

- selected additional stakeholders to boost the representation of women with a disability, women from culturally and linguistically diverse backgrounds, and Aboriginal women.

Stakeholders were invited to circulate the draft to their members and networks and identify issues for discussion at a national forum. This forum was held on 30 July 2015 in Canberra, and was attended by approximately 45 stakeholders, representing a diverse range of national organisations, networks and agencies as well as key state and territory peak bodies, as listed in Appendix 2.

The forum provided an overview of the draft, outlined key content and concepts and provided information about how the jurisdictional consultations had informed the draft. Participants discussed various key issues and provided feedback on the draft. The Our Watch media and communications team also sought input from stakeholders about the kinds of communications materials they might find useful to help disseminate the framework and incorporate it into their work.

Stakeholders were then given a further two weeks to provide any written feedback on the first draft, and invited to obtain and collate input from their members and networks. Written feedback was received from a total of 34 organisations, as listed in Appendix 2. All feedback was reviewed in a systematic way and where possible and appropriate incorporated in or used to inform the second draft of the framework.

3.7 Incorporation of consultation findings

The high level findings from the various consultations that were undertaken informed the development of initial and later drafts of the framework. Given the number of consultations presentations and meetings undertaken as part of this process, this report does not provide a detailed description of these discussions or of the many comments and suggestions provided by the numerous individuals and groups that participated. However, Section 4 below summarises some of the key issues raised and discussed during consultations.

4 ISSUES AND IMPLICATIONS

This section outlines a number of issues that emerged from the research, consultation and review processes undertaken during the development of the framework. It discusses the implications of these issues and explains the conceptual and practical approach taken by the framework in response.

The development of the framework drew on a combination of evidence and analysis, expertise and experience, and consultation with stakeholders. It reviewed existing research and literature, synthesising existing knowledge, identifying gaps and contested areas in prevention research, and producing new literature reviews and a series of independently authored 'think pieces' in response (presented in Sections 2 and 3 above). The process also involved significant stakeholder engagement, as described in Section 3 above. Further input and advice was provided by the National Technical Advisory Group (which also coordinated feedback from policy makers in all jurisdictions) and from various expert content contributors and independent reviewers.

A number of issues emerged during this framework development process that were subject to discussion. These can be summarised as follows:

- How the framework should be structured
- How the framework should conceptualise individual men's responsibility for, or choice to use, violence
- How the framework should address questions of intersectionality

- Challenges in developing a ‘universal’ national framework
- Preventing violence against Aboriginal and Torres Strait Islander women.

4.1 How the framework should be structured

During the various consultation processes, stakeholders made a number of suggestions about the structure, content and communications approach of the framework:

- Stakeholders called for a clear relationship between the framework and the research undertaken to inform it. In particular, they wished to see the framework clearly reflect the emerging consensus in the literature that gender inequality, and the way this manifests in particular gendered structures, norms and practices, is a significant driver of violence against women.
- There was significant discussion about whether the vision and action areas in the framework should be framed positively or negatively. Stakeholders felt that the framework should *both* highlight the severity of the problem and the entrenched nature of its drivers *and* articulate a positive, inspiring vision of a non-violent, gender equitable future that is possible.
- Discussions at the national forum and in subsequent written stakeholder feedback suggested that the structure of the framework would be more effective if the first draft (which had been a single document) was substantially redesigned to clearly separate the following two components:
 1. a succinct, plain English, easily accessible first section focused on strategies and actions (the ‘what’ and the ‘how’ of prevention), to enable readers to get key messages as quickly as possible, and identify a role for their organisation or sector
 2. a more reference-heavy second section that provides an evidence-informed justification for the strategies and actions described in the first section (the ‘why’ of prevention), by summarising the literature and consultations on which the framework is based.

This suggestion was taken up and directly informed the structure of the final framework and this accompanying *Foundations* document.
- Many stakeholders who provided feedback on framework drafts suggested that an accompanying infographic or animation should be developed to effectively communicate some of the complex dimensions of this issue. This suggestion was incorporated into the communications strategy for the framework.

4.2 How the framework should conceptualise individual men’s responsibility for, or choice to use, violence

The inclusion of a reference to ‘men’s choice to use violence’ in an initial version of the explanatory model used in consultations was a useful discussion tool and led to many important conversations about the meaning of individual choice and its conceptual status in this model. The outcome of these discussions was general agreement that the conceptual model underpinning the framework should be sociological, rather than psychological in nature. In other words, the model should be a probability-based explanation of a problem at the societal level, rather than a behavioural model that explains individual pathways to perpetration. However, there was unanimous agreement that it remains important to stress that a focus on causes and drivers at the social level does not in any way excuse individual men who perpetrate violence.

