, Forests and Lands in John Cain's Labor government, before transitioning to the Victorian Legislative Assembly at the 1988 election. Following the government's return to office, she was elected to the position of Deputy Premier and given the Education portfolio.

After the resignation of John Cain in 1990, Kirner became the first female Victorian Premier. Following her retirement from Parliament in 1994, Joan devoted her efforts to a variety of causes, including the legalisation of abortion and the Landcare movement.

She was named a companion of the Order of Australia in 2012 for "eminent service to the Parliament of Victoria and to the community through conservation initiatives, contributions to gender equality, the development of education and training programs and the pursuit of civil rights and social inclusion".

Joan was part of a group of female leaders including Carmen Lawrence, Kay Setches and Julia Gillard that established EMILY's List, a not-for-profit political support network committed to supporting women to become members of the federal, state and territory parliaments. Since its inception in 1996, EMILY's List has assisted more than 210 women to enter Australian parliaments.

Joan continued to publicly advocate for social justice and to mentor and support others with as much passion as ever through her advancing years and right up until her death.

No room for complacency

Continued from page 12

There has been an 88.9 per cent increase in the number of FVIOs granted over the past 10 years.

The Code of Practice for the Investigation of Family Violence means that, for the majority of the approximately 69,000 reports to police each year, there will be a corresponding referral—for women, children and men—to a community support agency. Victoria Police crime data² demonstrates the challenges to policing family violence with the revelation that one in three FVIOs are now breached.

Unprecedented demand for services, without commensurate funding to match this demand, has left family violence services struggling and under incredible pressure to respond at the intake and crisis points, leaving a severely limited capacity to provide more holistic and long-term supports.

The capacity for family violence services to provide specialist expertise in identifying and managing risk, and in tailoring individual support to achieve identified outcomes, is jeopardised by how thinly resources have been stretched. This can mean that women and children's lives are at significant risk, and/or they cannot gain independence and are more likely to return to agencies for help.

The family violence sector, the legal system, the community services sector, the general community and governments at all levels have

much to learn from the process, investigations, reporting and recommendations of this Royal Commission. It is an extraordinary opportunity for a root and branch examination of the epidemic of family violence, but the commitment to do the work will be nothing without an equally strong and ongoing commitment to properly fund the changes we know are so urgently needed.

1. 65,393 in 2014 and increasing to 69,442 in the year to March 2015 <http://www.crimestatistics.vic.gov.au/home/crime-statistics/year+ending+31+march+2015/family+incidents>.

2. Victoria Police, 2012-2013 Crime Statistics http://www.police.vic.gov.au/content.asp?a=internetBridgingPage&Media_ID=72176

The call for gender equality

Continued from page 13

Good Shepherd recommends that every Victorian Government department, government-funded organisation, community group, not-for-profit organisation and corporation takes meaningful steps in restoring the value of women.

We advocate for transforming gender relations within organisations and the community; reframing 'family violence' in order to facilitate the success of prevention efforts, and encouraging mainstream and professional services to adopt an informed and responsive approach to family violence as part of their core business.

Progress is being made in building relationships between those in the community sector and larger organisations in the private sector. These crucial small steps will benefit all—women, their children, men, and the Victorian community.

If the true goal for family violence reform is for women and men to fully participate in society and live a free and independent life, then achieving gender equality is fundamental.

Overhauling current government and policy structures is not a simple task. Bi-partisan support, a clear strategy, and strong government leadership irrespective of political persuasion, are all critical.

Attitudes that condone or glorify violence should not be tolerated in our society. If we continue to allow the undervaluing of women in our political, social and economic systems, the eradication of family violence will remain elusive.

Every Victorian should expect to live in safety in their own home, and have the full protection of the law and the systems that govern our society. Addressing gender inequality must be the first priority.

1. Matters, Tracey (2015), 'Royal Commission hearings conclude'. Retrieved August 17 2015 from Royal Commission into Family Violence: <http://www.rcfv.com.au/Media/Royal-Commission-hearings-conclude>

2. Good Shepherd Youth and Family Services (2011). Submission for Human Rights Charter Review, Collingwood: Good Shepherd Youth and Family Services, p. 7.

3. UN Women (2015), Financing for Gender Equality. Retrieved on May 26 2015 from UN Women: <http://www.gender-financing.unwomen.org/en/about-us>



Pictured from left to right: Dr Kathy Landvogt, Jacki Holland, Tanya Corrie, Susan Maury and Yvonne Lay

The WRAP (Women's Research, Advocacy and Policy) Centre team

Good Shepherd's Social Policy and Research Unit is now known as the Women's Research, Advocacy and Policy Centre—or the WRAP Centre.

