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Progress on Prevention

Summary of three yearly report on preventing family violence and violence against women

September 2022





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Key Points

1

Primary prevention of family violence and violence against women in Victoria has advanced significantly since 2018. Building on the existing work of dedicated organisations and individuals, the past three years have led to promising signs of community change and improved prioritisation of prevention.

2

Progress on prevention continues to be a collaborative effort. The *Free from Violence* strategy, a sound national conceptual framework, legislative change, strengthened focus in non-government organisations, the continuing work of regional and local partnerships and establishment of Respect Victoria as a dedicated statutory agency have all helped set the scene.

3

Change is underway but not yet as widescale and sustainable as is needed. Victoria is still at the early stages of a long-term process—shifts in norms and behaviours are uneven, and progress is vulnerable to disruption and ongoing resistance from many directions.

4

Significant investment over recent years has been widely welcomed, resulting in more Victorians than ever before engaging in prevention efforts. To achieve change across the whole of Victoria, further investment—commensurate with the size and scale of the task of prevention—will be required.

5

Victorians consistently rank family violence as a high priority issue, but some outdated attitudes linger. While many Victorians are able to identify inappropriate behaviours, many still show low support for gender equality in relationships and hold views that support or condone violence. A sizeable minority, predominantly men, is unlikely to challenge inequality, sexist behaviours and aggressive forms of masculinity.

6

Nearly two-thirds of experts and community leaders surveyed saw increases in Victorians actively challenging attitudes and behaviours that condone violence. However, only 30% saw increased confidence to do this among men and boys.

7

A large number of new promising prevention initiatives and projects have been implemented over the three-year period in a variety of community settings, but this work has often been too short-term and limited in scope to shift broader institutions, structures and cultures on a whole-of-setting basis.

8

Social marketing campaigns have been a valuable feature of prevention effort in Victoria. This has effectively raised community awareness and prompted many to think and act differently, although campaigns have not been delivered at the intensity required, nor linked enough to other prevention activities to shift behaviour sustainably.

9

Significant work has begun with particular populations, including Aboriginal communities, to develop and implement action based on understanding of the intersectional drivers of family violence and violence against women. This needs considerable further development and embedding.

10

There have been clear advances in creating an effective prevention system with investments in workforce capability, research, evaluation and data sharing. Stronger coordination is required to ensure a cohesive effort linking local and state-wide activity, specialist and non-specialist agencies and leadership across different community settings.

Purpose

One of Respect Victoria's responsibilities under the *Prevention of Family Violence Act 2018* is to deliver a report to the Victorian Parliament every three years on trends, progress and outcomes of prevention of family violence and all forms of violence against women in Victoria.

This first report aims to provide a detailed account of prevention effort in Victoria over the period late 2018 to late 2021, including but not limited to action funded by the Victorian Government.

We see this as an opportunity to ensure that primary prevention remains a core focus for government and community action as a necessary part of all efforts to address family violence and violence against women.

To develop the report, we undertook a broad-ranging review and consultation process, including an online stakeholder survey and key informant interviews with leaders from family violence and violence against women prevention agencies, government agencies and community organisations, including members of the Victim Survivors' Advisory Council.

Combined with available data, project reports, evaluations and findings from Respect Victoria's own work, we put together a detailed picture of overall progress, key achievements, strengths and challenges of prevention effort, and opportunities to make further gains over coming years.

The full report can be accessed on the Respect Victoria [website](#).

The task of primary prevention¹

The report focuses specifically on primary prevention—one of the key elements of Victoria's overall approach to end violence against women and family violence.

Primary prevention:

- > aims to prevent the violence from emerging in the first place across the community
- > involves actions to address underlying drivers and reinforcing factors for this violence
- > uses a range of mutually reinforcing strategies across all levels—from individuals to organisations, communities, institutions and social norms—and targets a wide range of settings
- > takes a whole-of-population focus complemented by targeted efforts for sections of the population where universal approaches do not reach.

¹ Further detail on underpinning frameworks for this work can be found in the main report, in *Free from Violence Second Action Plan* (Victorian Government 2021) and the *Change the Story 2nd edition* ([Our Watch 2021](#)).