Most if not all men grow up and are socialised in environments where normative beliefs, attitudes and values supporting male privilege and entitlement prevail, and some men grow up in extremely violent and

abusive environments. Yet many men never use violence against women. Conversely, some men who do use violence against women grew up in safe and respectful homes and environments. Furthermore, evidence and expert advice suggests that the majority of men who use violence against women, especially in intimate and familial relationships, do not generally use violence elsewhere or against other people – their colleagues, bosses or friends for example. Experts in men's behaviour change programs consulted in the course of developing this framework reported that participants in such programs often describe situations outside of their intimate relationships that include various types of supposed provocations or contributors such as stress, anger, drugs or alcohol, which do not result in them using violence. Such men tend to be very conscious of the potential negative consequences of using violence in other contexts, where the power dynamics are very different to those in their intimate relationships with women. These observations strongly suggest that most men who use violence against women are capable of making conscious decisions about it.

The position of the framework is that individual men are and must be held responsible for their actions. There are two key reasons for this. First the perpetration of violence against women is a violation of women's human rights. Excusing such violence in any circumstance contravenes this right and Australia's international human rights obligations. Second, social norms are a key influence on the perpetration of violence against women. An important means of maintaining social norms against violence is to demonstrate that individuals who use violence will be held accountable. Providing excuses for violence has the potential to undermine this accountability and compromise prevention effort as well as work undertaken in the response system. For these reasons, all strategies and activities designed to prevent men's violence against women must be considered in the context of men's choice and responsibility.

4.3 How the framework should address questions of intersectionality

In the consultations and written feedback received, many stakeholders referred to the need to acknowledge a range of complex intersections. Many stressed the need to understand the way in which women's *experiences* of violence intersect with other life experiences related to, for example, their social or economic status, identity, class, race, age or ability. However, others suggested that the more important focus for a prevention framework is how various forms of structural and systemic inequality and oppression, such as racism, colonism, ageism and so on, intersect with sexism and gender inequality to *cause or drive* violence against women. Furthermore, some stakeholders called for a very strong focus on these issues of intersectionality, while others were concerned that this should not be at the expense of a central emphasis on the gendered drivers of violence against women. The issue of intersectionality is also discussed in the background research (see *Framework Foundations 1*) and several of the think pieces in this document (see in particular, those by Rees and Murdolo and Quiazon).

The framework responds to these concerns by adopting an intersectional analysis of the ways in which categories of difference and structural inequalities intersect and interact across multiple dimensions to shape and create social positions and experiences, and to drive violence or influence the circumstances of its perpetration. Most importantly, it emphasises the need for prevention efforts to respond to these intersections, both by tailoring universal strategies to different contexts, and by devoting additional resources and effort to strategies that address the compounding effect of these intersections on particular women.

Women's and men's identities, social positions, experiences and access to power and resources are shaped not just by sex and gender, but by a range of other social categories of difference, including Aboriginality, 'race', ethnicity, faith, class and socio-economic status, ability, sexuality, sex or gender identity/experience, education level, age, immigration status, and so on. These factors are associated with economic, cultural and political power structures that operate in systemic ways, privileging some individuals and groups and disadvantaging others and producing distinctive forms of disadvantage. These

power structures and systems of oppression include sexism, colonisation, classism, racism and faith-based discrimination, ageism, ableism, and heterosexism.

People's social positions and identities are not fixed but dynamic, and historically and contextually dependent, and people generally belong to more than one community, and identify themselves and their social position in more than one way. Social positions and experiences intersect across multiple dimensions for different individuals and social groups, and produce complex effects. Individuals will experience different kinds of advantage and disadvantage, or privilege and oppression, often at the same time, and experiences change over time and in different contexts. Nevertheless, at the social level, these power structures produce identifiable patterns of structural inequality. For example, colonisation has resulted in the disintegration of traditional Indigenous culture, roles and knowledge, seen Indigenous people dislocated from country and family, and produced significant intergenerational and cumulative trauma for Aboriginal and Torres Strait Islander people, families and communities, as well as entrenched social, political and economic disadvantage in the contemporary context. Indigenous people also experience racism, in related but different ways to people from a range of other cultural or language groups in Australia, who also experience its myriad effects – from stereotyping to economic disadvantage, marginalisation, discrimination and violence. For people with disabilities, ableism can also result in discrimination and marginalisation, reducing opportunities for social and economic participation. An Aboriginal person with a disability will experience the complex and intersecting effects of ableism, racism and colonisation.

