

From the ED



The year is well and truly underway here at EDVOS and across our sector. At EDVOS we've welcomed three new Directors to our Board and I'm very pleased to say they are settling in well and already making positive contributions to our Governance systems and structures. The Board has recently held their annual strategic planning work shop which provided a wonderful opportunity to reflect on all that has been achieved in the past year while looking ahead and setting the priorities for the next 12-24 months.

I was delighted to welcome Victorian Senator Jane Hume, Chair of Economics Legislation Committee, Liberal Party of Australia, to our office in May. Senator Hume was very impressed with the innovative work EDVOS is producing and we thank her for her time and support. I have also met individually with key Victorian Liberal and Labor Party MPs and their interest and enthusiasm for the work being undertaken in the family violence sector was pleasing to see.

EDVOS has commenced the After Hours Crisis Response for Eastern Metropolitan Region, which enables us to provide 24hour support 7 days a week to women in crisis accommodation. The program is still finding its feet across Victoria and we are delighted that this service is now available to women and children.

As you may recall, I had the pleasure of attending the Family Justice Centre conference in the US last year. The benefits of attending the conference were so great that EDVOS sent two senior managers and our Board Chair to this year's conference in Texas. Our Regional Family Violence Partnership (RFVP) Principal Strategic Advisor was also approved to attend on behalf of the RFVP. It is fabulous that we have the opportunity to network with international agencies and share our knowledge and experience. The learnings from this conference were immense and we look forward to sharing these with you soon.

EDVOS was pleased to sponsor Doncare's 'Empowered Women, Empowering Women' event in April. We had a group of staff attend the function and they were thoroughly inspired by the presentations. Well done to Doncare on such a wonderful event.

I am pleased to have been invited to participate on the Family Violence Funding Reform Reference Group and look forward to the opportunity to further improve funding methodologies and systems.

As you continue to read this newsletter I think you will agree that EDVOS is leading and delivering very innovative and important work! I'm certainly very proud of the achievements we are making.

Jenny

Jenny Jackson
Executive Director

Our Vision

A community free from family violence, where everyone feels safe.



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updates and ways
to be involved.



Level Playground Launch

EDVOS successfully launched their new primary prevention program, **Level Playground**, on 4 May 2018. Level Playground aims to support parents, caregivers and early childhood educators to challenge rigid gender stereotypes and gender norms in their everyday interactions with young children. It is themed around how children learn, play and what they read. Supporting the Program and in attendance at the launch were Member for the Eastern Metropolitan Region (EMR) Shaun Leane and staff from community health services, Inner East Primary Care Partnership, Doncare, the Regional Family Violence Partnership, Swinburne University, local government, Women's Health East and other key community members.

Level Playground is underpinned by the 'Change the Story' framework for prevention of gender based violence against women and addresses the drivers of rigid gender stereotypes and gender equality in the early years by initiating positive change.



Level Playground Team: Jo van Dort, Loren Imbrogno & Brianna Myors including Shaun Leane

Research findings show that the vast majority of parents value equality very highly. They want girls and boys to be treated the same in their early years, they want to challenge the restrictive gender stereotypes that surround them and they want to promote non-violence to their children.

Level Playground is starting the conversation and building an online community which shares information, practical tips and resources on their **Blog, Website, Facebook** and **Instagram Pages**.

If you would like to get involved, **subscribe to the Level Playground E-Newsletter**, or contact our office on **9259 4200**, email: contact@levelplayground.org.au



HaiR-3R's Program

As part of EDVOS's HaiR-3R's (Recognise, Respond and Refer) unique training program, the dedicated Education and Training Team have educated more than one hundred salon professionals and students in the Eastern Metropolitan Region (EMR) since the program's launch in February 2018.

EDVOS HaiR-3R's program respects the trusting relationship between a client and a salon professional, research findings show that the unique nurturing bond between women and their salon professionals, can often lead to women disclosing warning signs of family violence. An international review of similar programs in Canada (Neighbours, Friends and Families, 2016), USA (University of Kentucky, 2014 and Cut It Out, 2016), New Zealand (Hairdressers Can Help, 2015), Puerto Rico (Beauty Salons for Preventing Domestic Violence, 2013) and South Australia (Southern Primary Health, 2013) has found high levels of success with similar programs.