Investing for Change

The economic impact of family violence and violence against women in Victoria has been estimated at more than \$5.4 billion each year. This is carried not only by victim survivors but also by other individuals, families and organisations and all taxpayers through a heavy demand for health, justice and community services. There are also longer-term costs from the enduring impacts on families and children linked to homelessness, mental health and disrupted education.

Reducing family violence and violence against women in Victoria by just 1% could save \$54m per year, as well as avoiding loss of life, pain, suffering and long-term damage for individuals and families.

Investment in prevention of family violence and violence against women can work in similar ways to successful Victorian efforts to tackle major public health problems such as road trauma, smoking and skin cancer. As with these problems, emerging evidence points to a clear link between investment in a mix of primary prevention actions and significant social and economic benefits.

Emerging evidence from around the world shows that well designed primary prevention programs can reduce perpetration of various forms of violence against women by significant amounts (more than half in some cases) within reasonable timeframes and at low-cost relative to the harms avoided.

Primary prevention is the only realistic and efficient way to achieve the scale and sustainability of change required at population level.

Sound investment approaches require a sustained, balanced and staged series of funded initiatives and programs to achieve the outcomes we seek (see Figure 1).

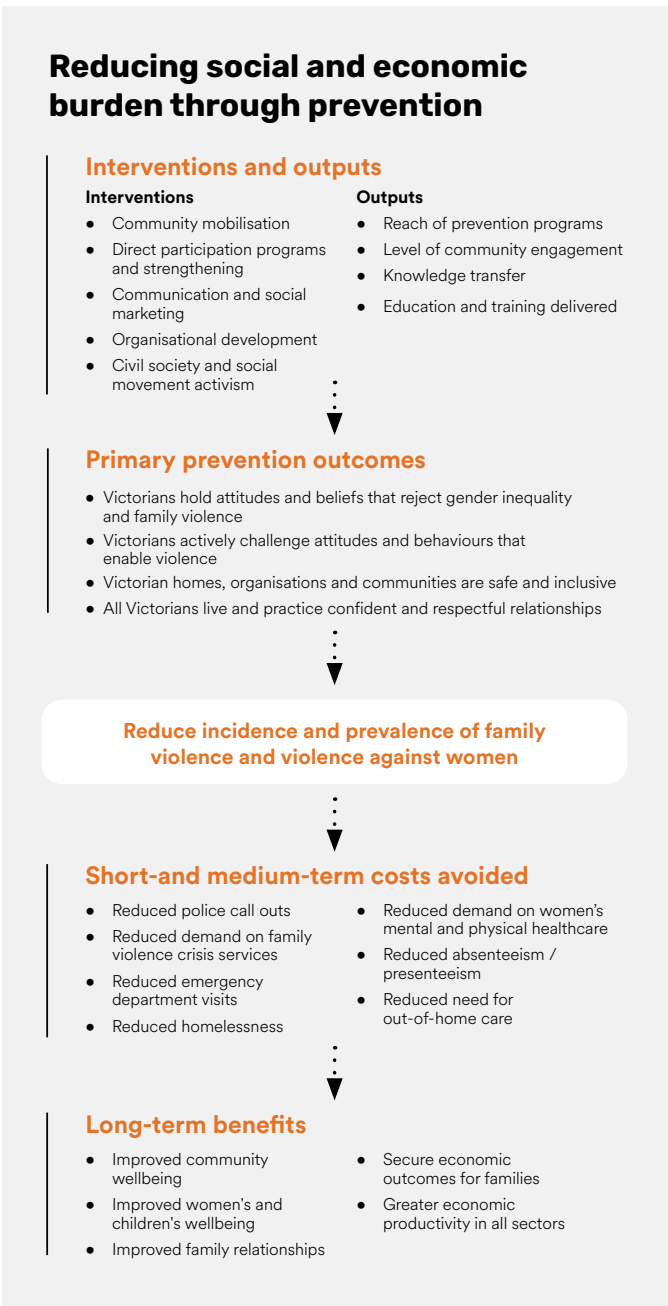


Figure 1: Reducing social and economic burden through prevention

Community Indicators

Data from a range of population-level surveys provide insight into key factors relevant to the drivers of this violence—a snapshot of selected measures is presented below. This is important context for prevention effort but does not at this stage reflect the effectiveness of that effort given the lack of data over time.