These intersecting systems and structures play a role in creating the conditions for violence against women and their children, as well as other forms of violence and discrimination. While sexism and gender inequality are particularly significant in creating the conditions for and driving violence against women, they do this in intersection with these other structural inequalities and systems of oppression and discrimination. This produces particularly significant effects for some groups. For example, the intersection of sexism and ableism sees women and girls with disabilities experience increased levels, intensity and severity of violence compared to men with disabilities and women more generally. Violence against lesbians and bisexual women and transgendered and intersex people may be driven by a combination of sexism, heterosexism, homophobia, biphobia and transphobia, all of which privilege rigid ideas about gender and sexuality and do not accommodate diversity in sexual orientation, gender identity or expression, or bodily variation. And perhaps most notably, the intersection of gendered drivers with the devastating historical and contemporary impacts of colonisation helps explain the far higher prevalence of violence against Aboriginal and Torres Strait Islander women, who are 12 times more likely to be the victim/survivor of assault than non-Indigenous women³, and more than 31 times more likely to be hospitalised for injuries caused by assault than other Australian women.⁴

This intersectional analysis has a number of implications for a prevention framework. Many policies and practices *responding* to violence against women and their children try to take into account the ways in which victim/survivors' experiences might be affected by discrimination and disadvantage on the basis of factors such as age, race, religion, disability, sexual identity and orientation, geographic location and socio-economic circumstance. Many prevention and early intervention approaches to date have taken a similar population group approach, often citing those groups perceived to be more 'vulnerable' or 'at risk' of violence. Consultations during the development of this framework noted that, for a prevention framework, such an approach addresses the problem from the wrong way round. It is clear that rates of violence are higher for some groups of women and that there is a pressing need to focus attention and

³ Keel, 2004. *Family violence and sexual assault in Indigenous communities: 'Walking the talk'* (Briefing No. 4). Melbourne: Australian Institute of Family Studies.

⁴ Tayton, S., Kaspiew, R., Moore, S., & Campo, M. (2014). *Groups and communities at risk of DFV: A review and evaluation of domestic and family violence prevention and early intervention services focusing on at-risk groups and communities*. Melbourne: Australian Institute of Family Studies.

effort on addressing this. But preventing violence (as distinct from responding to it) requires putting the emphasis, not on particular women as potential victims, but on *who is perpetrating the violence and what is driving it*. It requires consideration of how structural inequalities and systems of oppression and discrimination affect the *drivers and social preconditions* for that violence, rather than the experience of it.

The research informing this framework has clearly identified gender inequality as a key driver of violence against women, but an intersectional approach pushes us to consider this more deeply. It suggests that different groups of women not only experience violence differently, but *experience gender inequality differently too*. Indeed, when it comes to developing strategies to prevent violence against women, gendered drivers may not be the only or even the most important consideration in every context. Other intersecting systems of oppression, inequality and discrimination, such as racism, colonialism, ableism, homophobia and transphobia, may be equally (or more) significant in some circumstances.

An intersectional approach to *preventing* violence against women and their children involves highlighting the particular significance of sexism, misogyny and gendered relations of power as drivers of violence against women, while also understanding the relevance and contribution of other systems of power to this violence. It means focusing at the social level on the intersecting ways in which these systems of power reinforce, exacerbate or magnify the drivers of violence and influence patterns of perpetration.

Addressing these intersecting drivers means developing a universal population-wide approach to prevention that includes and reaches everyone across the diversity of Australian society, while also tailoring efforts to particular groups and contexts, and devoting additional resources and effort to address the compounding effect of these various drivers on particular women.

4.4 Challenges in developing a ‘universal’ national framework

The consultations indicated support for the aims of the national framework, as an overarching resource that provides high-level guidance for population-level primary prevention in Australia, with content that is relevant across jurisdictions and an approach that is inclusive of all groups, that simultaneously recognises the need for planning and implementation of much prevention work to be tailored and specific.

However many stakeholders were also conscious of the limitations of a universal approach, and the need for further more specific resources to be developed to support and help operationalise the framework. As one stakeholder suggested, the framework should be seen as the essential ‘first piece of the jigsaw’, with further complementary pieces to follow. There was particular support for the development of subsequent more detailed, context-specific resources to inform the implementation of prevention actions in particular settings, such as schools, workplaces or sporting clubs, or among particular groups.

Our Watch is committed to developing these kinds of resources to support the framework. The priority among these is a specific resource focused on the prevention of violence against Aboriginal and Torres Strait Islander women (described below).

4.5 Preventing violence against Aboriginal and Torres Strait Islander women

As described above, the framework is national in scope, underpinned by the principle of intersectionality, and intended to guide the prevention of violence against all women, including Indigenous women. The research and consultation process for the framework nevertheless confirmed the need for an additional resource specifically dedicated to supporting and guiding the

prevention of violence against Aboriginal and Torres Strait Islander women in more detail. This is in line with the assertion in the National Plan to Reduce Violence against Women and their Children⁵ that there is a need for additional effort and extra resources to reduce violence against Indigenous women.

