THEORY OF CHANGE FOR THE PRIMARY PREVENTION OF GENDER-BASED VIOLENCE IN BALLARAT

VISION: A BALLARAT IN WHICH EVERYONE IS SAFE, RESPECTED, AND FREE FROM VIOLENCE.

MECHANISMS OF CHANGE

- The mutual reinforcement of non-violent norms, practices, attitudes, and behaviours influences positive change
- Community support for, and engagement with, Respect Ballarat activates change
- Social and cultural norms that enable prevention activate attitudinal and behavioural change
- New individual capabilities activate behavioural change

MODEL PRIORITY

Intimate partner relationships that are safe, equal, and respectful

COMMUNITY ENVIRONMENT & SUSTAINABILITY

Community conversations about equality, safety, and what drives violence are normalised

People who experience violence feel safe to share and seek help

INTERPERSONAL RELATIONSHIPS

- Roles in partner relationships are equitable
- Men respect healthy boundaries and seek consent in partner relationships

- People hold attitudes valuing equality in partner relationships
- People have the skills to practice equal, healthy, and respectful partner relationships

- People agree gender based violence is a problem and that everyone has a role to play in creating change
- People can identify gender based violence and its causes

RELATIONSHIPS IN COMMUNITY

- People feel free and safe to express themselves outside rigid gender norms
- People refrain from engaging in disrespectful and discriminatory comments and behaviours

- People challenge or report disrespectful and discriminatory behaviours
- Parents understand how rigid gender norms can limit children's development and opportunities
- Men understand and reject harmful expressions of masculinity

- More community members deliberately engage in everyday prevention action
- Leaders, change makers, and people of influence are equipped to deliver prevention messaging and work
- Communities receive support and encouragement to collectively organise prevention work
- Leaders, change makers, and people of influence have strategies to deal with backlash and resistance

ORGANISATIONS AND GROUPS

- Organisational decisions and practices reflect the voices and needs of marginalised groups
- Organisational practices create equity and safety from gender based violence

- Decision making bodies reflect the diversity of Ballarat communities
- Organisations have policies and training to support equality and safety from gender based violence
- Organisations have resources and support to advance prevention work

- Organisational leaders understand and champion prevention work
- Workforce across the family violence continuum has increased capability in the design and delivery of prevention work
- Existing and new partnerships across sectors to advance prevention work are developed

INSTITUTIONAL RESPONSIBILITY

- Institutional systems and structures lead to equality and safety in community

- Institutional and structural policies and reforms to decrease gendered violence and build equality reflect an intersectional lens
- Local federal, state, and municipal government leaders advocate for broader institutional changes beyond their immediate portfolio

- Local federal, state, and municipal government leaders advance institutional changes within their sphere of control that support violence prevention
- An action plan for the local strategy to support prevention is created and implementation commences
- Institutional and systems factors inhibiting equality and safety are identified, and a local strategy to support prevention is devised

COMMUNITY ENVIRONMENT & SUSTAINABILITY

People feel included in the Ballarat community

Community spaces and organisations are welcoming and inclusive of all people in Ballarat

FLOOR - FOUNDATION

- Monitoring, evaluation, research and experience inform program learning and improvement
- Identifying and managing backlash and resistance is integrated across programs and activities
- Leaders, changemakers, and people with influence are early adopters and champions of prevention messaging and action
- Pathways, mechanisms, and activities influencing community change are informed by and built with community
- Organisations and communities collaborate to build stronger prevention infrastructure and practice, drawing on prevention expertise

ASSUMPTIONS

- Global and online conditions, outside the geographic area, do not disproportionately impact the model
- Increased rates of disclosures and reporting may be a signal of model success
- There are supports and pathways for victim survivors and people using violence to seek help, and processes of accountability for people using violence
- Ballarat is not impacted by unpredictable events, such as disaster
- Work across the family violence continuum is collaborative and transparent
- Key local leaders and people with influence do not undermine the project purpose
- Community continues to buy in
- Respect Victoria has the continuous staffing to provide support
- Funding is retained and there is the available workforce to draw on