Detail on this and other relevant data can be found on the Prevention of Family Violence Data Platform launched by Respect Victoria and the Crime Statistics Agency in 2021 [Prevention of Family Violence Data Platform](#).

Patterns of violence

- > Women are more than twice as likely than men to experience physical violence and nearly eight times more likely to experience sexual violence in their lifetime.
- > In 2017, 6.6% of Victorian women said they had experienced family violence in the previous two years. This rose to 17% for Aboriginal women.
- > Family violence and relationship abuse is commonly witnessed by Victorians, with one in four people witnessing someone being physically abused by their partner at least occasionally.
- > Four in five Australian women have experienced sexual harassment in their lifetime, rising to 89% of women with disability, 83% of gay and lesbian people and 89% of non-binary and gender diverse people.

Community attitudes

- > Community understanding of violence against women has increased in Victoria in recent years, but women consistently demonstrate a better understanding than men.
- > More than 80% of Victorians agree that it is a serious problem when a man tries to control his partner by refusing her access to their money.

- > Family violence is ranked by Victorians as a high priority social issue. Nine in ten perceive someone physically abusing their partner as a serious issue.
- > One in six Victorians do not believe it is as hard as people say for women to leave a violent relationship. One in six men and one in ten women believe domestic violence is a private matter best handled in the family.
- > 7.5% of Australians believe that people experiencing sexual harassment should sort it out themselves rather than report it.

Bystander action

- > Almost all Victorians say they would feel bothered if they witnessed a male friend verbally abusing a woman in a relationship, and 71% say they would act if they did witness it.
- > Two in five say they would call out a friend's inappropriate behaviour among a group of male friends, while 45% say they would talk to the friend privately.

Gender inequality

- > 41% of Victorian men believe women exaggerate how unequally women are treated in Australia and 49% believe women mistakenly interpret innocent remarks or acts as being sexist.
- > Almost one in four Victorians believe that men should take control in relationships and be head of the household, with more men (29%) holding this view than women (18%).

Prevention Initiatives

Between 2018 and 2021 there was a significant uplift in primary prevention initiatives implemented across Victoria, including over 130 funded under the Victorian Government's *Free from Violence* strategy. Many more were generated through Regional Primary Prevention Partnerships, local councils, workplaces and other organisations.

Approaches taken ranged from media campaigns, community education and direct engagement to organisational culture change and advocacy for policy reform.

Funded programs have been an important way to encourage a wide range of organisations to be leaders in prevention, raise awareness of the drivers of this violence and engage. They have promoted the building of a good evidence base on effective approaches. At the same time, stakeholders believe that grants have sometimes been spread too thinly and for too short a period, limiting capacity to adequately plan, involve communities and demonstrate impact.

Projects were implemented in workplaces, media, health service, sports and arts settings, as well as in bushfire affected communities and in the pandemic context. Larger coordinated programs were implemented across public sector workplaces, local government and tertiary education settings (see Prevention in Specific Settings section).

Local place-based initiatives have been a vital feature of effort. Nine Regional Primary Prevention Partnerships, coordinated by regional women's health services, provide backbone support for much of this activity, engaging some 500 public, community and private organisations. They have implemented diverse initiatives to engage the community in primary prevention and evaluations highlight their success as world leading approaches.

Stakeholders emphasise the need for the next phase of prevention work to move beyond focus on awareness raising and attitude change, to address underlying social and cultural norms that drive violence, particularly sexism, misogyny and harmful masculinities.

Finding a stronger balance between short-term, pilot funding to test approaches and longer-term sustainable funding to scale up and embed prevention practice is an ongoing challenge for funding bodies of all sorts. There is a clear challenge to achieve 'saturation' across a wide range of settings and sectors and to complement direct engagement programs with effort to shift the institutions, structures and cultures that generate, reinforce or condone the violence.