This change follows the merge of Good Shepherd Youth & Family Services with Good Shepherd Australia New Zealand and Rosemount Good Shepherd Youth and Family Services. We are now one organisation known as Good Shepherd Australia New Zealand. The merge has broadened the scope for our research and policy work.

The WRAP Centre research agenda is centred on identifying unmet needs and developing more effective interventions in the areas of financial security, safety and resilience, and educational pathways. We seek research collaborations and cross-sector partnerships and adopt the research methodology best suited to each inquiry.

Good Shepherd seeks to address the underlying structural causes of injustice and suffering through influencing public policy. We make policy submissions in the areas of human rights, women's equality,

financial security, educational and vocational access, and other issues that impact significantly on our service users. Our policy analysis is informed by our direct service experience and contact with those with lived experience of the issues. We work collectively to achieve impact and provide leadership to the policy community through our 'Power to Persuade' initiative. We also exchange information and support campaigns through our @Good Advocacy Twitter account.

The team, led by Dr Kathy Landvogt, includes a policy research specialist, an outcomes and evaluation specialist, and three development leads, one for each Good Shepherd focus area: Financial Security, Safety and Resilience and Education Pathways. We are also joined by project workers undertaking specific studies or campaigns.

Dr KATHY LANDVOGT
Head of WRAP Centre

Kathy has headed up the research and policy area for Good Shepherd for the past five years, overseeing a time of considerable strategic re-alignment, growth and

partnership development. Prior to that she conducted Good Shepherd research into women's financial capability, family violence and service delivery systems. Kathy is a social worker with experience in service delivery, management and consultancy in both government and community-based organisations. She has been an educator in tertiary, vocational and community settings. Kathy completed her PhD at the University of Queensland in the area of community-based women's groups.

TANYA CORRIE
Development Lead – Financial Security

Tanya works in the areas of financial exclusion, income security, cost of living and essential services for people on low income. Notable contributions to knowledge in the area of women and money and financial inclusion are research projects *Microfinance and the Household Economy*, *Money Conversations: The impact of Microfinance Money Conversations on Financial Capability*, *Economic Abuse: Searching for Solutions*, *Restoring Financial Safety: Legal Responses to Economic Abuse* and

more recently *Economic Security for Survivors of Domestic and Family Violence*. She also contributes regularly to policy critique in this area. Before moving into the not-for-profit sector, Tanya worked in banking, primarily in branch management, statutory compliance and project management. She has a Bachelor of Arts (majoring in politics and policy studies), a Bachelor of Commerce (majoring in economics) and a Graduate Certificate in Policy and Applied Social Research.

SUSAN MAURY

Policy and Research Specialist

Susan Maury has worked with Good Shepherd for nearly four years, initiating research into educational disadvantage, young people's engagement programs and outcome frameworks. She regularly contributes analysis of evidence-based interventions to program design and behaviour change. Susan is also a popular contributor to the Power to Persuade blog. Susan spent 20 years in the international development sector, including as a Director of Program, Design and Innovation with Habitat for Humanity. Susan holds a BA in English/Writing, an MSc in Organisational Behaviour, and is currently a PhD candidate in psychology with Monash University.

YVONNE LAY

Development Lead – Safety and Resilience

Yvonne Lay joined the WRAP Centre team as the new Development Lead – Safety and Resilience in May 2015. Bringing specialist knowledge of family violence, Yvonne is responsible for policy

analysis and program innovation initiatives to build safety and resilience of women and their families.

Prior to this role, Yvonne spent four months in Timor-Leste conducting research into community attitudes towards family violence and ideas for prevention. She has also worked at the Women's Domestic Violence Crisis Service (now known as Safe Steps), InTouch Multicultural Centre against Family Violence, Elizabeth Hoffman House, and served on the Board of Domestic Violence Victoria. She has a Bachelor of Arts (Honours) and Diploma of Management.

LANIE STOCKMAN

Outcomes and Evaluation Specialist

Lanie has joined the WRAP Centre in the new role of Outcomes and Evaluation Specialist, working closely with services to identify and measure program outcomes and lead program evaluation and learning.

Lanie previously worked at Save the Children Australia as Program Quality Adviser, leading evidence-based program design, monitoring and evaluation in Australia and Nauru, Myanmar, Indonesia, Papua New Guinea and several other countries in the Asia-Pacific region. Lanie has written articles and reports related to her interest in social inclusion; she has co-authored papers on the human rights priorities of children with disability in Papua New Guinea and Vanuatu (with Deakin University) and *Reaching the Next Generation*, an analysis of Australian Aid policy with respect to children.