Accordingly, and following the release of this framework, Our Watch will develop a separate resource to support and guide the prevention of violence against Indigenous women, to be released in 2016. This commitment is based on the recognition that:

- The far higher prevalence and severity of violence against Indigenous women indicates the importance of prioritising the prevention of violence against Indigenous women.
- The consequences of violence for Indigenous women are compounded by the political, social and cultural histories of Indigenous Australians, and specifically by the longstanding and ongoing impacts of colonialism, and the legacies of past government failures. When Indigenous women experience violence they do so in the context of multiple intersecting forms of oppression, discrimination and disadvantage. They are also more likely to face barriers to accessing existing services. These complexities demand particular and focused attention.
- The differential rate of violence experienced by Indigenous women suggests some unique features related to causal and risk factors⁶ that are necessary considerations from a prevention perspective.
- Prevention efforts need to be tailored to take account of the social, cultural and geographic contexts, and the physical circumstances in which Indigenous people live. In particular there are additional challenges for undertaking prevention in remote Indigenous communities, where the context is one of extreme social and economic disadvantage of a kind not found elsewhere.

The new resource will emphasise the high prevalence and particularly complex nature of violence against Aboriginal and Torres Strait Islander women, and state the need for a prioritisation of effort, funding and resources to prevent this violence. It will seek to better understand the particular dimensions and drivers of this violence, the impact of the multiple forms of discrimination, marginalisation and disadvantage experienced by Aboriginal people, and the ways in which these interact to drive and exacerbate violence against women.

It will then consider the implications of this understanding for prevention policy and practice. This will include outlining the ways in which prevention strategies need to be designed, tailored or targeted, to ensure they are culturally appropriate and relevant, with a view to increasing the effectiveness of policy, practice and programs in preventing violence against Indigenous women. The resource will also consider the particular issues that need to be addressed when developing prevention strategies in urban, regional and remote contexts, with a focus on the development of local, community-led and strengths-based solutions.

In outlining effective principles and practices for prevention strategies, the resource will draw on established sources of guidance for the development of legislation, policies and programs for Indigenous people more broadly.⁷

⁵ Council of Australian Governments, 2011 *National Plan to Reduce Violence against Women and their Children 2010–2022*, p. 20.

⁶ Blagg, Harry, Nicole Bluett-Boyd and Emma Williams, 2015. *Innovative models in addressing violence against Indigenous women: ANROWS State of knowledge paper*, p.3.

⁷ See for example, the criteria outlined by the Aboriginal and Torres Strait Islander Social Justice Commissioner (2007) *Social Justice Report 2006* Human Rights and Equal Opportunity Commission, Sydney, p. 3-13.

The development of this Indigenous-specific resource will be a participatory process that involves a diverse range of Aboriginal and Torres Strait Islander representatives from around the country. Its development will be guided by an Advisory Committee of Aboriginal and Torres Strait Islander people from around the country. The Committee will be appointed by Our Watch following a public Expression of Interest process. Dependent on EOIs received, Our Watch will aim to appoint a Committee that includes representatives of Aboriginal community controlled organisations and members with relevant frontline service experience and research, policy and practice expertise.

ADDITIONAL RESOURCES TO BE DEVELOPED

Our Watch intends to lead the participatory development of a series of resources to accompany and support the framework. These will include:

- a guide to prevention monitoring, to measure national progress on the prevention of violence against women
- more detailed, context-specific resources such as implementation guidance, minimum policy or practice standards or action plans to inform prevention efforts in particular settings, such as schools, workplaces or sporting clubs, or among particular groups
- a specific resource focused on the prevention of violence against Aboriginal and Torres Strait Islander women (described above).

APPENDICES

Appendix 1: Stakeholder participation – jurisdictional consultations

The following is a list of stakeholders who attended the jurisdictional consultations.

Australian Capital Territory

Name	Organisation
Aldridge, Greg	Canberra Men's Centre
Bamford, Michelle	ACT Office for Women
Beckmann, Beth	Gender Institute, The Australian National University
Blain, Amy	Independent consultant
Chatham, Liz	Health Directorate
Chivers, Jo	Aboriginal and Torres Strait Islander Elected Body
Crimmins, Frances	YWCA
Dalley-Fisher, Helen	Equality Rights Alliance
Draskovic, Mirsada	Toora Women's Inc
Easteal, Patricia	University of Canberra
Giorgi, Caterina	Foundation for Alcohol Research and Education
Hillan, Lisa	Healing Foundation
Kosasih, Michele	Foundation for Alcohol Research and Education
Martin, Robert	Inanna Crisis Service
Martin, Robyn	Beryl Women's Refuge
Martin, Victor	Justice and Community Safety Directorate, ACT Government
Paniker, Sara	Toora Women's Inc
Rosenman, Elena	Women's Legal Centre
Rowe, Margie	Women's Legal Centre
Silver-Peters, Marluce	Doris Women's Refuge
Stevens, Glenda	Homelessness Australia
Wilson, Mirjana	Domestic Violence Crisis Service

New South Wales

Name	Organisation
Andrews, Shaneen	Taree / Kempsey Women's Refuge
Booth, Shelley	Women New South Wales, Department of Family and Community Services
Bosmans, Roger	Taree / Kempsey Women's Refuge
Foran, Christina	Women New South Wales, Department of Family and Community Services
Harvey, Kt	Department of Family and Community Services
Horne, Kathryn	Department of Family and Community Services
Howe, Tracy	New South Wales Council of Community Services
Jarron, Christina	White Ribbon