Campaigns

Social marketing campaigns have also been a major feature of prevention effort over the past few years. Since 2018 Respect Victoria has run campaigns that engage the Victorian community on various forms of family violence and violence against women, as well as promote the role of active bystanders in 'calling out' harmful attitudes and behaviours.

Over this period, Victoria also saw the national *Stop it at the Start Campaign*, a Council of Australian Governments initiative, and Our Watch ran a series of national campaigns that have contributed to raising awareness and challenging attitudes and behaviours in Victoria, including the *Doing Nothing Does Harm Campaign* and the *No Excuse for Abuse Campaign*.

Further details on all these campaigns, including evaluation findings, are included in the main report.



Prevention in Specific Settings

Local government

Key work has included funded projects in 35 local Councils and development of a *Local Government guide for preventing family violence and all forms of violence against women*, with ongoing overall sector support from the Municipal Association of Victoria. Recent changes to the *Public Health and Wellbeing Act 2008* require Councils to include family violence prevention in their Municipal Public Health and Wellbeing Plans support this work.

Workplaces

Development of the *Workplace Equality and Respect Standards* in 2018 set the scene for positive change, with funded programs to implement them across local government and the Victorian Public Service. At the same time, the *Gender Equality Act 2020* has started driving systemic change in some 300 organisations, with prevention of violence against women being a key theme. WorkSafe Victoria has led work to support all workplaces to prevent gender-based violence, and preventing sexual harassment has been part of a Victorian Government reform program and response to the national Respect@Work report.

Schools and early childhood services

The growth of Respectful Relationships Education across Victoria is a good example of a program moving from pilot to scaled-up implementation. The reach of this program and the infrastructure to support it has been significant—over 30,000 teachers and other school staff have participated in professional learning to support delivery leading 74% feeling well supported to deliver the curriculum. Further work is still required to consolidate the program and ensure it is firmly embedded across the education system and linked to other mainstream systems.

Tertiary education

Victorian universities and TAFEs have been the subject of important initiatives over this period to develop and start to embed whole-of-campus or institution models to challenge behaviours, cultures and structures that drive violence against women. Sexual violence has been a particular focus in this setting and there is a clear need for further resources, ongoing support and leadership to tailor and implement tested approaches to this problem.

Media, advertising and online settings

Significant work over this period included *Victorian Media Reporting Guidelines* on violence against women and resources to make links between media coverage and the cultural change needed to prevent this violence. The *shEqual* project has meanwhile been the first coordinated effort in Australia to address the drivers of violence against women in the advertising industry. Early work has commenced to tackle the ways social media and related online platforms foster unhealthy attitudes and behaviours to drive this violence but also offer channels for prevention.

Sport

Important initiatives to improve gender equality and create more inclusive and respectful cultures in sport in Victoria have been complemented by campaigns, pilot projects and guidelines for action on preventing violence against women through community sport. This has set the scene for ongoing wider efforts to drive change across sports institutions and clubs at all levels in Victoria. Work with state-wide and national sporting associations has been an important feature of some of this work and is key to wider systemic implementation.

Prevention in Communities

A strong feature of effort since 2018 has been growth in prevention initiatives responsive to the needs and experiences of diverse communities. This has been supported by a marked strengthening of leadership on primary prevention by community leaders and agencies representing the interests of particular population groups.

Prevention efforts with diverse populations have increasingly drawn on understanding of how intersectionality underpins the emergence of this violence—the way different systemic forms of discrimination and marginalisation combine with gender inequality or the gendered drivers to compound the risk of family violence and violence against women. The challenge is now to embed this understanding across wider prevention efforts and to drive effective, participative approaches for specific populations while maintaining a focus on the whole community.

Aboriginal communities

Building on self-determination principles and the Dhelk Dja Partnership, the Victorian Government has supported a significant number of Aboriginal community-led family violence prevention initiatives since 2018. A recent mapping exercise identified over 250 relevant government funded initiatives. Key outcomes included strengthening of protective factors, including connection to culture and community, awareness of family violence and its impacts and understanding of healthy respectful relationships.

Future progress and outcomes in this critical area will depend on better embedding self-determination in all prevention funding programs and increasing investment in Aboriginal Community Controlled Organisations to lead prevention including through development of culturally appropriate frameworks, community-led research and program design and establishing of measures of success relevant to Aboriginal communities.