JACKI HOLLAND

Project Worker

Jacki joined the WRAP Centre team in August 2015. Jacki is currently

responsible for delivering a scams awareness campaign jointly with Consumer Affairs Victoria, and developing a report of the National Bulk Debt Negotiation Project undertaken by West Heidelberg Community Legal Service, Victoria Legal Aid and Legal Aid NSW.

Jacki has a professional interest in access to justice and inclusion. She is an admitted lawyer, having completed her Juris Doctor studies in 2014. She also teaches at RMIT University and provides voluntary legal support to a community legal centre. Previously she worked closely with the community sector overseeing Social Inclusion and Neighbourhood Renewal projects as a Manager for DHS.

MAGDALENA MCGUIRE

Project Worker

Magdalena is a researcher with a background in law and human rights. She has published widely on human rights topics, including reports and articles about violence against women, forced marriage, educational engagement, disability rights and young people. She has worked in the community sector, government and the private sector. She worked for Good Shepherd as a social policy researcher in 2013 to 2014, and re-joined the WRAP Centre team in October 2015.

Magdalena has been working on a literature and policy review of the 'middle years' with a focus on girls and young women.

Currently Vacant: Development Lead – Education Pathways



One foot in each world: the middle years

MAGDALENA MCGUIRE

Good Shepherd Australia New Zealand

With one foot in childhood and one foot in adulthood, the middle years (which we define as 8-12 years of age) are sometimes described as an 'in between' stage of development.

This 'in between' status has, too often, led to invisibility as far as service providers and policy makers are concerned. Yet there are good reasons for focusing on the middle years, and a Good Shepherd review of recent literature and policy (currently in publication) has explored the issues further¹.

The middle years represent a period in which protective behaviours can be developed or, conversely, when risk-taking and damaging patterns can emerge. Middle years children are presenting at young people's services at an increasingly younger age, and with increasingly complex problems. Therefore, investing in the middle years can be a crucial means of steering children and young people towards positive life courses.

These children and young people can face various social, behavioural and developmental challenges, including the early onset of puberty and disengagement from school. Over a quarter of Australian students have not developed the core skills they require to access educational

opportunity in their middle years. Teachers need more training and assistance to support middle years students who are at risk of disengaging from education.

The middle years are a period in which mental health issues can first start to manifest. There is evidence that girls and young women in these years are now experiencing poorer mental health than their male counterparts.

Gender has a significant impact on the challenges and needs experienced by children and young people in their middle years. In particular, girls and young women can face distinct issues that stem from gender inequality and stereotypes, including issues relating to poor body image, mental health problems, poor wellbeing, low self-esteem, educational disengagement, early sexualisation and experiences of violence.

There is a need for age-specific services that focus on prevention and early intervention, and for services that address the challenges faced by girls and young women in their middle years. Such services targeted at the middle years should be designed in consultation with children and young people themselves.

The next phase of this project will be to hold a forum of stakeholders² and experts to discuss these findings and develop service responses. The results will be published in a forthcoming report.

1. References for the findings summarised in this article are available on request.

2. Please contact us if you wish to be informed of future developments.



RESTORING FINANCIAL SAFETY REPORT

The research report *Restoring Financial Safety: Legal Responses to Economic Abuse* was launched in Melbourne on Monday 27 April 2015 by the Hon Fiona Richardson MP, Victorian Minister for Women and Minister for the Prevention of Family Violence.

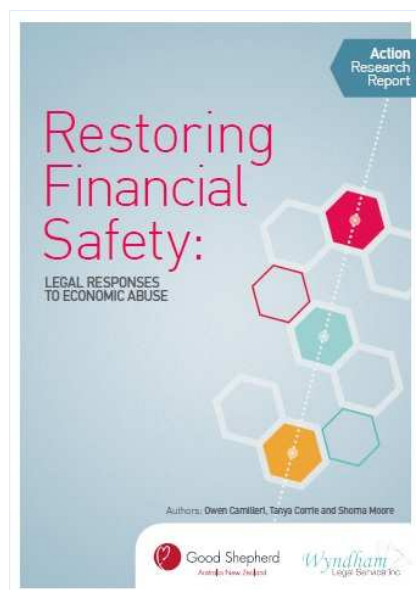
The research was a partnership between Good Shepherd and Wyndham Legal Service (now Western Community Legal Centre).