Name	Organisation
Kissouri, Maria	Department of Family and Community Services
Lazarou, Bev	Legal Aid New South Wales
Mackay, Erin	Australia's National Research Organisation for Women's Safety
Murphy, Margaret	Catholic Care
Paillas, Ruth	Women New South Wales, Department of Family and Community Services
Salter, Michael	University of Western Sydney
Sharman, Zoë	Department of Family and Community Services
Sharobeem, Eman	Immigrant Women's Health Service
Smith, Susan	Legal Aid New South Wales
Walton, Stephen	Catholic Care

Northern Territory

Name	Organisation
Bartjen–Westermann, Christa	Northern Territory Council of Social Services
Bremner, Narelle	Domestic Violence Directorate, Department of Attorney General and Justice
Brennan, Naomi	Domestic Violence Directorate, Department of the Attorney-General and Justice
Butler, Deborah	Office of Aboriginal Health Policy & Engagement, Department of Health
Cooper, Danielle	Central Australian Aboriginal Legal Aid Service
Di Cesare, Emily	Nganyatjarra Pitjantjajarra Yankunytjatjara (NPY) Women's Council
Donnelly, Robyn	Relationships Australia
Goldflam, Russell	Northern Territory Legal Aid Commission, Alice Springs
Hamad, Sam	Nganyatjarra Pitjantjajarra Yankunytjatjara (NPY) Women's Council
Lee, Josephine	Department of Education
Lovell, Caroline	Central Australian Aboriginal Congress
Macaulay, Lauren	Central Australia Women's Legal Service
Martin, Deirdre	Central Australian Aboriginal Family Legal Unit
Olle, Liz	Alice Springs Integrated Response to Family and Domestic Violence, Department of Children and Families
Overend, Bryn	Central Australian Aboriginal Legal Aid Service
Pearce, Graeme	Department of Corrections – Cross Borders Program
Phoo, Sue	Northern Territory Legal Aid Commission and Domestic Violence Legal Service
Ryan, Anna	Central Australia Women's Legal Service
Sangster, Joanne	Domestic Violence Directorate, Department of the Attorney-General and Justice
Smith, Sherree	Top End Women's Legal Service
Taylor, Lesley	National Association for Prevention of Child Abuse and Neglect
Viegas, Maria	Department of Local Government & Community Services
Wakefield, Dale	Alice Springs Women's Shelter
Winra, Aimee	Central Australia Women's Legal Service
Woolcock, Leigh	Anglicare Northern Territory
Yffer, Max	Ingkintja Male Health, Central Australian Aboriginal Congress

Queensland

Name	Organisation
Barassi-Rubio, Cecilia	Immigrant Women's Support Services
Barlow, Yvette	Yumba Meta – Breaking the Cycle
Bartolo, Cath	YFS Ltd
Berry, Leona	WWILD Sexual Violence Prevention Association
Bradley, Amanda	Children by Choice
Callande, Anne-Maree	Brisbane Youth Service
Callope, Marion	Department of Aboriginal and Torres Strait Islander Partnerships
Cooper, Penny	Department of Education and Training
Corbin, Bonney	Respectful Relationships, Family Planning Queensland
Cox, Belinda	Brisbane Domestic Violence Service
Crawford, Cathy	North Queensland Combined Women's Services
Crossing, Barb	Women's House Shelta
Deerain, Pia	Women's House Shelta
Douglas, Heather	University of Queensland
Dupree, Lorraine	PeakCare Queensland
Edwards, Karen	Boystown
Edwards, Lindy	Seras Women's Shelter
Faulkner, Kathy	Women's Health Queensland Wide
Fremantle, Ros	Sunny Kids
Gibbons, Lisa	Multicultural Affairs Queensland
Gingell, Sharon	Nundah Neighbourhood Centre
Gurd, Joanna	Department of Health
Hawken, Maree	Queensland Women's Health Network
Jozelijc, Yasmine	Domestic Violence Connect Crisis Support Queensland
Killer, Megan	Uniting Care Queensland
Kobierski, Elisabeth	Boystown
Lance, Mark	Queensland Police and White Ribbon
Larkin, Rosemary	Macleod Accommodation Support Service
Latter, Sheridan	Department of Communities, Child Safety and Disability Services
Mangan, Dianne	Ending Violence Against Women
Marriage, Lisa	OzCare
Monsour, Paul	Services and Practitioners for the Elimination of Abuse Queensland
O'Shea, Donna	Multicultural Affairs
Peters, Trudi	National Association for Prevention of Child Abuse and Neglect
Reed, Abigail	Department of Communities, Child Safety and Disability Services
Rita, Karen	Mater Health Services
Scattini, Gabrielle	Department of Communities, Child Safety and Disability Services
Schimke, Beverly	Central Queensland Combined Women's Refuge Network
Small, Leanne	Department of Communities, Child Safety and Disability Services
Turner, Chris	Sunny Kids
Washbourne, Kelly	Department of Communities, Child Safety and Disability Services
Welch, Rachel	Department of Premier and Cabinet
Wild, Susan	Queensland Indigenous Family Violence Legal Service
Williams, Natalie	National Association for Prevention of Child Abuse and Neglect
Woodbridge, Pauline	North Queensland Domestic Violence Resource Service