LGBTIQ+ Victorians

Evidence, practice and programs focused on preventing family violence for LGBTIQ+ communities have advanced significantly over the review period, under the leadership and advocacy of the LGBTIQ+ sector and broader community. This has led to a conceptual framework to guide prevention efforts (*Pride in Prevention: A guide to primary prevention of family violence experienced by LGBTIQ+ communities*), campaigns addressing both intimate partner and family-of-origin violence, and research and practice development focusing on various aspects of this complex problem.

To ensure the success of this work is sustained going forward, there needs to be further research to better understand the unique drivers of the different forms of violence experienced by the LGBTIQ+ community, ongoing capacity building of the workforce, strong partnerships between LGBTIQ+ organisations and family violence prevention organisations, as well as programs and campaigns that account for the full range of family violence experiences by LGBTIQ+ people.

Older Victorians

Building on the Royal Commission into Family Violence's recognition of elder abuse as a form of family violence, a range of significant work has occurred. Ten Elder Abuse Prevention Networks established in 2017–18 (eight from January 2021) have led prevention projects within their local areas. Together with action research and trials by a number of leading agencies, this has helped build the early stages of evidence on approaches to preventing elder abuse. Bodies such as Seniors Rights Victoria have enhanced information and education to help prevent elder abuse, safeguarding

the rights, dignity and independence of older people. A Respect Victoria campaign, *Respect Older People: Call It Out*, aired from mid-2019, supported by local community organisations.

Understanding of elder abuse prevention continues to evolve, and there has been some early success in improving awareness and attitudinal change. Work is underway to develop a Primary Prevention Elder Abuse Framework for Victoria, which promises to provide guidance on contemporary evidence to support effective primary prevention efforts.

Women with disabilities

The markedly heightened risk of violence for women with disability has been the subject of important evidence gathering, advocacy and effort to improve prevention practice in Victoria over recent years. Leading work by Our Watch and Women with Disabilities Victoria, among others, has included Changing the Landscape—the national, evidence-based guide for prevention of violence against women and girls with disabilities launched in early 2022, together with training for both disability support and violence prevention workers. This has led to increased awareness, understanding and engagement on ways to reduce gender and disability-based discrimination within organisations and to prevent violence against women with disabilities broadly.

While this progress is widely valued, the number of programs and initiatives specifically focused on women with disability has been quite limited, and attention is needed to ensure that general community prevention activities better meet the needs of people with disabilities.

Migrant, multicultural and faith communities

Understanding what works to prevent family violence for culturally diverse communities has been an important focus in Victoria over the last few years. Work by AMES Australia in 2018 recognised that migrant and refugee communities lacked access to prevention resources afforded to the wider community and

led to leadership development for prevention in new arrival communities across Victoria. Victorian Government grants have enabled local agencies and communities to deliver many local initiatives aimed at preventing family violence in culturally, linguistically and religiously diverse communities. Safe and Equal and the Multicultural Centre for Women's Health have led work to build the prevention capacity of relevant community organisations.

All these initiatives have made a valuable start yet more work is clearly needed to achieve lasting change. This requires stronger engagement with migrant, refugee, and faith-based communities to build trust and better understand their needs and experiences, together with better resourcing and support for community leaders and other trusted community members to lead prevention work within their own communities.

Men and boys

Growing focus on the crucial task of engaging men and boys and addressing male peer relations and cultures of masculinity that help drive violence against women has been another important trend. Along with Our Watch's Men In Focus review and the Jesuit Social Services' nation-leading Men's Project and Man Box research, there have been various programs delivered in schools, workplaces and the broader community to promote positive and healthy masculinities to reduce violence. Early evaluation shows some of these have achieved significant improvement in participant understanding and perceived capacity of organisations to bring about change.

This activity has meant organisations in several settings are now increasingly likely to work with men and boys to change their attitudes and behaviours around stereotypical masculine norms in the interests of preventing gender-based violence. Future progress will rest on embedding effective approaches to healthy masculinities into prevention of violence against women work more broadly and complementing this with wider organisational, social and economic reforms.