The *Restoring Financial Safety* research highlighted the legal and regulatory barriers women face when trying to recover from economic abuse.

Issues identified as being experienced by the women were: being coerced to sign up for loans, credit cards or mobile phone contracts for their partner and being left with the debt and a damaged credit rating because their partner had not made the repayments; being the sole signatory to car loans—despite never being allowed to use the car—and being forced to pay the debt post-separation; and having restricted or no access to legal remedies to deal with these issues.

The research found women can be tied to their abuser long after they have physically separated as they attempt to untangle ownership of debts and assets. In isolated suburbs in outer urban areas, an inability to access money, transport and telecommunications could put pressure on women to stay in, or return to, abusive relationships out of necessity or desperation.

Recommendations from the research included development of targeted legal and financial counselling services designed to assist women with these problems, and called on the banking, energy and telecommunications industries to take more responsibility for fast-tracking the resolution of these problems outside of the court system.



ECONOMIC SECURITY FOR SURVIVORS

The Economic Security for Survivors project is being conducted by Good Shepherd with support from the Australia Institute.

Funded by the Con Irwin Sub-Fund from Victorian Women's Trust, the project aims to:

- Gain a more comprehensive understanding about what economic security means in the Australian economic and social context
- Scope what indicators can be developed to measure the economic security for survivors of domestic and family violence
- Pilot ways to measure what the impact that being a survivor of domestic and family violence has on economic security indicators

The final report will be launched in early 2016.

MENTAL HEALTH AND SCAMS

Good Shepherd has partnered with Consumer Affairs Victoria to deliver a scam awareness campaign entitled *Scammers don't discriminate*.

Launched during Mental Health Week 2015, the campaign is targeted to vulnerable Victorians and aims to raise awareness:

- That anyone can fall for a scam
- Of how to identify and avoid scams
- Of the importance of reporting scams to warn others
- Of the mental health support services available to Victorians who may experience anxiety or depression as a result of being scammed

BULK DEBT PROJECT

Good Shepherd has been engaged to prepare a report, analysing and developing the findings of the innovative National Bulk Debt Negotiation Project undertaken by West Heidelberg Community Legal Service, Victoria Legal Aid and Legal Aid New South Wales.

This project assisted debtors ensnared in circumstances of financial hardship and unable to meet repayment obligations attaching to their unsecured debt. Project partners worked with credit providers to streamline the process for waiver requests, enabling bulk waivers for clients who had no capacity to contribute payments towards their debts.

FORCED MARRIAGE FORUM

Presented by the Victorian Forced Marriage Network, "*I Don't: A Forum Addressing Forced Marriage in Victoria*" was held on 28 October 2015, providing a platform for sector-wide information sharing, collaboration and joint advocacy on the issue of forced marriage. Jasvinder Sangera, a survivor of forced marriage, author, and founder and CEO of Karma Nirvana, a UK-based nationwide forced marriage helpline, delivered an engaging and compelling presentation on her own personal experience and the work of her organisation. A Forum Report has been drafted and will be distributed shortly. Good Shepherd is one of the driver organisations of the Network.

To join the Victorian Forced Marriage Network email prodriguez@redcross.org.au

SUBMISSIONS & WITNESS APPEARANCES

Inquiry into the role of TAFE and its operation – Senate, Australian Parliament, November 2014

Submission of Information for the 2015 TIP Report – Australia – Annual 'Trafficking in Persons' (TIP) Report – United States Government, January 2015

Good Shepherd submission to the Royal Commission into Family Violence, June 2015

Good Shepherd submission to the Charter of Human Rights and Responsibilities Review, June 2015

Education State Consultation (Vic) Submission, July 2015

Government Schools Funding Review (Vic) Submission, July 2015

Senate Enquiry Hearing Evidence – Credit Card Interest Rates, September 2015

Royal Commission into Family Violence witness testimonies, July 2015

Submission to Senate enquiry into Credit Card Interest Rates, August 2015

Good Shepherd Submission into Older Women's Economic Security in Retirement, October 2015

Submission into the Review of the small amount credit contract laws in partnership with Goulburn FamilyCare, October 2015



POWER TO PERSUADE SYMPOSIUM

The 4th annual Power to Persuade Symposium was held in Canberra for the first time on 18 September 2015. The event brought together approximately 100 participants from the academic, legal, community and government sectors, encouraging cross-sectoral collaboration for policy change.

Good Shepherd's WRAP Centre is a key Power to Persuade partner with Dr Gemma Carey (Australian National University) and sponsor of the symposium, and plays a fundamental role in convening this annual event.