South Australia

Name	Organisation
Blair, Amanda	Premier's Council for Women
Brown, Emma	SafeWork South Australia
Cirocco, Lucy	White Ribbon
Dann, Sandra	Working Women's Centre
Dee, Katrina	Yarrow Place Rape and Sexual Assault Service
Edwards, Anne	Australia's National Research Organisation for Women's Safety
Ehrat, Heidi	Coroner's Office
Farrell, Glen	SafeWork South Australia
Fletcher, Anthony	Australia's National Research Organisation for Women's Safety
Forsyth, Liz	YWCA
Francis, Annie	Office for Women
Gale, Anne	South Australian Equal Opportunity Commission
Hagias, Maria	Coalition of Women's Domestic Violence Services
Heap, Mel	Women's Information Service
Leaker, Mary	Disability South Australia, Policy and Inclusion
Lewis, Chelsea	YWCA
Lionnet, Nicole	Office for Women
Mort, Fiona	Office for Women
Mundker-Raghupathi, Anuradha	Premier's Council for Women
Novak, Lauren	The Advertiser
Richardson, Trevor	Coalition of Men to End Violence Against Women
Rigney, Craig	Kornar Winmil Yunti
Roffe, Julian	Victim's Support Service South Australia
Stokes, Tod	Kornar Winmil Yunti/ Port Noarlunga Football Club
Taylor, Jemma	YWCA
Vezzo, Marta	Aboriginal Legal Rights Movement

Tasmania

Name	Organisation
Atkins, Jacinta	Women's Services Network / Centacare Tasmania
Bennett, Marie	Red Cross / Breaking the Silence
Cooling, Natalie	Communities, Sport and Recreation Tasmania
Davis, Rebecca	Department of Police and Emergency Management
Dean, Marg	Laurel House North & North West Tasmania Sexual Assault Services
Diamond, Susan	Department of Health and Human Services
Graham, Catherine	Department of Health and Human Services
Johnson, Amanda	Community Corrections
Johnson, Iona	Hobart Women's Shelter
Kulienburg, Nell	Salvation Army
Lucas, Peter	University of Tasmania
MacDonald, Siubhan	Department of Health and Human Services
MacDonald, Siubhan	Department of Health and Human Services
Mason White, Holly	Sexual Assault Support Services
Milbourne, Stacey	Salvation Army
Pennicott-Jones, Suzanne	Department of Health and Human Services
Robertson, Amy	Communities, Sport and Recreation Tasmania
Taylor, Therese	Colony 47
Thompson, Yabbo	Migrant Resource Centre
Triffit, Angela	Office of Aboriginal Affairs, Communities, Sport and Recreation Tasmania
van Adrichem, Pauline	Women's Legal Service
Wagner, Leica	Tasmanian Office of Anti-Discrimination Commission
Webb, Meg	Tasmanian Council of Social Services
Winter, Romy	University of Tasmania

Victoria

Name	Organisation
Ball, Sue	Legal Services Board
Barrett, Catherine	La Trobe University
Beaumont, Marilyn	Australian Women's Health Network
Bhandary, Roshan	In Touch, Multicultural Centre Against Family Violence
Blay, Danny	Consultant
Bodde, Ree	Anglican Diocese of Melbourne
Braybrook, Antoinette	Aboriginal Family Violence Prevention and Legal Service
Butera, Rita	Women's Health Victoria
Campbell, Philippa	Senior Rights Victoria
Campo, Monica	Australian Institute of Family Studies
Crabbe, Maree	Brophy Family Youth Services
Craik, Christine	RMIT University
Crooks, Mary	Victorian Women's Trust
Currie, Tracy	National Aboriginal and Torres Strait Islander Women's Alliance
Davies, Libby	White Ribbon
de los Reyes, Maria	Department of Justice and Regulation
Dewse, Malia	Department of Health and Human Services