A Stronger System for Prevention

A coordinated system and supporting infrastructure is critical to drive effective prevention effort. Recent years have seen important advances in Victoria's well-established prevention network—including major new elements such as Respect Victoria—and better identification of the key elements and partnerships required.

Policy and legislative reform

Several important pieces of legislative and policy reform over the past three years have helped set a strong foundation to drive violence prevention in Victoria. These include the *Prevention of Family Violence Act 2018*, the *Gender Equality Act 2020*, amendments to the *Public Health and Wellbeing Act 2008* requiring local governments to incorporate measures to prevent family violence, and proposed reforms to Work Health and Safety Regulations.

A set of interrelated policies and plans has for the first time created an integrated, long-term strategy for family violence across the Victorian Government, with primary prevention also addressed in the stand-alone *Free from Violence* strategy. Incorporation of prevention in broader government strategies (in areas such as gender equality, public health and well-being, disability, youth and LGBTIQ+) is another positive step towards a more cohesive systemic focus. Continued momentum is needed to draw on all the levers available to government to address the drivers of this violence, both through social and economic reforms as well as more targeted funding.

Leadership for prevention

Progress has continued to build on strong advocacy and leadership from women's organisations and other civil society groups whose community mobilisation efforts elevated these issues to the front and centre of public policy agendas. Several specialist organisations continue to be integral long-term partners in the state's prevention system, while others have emerged or taken up strong roles in the area much more recently, including agencies that focus on specific diverse population groups. Victim survivor contribution to prevention has been enhanced through the Victim Survivors' Advisory Council.

Political leadership for prevention has increased significantly in Victoria in recent years, shown through the Victorian Government's reform agenda and the establishment of dedicated authorities such as Respect Victoria and the Public Sector Gender Equality Commissioner. The challenge is now to sustain and widen this kind of leadership as a key enabler of continued progress.

Collaboration and coordination

Victoria's prevention effort is underpinned by continuing and evolving partnership structures at different levels—including the Regional Primary Prevention Partnerships supported through Women's Health Services and the Partners in Prevention practitioner network which has now grown to some 2500 participants. Newer structures fostering collaboration between local agencies have included Elder Abuse Prevention Networks.

Governance and sector-government engagement have been strengthened through establishment of a Primary Prevention Sector Reference Group and a range of new government structures to drive and coordinate prevention effort in the context of family violence reform and related policy frameworks.

Stakeholders consistently emphasise the need to further build coordination to achieve a truly effective and inclusive system. Goodwill and cooperation amongst a growing number of contributing agencies need to be supported by policy and funding arrangements that ensure clear roles and responsibilities and shared understanding of how all the elements come together for collective impact.

Workforce development

The need for workforce development specifically targeting the primary prevention workforce is being increasingly recognised. Work over recent years has helped understand what this workforce looks like and enhanced its capacity and capability. This has involved training and support for a small but growing group of specialist practitioners in this field, as well as learning opportunities for the much larger body of workers in diverse sectors and professions who can embed prevention activity as part of their day-to-day work—be they teachers, journalists, youth workers or human resources managers.

A strategy to build and sustain a prevention workforce and expand the multi-disciplinary workforce to lead prevention efforts across different sectors and settings needs to have a long-term focus. It should provide quality education and training opportunities and career pathways, together with structural support through more sustained program funding, clearer definition of roles and associated capability requirements and mechanisms to address workforce supply issues.

Research and evaluation

Research is pivotal to build understanding of the drivers and reinforcing factors that lead to this violence and to test prevention approaches. Increased research activity over the past few years in Victoria has helped fill gaps in knowledge on a wide range of prevention-related topics (see full report for details). National organisations ANROWS and Our Watch along with Respect Victoria, university and independent research agencies have all led efforts to improve research targeting, collaboration and dissemination of findings.

Equipped with a better understanding of gaps in the evidence, future research should be more strategically prioritised, supported over longer timeframes and complemented by stronger translation and uptake activity.