Salon professionals are educated about gender stereotypes, gender inequality as the main driver of family violence, recognising the signs, what constitutes violence, how to respond to family violence disclosures and refer to specialist family violence services in their area. Due to high demand for these training sessions, the HaiR-3R's program has extended to local TAFEs, hair academies in the wider Melbourne Metropolitan Region. An additional twelve training sessions are planned until 30 June 2018.

In-line with the *Free from Violence – Victorian Primary Prevention Framework* the pre and post evaluations aim to measure indicators on 'Outcome 3 - Victorians hold attitudes and beliefs that reject gender inequality and family violence – Victorians understand the causes and forms of family violence, who is affected by violence, and the impact on victims'.



HaiR-3R's Program

Key indicators used in the HaiR-3R's pre-post evaluation include:

- Increased recognition of the significant impact of violence on victim survivors;
- Increase awareness and understanding of the extent and impact of gender inequality; and
- Increased culture of challenging gender inequalities.

The Community Partnership Primary Prevention (CPPP) funded by the Victorian Government, supports the program development and pilot trainings until the end of June 2018. EDVOS will collect pre and post training evaluation feedback from every single participant, analyse the change in attitude, awareness, capacity and confidence and report the findings in late July 2018. EDVOS plans to conduct a focus group evaluation with a lecturer in Gender Studies looking at qualitative data.

EDVOS will produce a film interviewing salon professionals and peak bodies to further promote the HaiR-3R's Training Program and capture genuine voices of the participants. EDVOS will endeavour to seek further funding to continue and expand the initiative nation-wide.



CLICK HERE to view the recent blog written by Delilah Hair Studio who attended the HaiR-3R's program.

CLICK HERE to view the recent Channel 9 Today Show interview on HaiR-3R's with EDVOS ED Jenny Jackson.

For further information visit: [EDVOS HaiR-3R's Web Page](#) or contact Mandy Hudson: mandyh@edvos.org.au ph: 03 9259 4282



Like and Share the [HaiR-3R's Facebook Page](#).

EDVOS Organisational Gender Audit

EDVOS conducted an internal **Gender Audit** in January 2017. Gender equality forms part of EDVOS's core mission statement and demonstrates a strong organisational commitment for gender equality. EDVOS, predominantly a female employer due to the nature of their work, are keen to ensure that their organisational culture, policies and practices support gender equality, work/life balance, opportunities to leadership, professional development and participation in the workforce for all staff.

Workplace gender audits are an increasingly popular and common tool to assess how their organisational culture, procedures and practices are influencing, creating or reinforcing gender inequality. Women continue to earn less than men, are less likely to hold decision-making and leadership roles, and continue to experience discrimination and sexual harassment at work (*WGEA 2017*). The effects of gender inequality are costly not only to Australian businesses, but they also impact adversely on the health and wellbeing of individuals (*VicHealth, 2007, WGEA, 2015*).

In the Eastern Metropolitan Region (EMR) of Melbourne, almost thirty community agencies have committed to work on a shared health promotion priority of promoting gender equality to prevent violence against women. Under the auspice of Women's Health East (WHE), a regional plan has been developed called ***Together for Equality and Respect (TFER)*** to support integrated and coordinated action on this issue. EDVOS is a signatory to this plan, and the audit results will contribute to the findings of this regional work.

The audit will also assist in learning if programs and services delivered are gender-sensitive for the women that live within the EMR.



EDVOS OUTCOMES FOR WORKPLACE GENDER EQUALITY AUDIT



There are a range of factors that support workplace gender equality at EDVOS including strong organisational vision, commitment and culture, flexible working arrangements, and investment in women’s talent and leadership. Improvement to policies and training on workplace gender equity will further strengthen EDVOS’ position as a workplace of choice for women. These ongoing improvements will be undertaken by the Senior Management team.

To find out more about Gender Audits contact the EDVOS Health Promotion Team on email prevention@edvos.org.au or phone **03 9259 4200**.

EDVOS supporting all Maternal Health Services

Family violence can escalate during a relationship separation process, another time it may begin or intensify is during pregnancy and after the baby is born.