Name	Organisation
Dimopolous, Maria	Myriad Consultants
Dyson, Sue	La Trobe University
Frawley, Patsie	La Trobe University
Furman, Sheryl	Jewish Taskforce Against Family Violence
Green, Rachel	Royal Commission into Family Violence
Gregory, Robyn	Women's Health Association of Victoria
Hargrave, Jen	Women with Disabilities Victoria
Hargreaves, Libby	Baby Makes 3 Program
Holmes, Scott	Y Gender Project, YMCA
Kwok, Wei Leng	VicHealth
Laurie, Anthony	Royal Commission into Family Violence
Lee-Ack, Emily	Women's Health Association Victoria
Macdonell, Camilla	Department of Premier and Cabinet
Martin, Jodie	Gippsland Prevention of Men's Violence Against Women Regional Steering Committee
McGuire, Magdalena	Department of Premier and Cabinet
Meade, Elizabeth	Whittlesea Council
Murphy, Liz	VicHealth
Mutha-Merrennege, Pasanna	Women's Legal Service Victoria
Nagle, Kellie	Municipal Association of Victoria
O'Shaughnessy, Molly	Safe Steps
Oberin, Julie	Women's Services Network
Olaris, Kristine	Women's Health East
Pease, Bob	Deakin University
Petry, Brad	Department of Justice and Regulation
Pierorazio, Nancy	City of Melbourne
Powell, Anastasia	RMIT University
Quiazon, Regina	Multicultural Centre for Women's Health
Reid, Susie	Women's Health Association Victoria
Riseborough, Helen	Women's Health Association of Victoria
Smith, Maureen	Western Integrated Family Violence Committee
Squatrito, Gina	Victorian Equal Opportunity and Human Rights Commission
Stewart, Anna	Outer East Preventing Violence Against Women Cluster Project
Streker, Peter	Consultant
Summers, Teneille	City of Darebin
Torney, Jane	Generating Equality and Respect Project
Vaughn, Cathy	University of Melbourne
Warren, Julie	Department of Health and Human Services
Wilkinson, Emma	Maribyrnong City Council
York, Fiona	Ethnic Communities Council of Victoria
Zuniga, Valeska	AMES Settlement and Asylum Seeker Program

Western Australia

Name	Organisation
Afsar, Rita	Office of Multicultural Interests
Atherton, Lynda	Department for Child Protection and Family Support
Ball, Simon	Department of Social Services
Barron, Leanne	Starick Services
Blitz-Cokis, Kathy	Department of Health
Brand, Kathleen	Starick Services
Cangemi, Lesley	Ishar Multicultural Women's Health Service
Cooke, Tori	Anglicare
Cowden, Mhairi	Department of Premier and Cabinet
Cowley, Mary	Aboriginal Family Law Services
Cox, Dorinda	Consultant
Creado, Andrea	Ishar Multicultural Women's Health Service
Dowd, Elaine	Department of Local Government and Communities
Evans, Alison	Women's Community Health Network Western Australia
Green, Damian	Communicare
Guldbaek, Heidi	Women's Law Centre of Western Australia
Hall, Jacki	Yorgum Aboriginal Corporation
Hovane, Michael	Legal Aid of Western Australia – Domestic Violence Legal Unit
Hovane, Victoria	Australia's National Research Organisation for Women's Safety
Hunt, Mark	Department for Child Protection and Family Support
Janz, Josie	Wirrapanda Foundation
Jowle, Bev	South Coastal Women's Health Services
Kristal, Kedy	Patricia Giles Centre
Leggett, Nicole	Department of Child Protection and Family Support
Lorca, Julie-Ann	South West Refuge
McClean, Don	Western Australia Police
No surname listed, Mary	South West Refuge
Potter, Julie	Yorgum Aboriginal Corporation
Roberts, Alisha	Yorgum Aboriginal Corporation
Smith, Andrea	Aboriginal Family Law Services
Smith, Karen	Department for Child Protection and Family Support
Watt, Felice	Sexual Assault Resource Centre
Weinmann, Martha	Centrecare Southwest
Young, Sue	Western Australia Police

Appendix 2: Stakeholder participation – national forum and feedback

Stakeholders who were provided with a draft of the Framework, and who attended the national consultation, July 2015