With the theme *"Interrogating the arrival of the private (for-profit) sector—from policy advice to policy delivery"* the symposium explored the changing nature of community service provision,



Pictured: Dr Gemma Carey and Dr Lara Corr, Gender Forum Directors

implications flowing from government's increased reliance on contracts and collaboration to achieve its objectives, and the growing emphasis on competition in program delivery.

Across the day a series of three panels analysed the evolving role of government as it seeks to move from service provider to skilled purchaser of outcomes, the consequent impacts of the expanding role of large for-profit players in policy delivery, what this means for skill retention in the public sector, and the applicability of market principles to the community sector. Recent trends in government investment approaches were explored, with particular attention given to collaborations and social impact bonds.

GENDER FORUM

In an exciting expansion to the Power to Persuade Symposium, this year's event was preceded by the PTP: Gender Forum on 17 September 2015.

Under the banner *"Now you see it, now you don't: gender in contemporary policy"* the forum explored gender values and norms under-pinning a range of policies having a deleterious impact on community wellbeing and the lives and capacities of Australian women. It facilitated deeper cognisance of the reasons for, and effects of, strategic inclusion or calculated exclusion of gender considerations in policy discourse and implementation.

Esteemed policy analyst and feminist Adjunct Professor Eva Cox AO

delivered the key note address, calling on those present and their networks to collaborate and collectively contest prevailing economic views that have stalled social policy development.

Other presenters included:

- Dr Lara Corr, Research Fellow at National Centre for Epidemiology and Population Health at Australian National University
 - Kay Cook, Ed-in-Chief of the Journal for Family Studies and Vice Chancellor's Research Fellow, RMIT University
 - Dr Marian Baird, Professor of Gender & Employment Relations/ Director Women and Work Research Group, University of Sydney
 - Elena Rosenman, Executive Director ACT Women's Legal Centre
 - Michelle Deshong, Consultant and 2015 NAIDOC Scholar of the Year
 - Dr Susan Feldman, Founding Director The Alma Unit for Women and Ageing, University of Melbourne
 - Lauren Seigmann, Director of String Theory
- The PTP: Gender Forum will be retained in the program as an annual event this year in Melbourne.

Follow the Power to Persuade blog for incisive, diverse public policy commentary:

www.powertopersuade.org.au

[Follow @powerpersuade](https://twitter.com/powerpersuade)



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PUBLICATIONS

Creating and Implementing Public Policy: Cross-sectoral debates

Edited by Gemma Carey, Kathy Landvogt, and Jo Barraket, published by Routledge, London, 2015

Restoring Financial Safety: Legal Responses to Economic Abuse, Tanya Corrie, published by Good Shepherd Australia New Zealand, 2015

Engagement in Schools, Susan Maury. Published in *Insight* Issue 13, September 2015

Published in *Parity*, August 2015:

- *Beyond Refuge: The Intersection Between Gender, Violence and Homelessness*, Yvonne Lay
- *Changing the Trajectory: Domestic and Family Violence and Economic Insecurity*, Tanya Corrie
- *Opinion: Emerging Needs in Homelessness*, Kathy Landvogt

PRESENTATIONS

Economic Abuse in the Household – Breakfast Briefing, Catholic Social Services Victoria, November 2014

Economic Abuse – WHIN Launch of 'For Love or Money' DVD, November 2014

Collective Impact: Framework to Practice – Evaluation Network Symposium, December 2014

An Empowerment Approach to Identifying and Measuring outcomes – Evaluation Network, April 2015

Identifying and working with customers experiencing financial hardship – No Income Loan Scheme (NILS) Conference, June 2015

Uplift: Parent and Family Engagement – Joining the Dots Forum, September 2015

The Power of Empowerment: Parents of vulnerable children lead school and community changes – Australian Social Policy Conference, September 2015

Presentation to the Vulnerable Customer Taskforce: Economic Abuse, September 2015

Policy Grand Challenge – Gender Equity Matters in Health Policy – Power to Persuade September 2015

Economic Abuse – RMIT University School of Social Work, September 2015

Forced Marriage Symposium – co-convenor and presentations, October 2015

March 2016

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Questions or comments on this newsletter? We would love to hear from you.

Good Policy is published by Good Shepherd Australia New Zealand Women's Research, Advocacy and Policy (WRAP) Centre
6 Paterson Street, Abbotsford VIC 3067
PO Box 182, Abbotsford VIC 3067

Tel 03 9270 9700 • Fax 03 9419 4472 • vicadmin@goodshep.org.au • www.goodshep.org.au