Women can feel isolated after their baby is born and Maternal Child Health Centres (MCHC) may be the only place for them to seek support. Once the baby is born, it is the perfect time for early-intervention and prevention of family violence, as woman can build a trusting and nurturing relationship with their Maternal Child Health Nurse from the time the baby is 0-4yrs old. MCHC are sometimes the only place women can freely go to feel safe and least threatened by their perpetrator.

Early-intervention, through collaboration with specialist family violence and universal services, has been identified as a critical component to improve the service system for woman and children. *“There must be clear entry points into and pathways between different parts of the system, to make the experience of seeking help as supportive as possible”.* (Victorian Government Royal Commission into Family Violence (RCFV) March 2016, p.9)

Maternal Child Health Nurses are educated through the EDVOS Education and Training Program on how to recognise family violence, respond in the moment and refer women onto family violence services, including EDVOS, the leading specialist family violence service in Melbourne’s Eastern Metropolitan Region. At EDVOS, women experiencing family violence receive wraparound support from the time of intake, until they are referred to other services or case management.

Maternal Child Health Nurses are further supported by EDVOS through secondary consult, for any further discussions and any questions that they may have. Maternal Child Health Nurses are continually updated about the women through their case manager. EDVOS universal integrated services can also provide women with court support, legal advice on Intervention Orders, breaches, family violence counselling, lock changes and other security measures, safety planning, Flexible Support Packages (FSP) for financial difficulties and case managers to help them with their goals and empower them to live a safe and independent life free from family violence.

There is growing demand for EDVOS to collocate within universal services across Melbourne’s Eastern Metropolitan Region.

To find out more about MCH Services contact EDVOS on email edvos@edvos.org.au or phone **03 9259 4200**.



EDVOS Older Person Specialist Family Violence Advocates

EDVOS acknowledge that in the case where older people are experiencing family violence for example, from an adult child, that both parents can be the target and both may require support from our services.

EDVOS supports woman and men who are victims of older persons abuse. The number of older persons abuse referrals to EDVOS has increased by 45% from 400 in 2015/16 to over 720 in 2016/17. Early 2016, the Crime Statistics Agency data showed a 64.8% increase of reported older persons abuse since 2011 in Victoria Police eastern region division.

An increase in response to older people experiencing family violence across the Melbourne Eastern Metropolitan Region (MEMR), has initiated the need for EDVOS to employ two Specialist Family Violence Advocates for the Older Persons Abuse Portfolio. The dynamics of older persons abuse by family members may involve not only gendered, but also ageist attitudes that may require a different approach to changing behaviour compared with heterosexual intimate partner family violence. It is important to take into account not just the older person's need for safety but also their need to maintain their relationships as much as possible and to retain or regain control over their own life.

EDVOS Older Persons Abuse Specialist Family Violence Advocates possess knowledge and awareness on the causes, types, barriers and support services specific to older persons abuse and support better outcomes for the safety and wellbeing of older persons. EDVOS will continue to provide office based, outreach support and a flexible response to older people experiencing family violence, as well as continue to provide secondary consultation for older people.

To find out more about EDVOS older people services email edvos@edvos.org.au or phone **03 9259 4200**.

You can help by donating now

In Australia, violence against women (aged between 18-44yrs) is the main cause of death, disability and injury in women. One woman is killed every week.

We prioritise the safety of women and children as a fundamental human right whilst working to ensure perpetrators are held accountable for using violence.

EDVOS is proud to be working across the continuum of family violence which includes primary prevention, early intervention and response.

EDVOS, a not for profit organisation, relies on Government Funding and donations from the community. Help EDVOS continue to provide support to woman and children experiencing family violence.



- ✦ EDVOS acknowledges the Traditional Custodians of this land and we pay our respect to Elders past, present and future.
- ✦ EDVOS respect the many women and children and their pets and animals who respond to acts of violence in their lives.
- ✦ EDVOS is a child-focused and child safe organisation.
- ✦ EDVOS is a not-for-profit organisation, primarily funded by the State Government of Victoria. EDVOS also receives grants and donations from other sources.
- ✦ EDVOS celebrates diversity