Name	Organisation
Abbasova, Gulnara	Federation of Ethnic Community Councils Australia
Aggarwal, Alison	Australian Human Rights Commission
Armstrong, Adele	UN Women
Bannister, Kelly	Australian Women's Health Network
Bartholomeusz-Raymond, Nadine	Beyond Blue
Baulch, Moo	Domestic Violence New South Wales
Bhanery, Roshan	In Touch (Multicultural Centre Against Family Violence)
Brady, Jackie	Family & Relationship Services Australia
Brookes, Dianne	First People's Disability Network
Brown, Philip	Department of Social Services, Australian Government
Cadwallader, Jess	People With Disability Australia
Connor, Samantha	Disability Advocate
Corpuz-Brock, Jane	Immigrant Women Speak Out
Cowley, Mary	Aboriginal Family Law Services
Currie, Tracy	National Aboriginal and Torres Strait Islander Women's Association
Davies, Libby	White Ribbon
Dee, Katrina	National Association of Services against Sexual Violence
Delaney, Maria	Association of Women Educators
El Matrah, Jourmanah	Australian Muslim Women's Centre for Human Rights
Everingham, Suzanne	Department of Local Government & Community Services, Northern Territory
Faithful, Ana	Department of Health and Human Services, Victoria
Ferrari, Georgie	Youth Affairs Council of Victoria
Flanagan, Jane	National Ethnic Disability Alliance
Lachlan, Vicki	Coalition of Women's Domestic Violence Services, South Australia
Mackay, Erin	Australia's National Research Organisation for Women's Safety
Marshall, Jude	Queensland Domestic Violence Services Network
Mitra-Kahn, Trish	Australia's National Research Organisation for Women's Safety
Murdolo, Adele	Multicultural Centre for Women's Health
Nancarrow, Jac	Department of Health and Human Services, Victoria
Neville, Alisoun	Aboriginal Family Violence Prevention and Legal Service
Quinn, Andrea	Australasian Council of Women and Policing
Shaw, Barbara	Department of Communities, Child Safety & Disability Services, Queensland
Stanford, Chrystina	Canberra Rape Crisis Centre (Nominated ACT Family Violence & Sexual Assault Service Representative)
Telesny, Monica	Australian Local Government Association
Wakefield, Dale	Alice Springs Women's Shelter (Nominated NT Family Violence & Sexual Assault Service Representative)
Ward, Sarah	Foundation for Alcohol Research and Education
White, Jessica	Women With Disabilities Australia
Willington, Yolanta	Department of Social Services, Australian Government

Other stakeholders provided with a draft of the Framework, July 2015

Name	Organisation
Ansara, Gávi	LGBTI Health Alliance
Briggs, Lisa	National Aboriginal Community Controlled Health Organisation
Bamford, Michelle	ACT Office for Women
Foran, Christine	Women New South Wales
Fullard, Haidee	Women's Essential Service Providers, Tasmania
Kent, Kate	Department of Premier and Cabinet, Tasmania
Mort, Fiona	Office for Women, South Australia
Mitchell, Sherrilee	Family and Domestic Violence Unit, Department for Child Protection and Family Support
Goldie, Cassandra	Australian Council of Social Services
Guldbaek, Heidi	Women's Legal Services Australia
Hartwig, Angela	Women's Council for Domestic Violence and Family Services, Western Australia
McCormack, Fiona	Domestic Violence Victoria
McSorely, Louise	Workplace Gender Equality Agency
Morgan, Lucy	Refugee Council of Australia
Oberin, Julie	Women's Services Network / Australian Women Against Violence Alliance
Randall, Robert	Australian Curriculum, Assessment and Reporting Authority
Snell, Liz	Women's Legal Services Australia
Tully, Karen	National Rural Women's Coalition
Sangster, Joanne	Domestic Violence Directorate, Department of Attorney-General and Justice, Northern Territory
Willis, Karen	Rape and Domestic Violence Services Australia

Stakeholders who provided written feedback on the draft, August 2015

Name	Organisation
Not provided	Youth, Support and Advocacy Service (YSAS)
Abbasova, Gulnara	Federation of Ethnic Community Councils (FECCA)
Aggarwal, Alison	Australian Human Rights Commission
Ansara, Gavi	National LGBTI Health Alliance
Bannister, Kelly	Australian Women's Health Network (AWHN)
Bartholomeusz-Raymond, Nadine	Beyond Blue
Bhanery, Roshan	In Touch (Multicultural Centre for Women's Health)
Blay, Danny	Consultant
Cadwallader, Jess	People with Disability Australia
Connor, Samantha	Disability Advocate
Corpuz-Brock, Jane	Immigrant Women Speak Out
Davies, Libby	White Ribbon
Dee, Katrina	National Association of Services Against Sexual Violence (NASASV)
Delaney, Maria	Association for Women Educators
El Matrah, Jourmanah	Australian Muslim Women's Centre for Human Rights
Ferrari, Georgie	Youth Affairs Coalition Victoria
Flanagan, Jane	National Ethnic Disability Alliance
Fullard, Haidee	Women's Essential Service Providers Tasmania

Name	Organisation
Guldbeck, Heidi	Women's Legal Services Australia (WLSA)
Kumar, Rashmi	Safe Steps
Kun, Julie	Women's Information and Referral Centre (WIRE)
Marshall, Jude	Queensland Domestic Violence Services Network
McCormack, Fiona	Domestic Violence Victoria
Merrett, Kelvin	The Salvation Army
Morgan, Lucy	Refugee Council of Australia
Murdolo, Adele	Multicultural Centre for Women's Health
Neville, Alisoun	National Family Violence Prevention Legal Services Forum
O'Neile, Karen	Australian Curriculum, Assessment and Reporting Authority (ACARA)
Stanford, Chrystina	Canberra Rape Crisis Service
Thomas, Alina	Support, Help and Empowerment (SHE) Tasmania
Ward, Sarah	Foundation for Alcohol Research and Education (FARE)
White, Jessica	Women With Disabilities Australia
Willis, Karen	Rape and Domestic Violence Services Australia