The need for more rigorous evaluation has also been addressed through the development of an evaluation framework and practice tools under *Free from Violence*. Evaluations of specific projects have provided valuable advice on how initiatives can be effectively implemented and the efficacy of particular approaches. Future priorities should include longitudinal and statewide evaluation of multiple initiatives against common indicators to better understand their collective impact.

Monitoring and reporting

Effective monitoring of progress in preventing family violence and violence against women has been supported by several key initiatives over the past three years, including the definition of long-term prevention outcomes and indicators under *Free from Violence* and the Victorian Family Violence Outcomes Framework.

The *Victorian Prevention of Family Violence Data Platform* brings together population-level data from a range of existing collections associated with underlying drivers and reinforcing factors for family violence and violence against women. While not designed to measure performance of specific programs, it will over time help track overall progress towards prevention.

Work has commenced to develop indicators and measures of short- and medium-term progress that, in association with a system-wide Theory of Change, will support better identification and reporting of progressive change linked to prevention activity. This will also guide prioritisation of future population-based data collection efforts.

Future Priorities

The main report sets out a prevention agenda for the next three to five years. In summary, this focuses on:

1. Strengthening state-wide prevention systems and capacity

- > consolidating a cohesive violence prevention system in Victoria with enhanced coordination, leadership and comprehensive supporting infrastructure
- > promoting primary prevention more assertively as a valuable social investment and expanding resourcing to match the scale of the problem and potential gains to be made
- > supporting continued growth and capability of all workforces engaged in primary prevention of family violence and violence against women, through both specialist organisations and all sectors in which this work needs to occur
- > building on the vital work of local and regional partnerships and activity being led across settings to achieve collective impact in creating a violence-free Victoria
- > investing in new data collection and sharing, research and evaluation to provide more confident advice on what makes for effective prevention action and facilitate better monitoring of progress.

2. Driving real and sustained change in the community, organisations and institutions

- > strengthening gains in the Victorian community's rejection of family violence and violence against women and intensify efforts to shift social norms relating to the underpinning drivers of this violence
- > strengthening the focus on efforts to remove structural barriers to positive change and embed supportive policies and systems to undermine the exercise of power and control that underpins violence

- > building approaches to address family violence and violence against women and considering the balance between integrated and more targeted approaches
- > increasing focus on changing men's and boys' perspectives, challenging unhealthy models of masculinity and shifting outdated ideas about men's power and control in relationships.

3. Expanding the scope, scale and effectiveness of targeted prevention action

- > driving more strategic long-term, coordinated and comprehensive whole-of-government efforts to advance prevention
- > focusing more of Victoria's prevention effort on whole-of-community program scale-up
- > designing and evaluating efforts at a whole-of-community level through trialling a saturation or scale-up approach in a ready area or setting
- > ensuring that prevention initiatives are responsive to the needs of diverse Victorians and putting in practice the growing understanding of the way intersectional factors drive this violence
- > assessing prevention activities against consistent measures to support good design and implementation planning, allowing comparisons of effectiveness and value-for-money and understanding the complementary roles of different efforts.



Acknowledgement

Aboriginal acknowledgement

Respect Victoria acknowledges Victoria's Aboriginal people as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely. We proudly acknowledge Victoria's Aboriginal communities and their ongoing strength in practising the world's oldest living culture. We acknowledge the significant and ongoing impacts of colonisation and commit to working alongside Aboriginal communities in change.

We recognise the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and violence against women and will continue to work in collaboration with First Peoples to eliminate these forms of violence from all communities.

Victim survivor acknowledgement

Respect Victoria acknowledges the significant impact of family violence and all forms of violence against women on individuals, families and communities, and the strength and resilience of the children, young people and adults who have, and are still, experiencing this violence. We pay our respects to those who did not survive and to their family members and friends.

Acknowledgement of those involved in consultations

We thank the many individuals and organisations who have contributed to this report through interviews, response to surveys and other requests for information and advice. Further detail of these contributions is contained within the full report.

Expert Review Panel

Respect Victoria thanks the following members of the Expert Review Panel for their invaluable contributions and insights during the drafting of the Report:

- > Rosie Batty AO
- > Dr Kyllie Cripps
- > Dr Lara Fergus
- > Dr Leigh Gassner
- > Dr Anastasia Powell

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