



Engender  
Equality

# **2018 - 2019 Annual Report**

**OUR VISION: Tasmanians living free from violence**

## Who we are.

Established in 1987, as Support, Help & Empowerment, Engender Equality is the leading non-government agency in Tasmania for people who have experienced domestic and family violence (DFV). Engender Equality advocates for an end to all intimate partner violence and violence against women. Engender Equality is a dynamic and evolving organisation with philosophies, practices and resources founded on social justice and evidenced-based frameworks. Engender Equality has a high level of skill, knowledge and experience working with and on behalf of people, children, families, and communities affected by violence.

Services we offer include trauma-informed and rights-based counselling for groups and individuals affected by violence, workplace training and education, production of innovative and evidence-based resources, and advocacy for systemic change to gender inequity and violence against women.

Engender Equality takes part in many advocacy activities, including:

- Speaking out in the community via media interviews and at events
- Contributing to research on family violence in Tasmania and Australia
- Engaging in government processes through policy submissions and representation
- Hosting events to raise awareness of family violence in Tasmania
- Delivering training and workshops

We are an active member of key advisory boards and networks.



1192

Number of  
counselling  
hours provided

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## Chairperson – Lauren Jauncey

With over 30 years' experience, Engender Equality continues to be Tasmania's leader in addressing and preventing family violence to benefit the whole community. On behalf of the Engender Equality Board and staff, I take great pride in presenting the organisation's Annual Report for FY2019. This year we have continued to deliver our crucial counselling services to those affected by family violence as well as increased our activities in primary prevention education, training and advocacy initiatives.

In 2018 we changed the name of our organisation from SHE to Engender Equality in order to reflect the increasing diversity of our counselling clients as well as our vision to have a stronger impact on the prevention of family violence. Over the past 12 months we have continued to build our brand profile as Engender Equality which has included a new logo and the launch of our new website: [www.engenderequality.org](http://www.engenderequality.org). Our staff and Board have been actively involved in the design and communication of our new brand and take great pride in how it reflects our new vision of **Tasmanians living free from violence**.

Engender Equality achieved a huge amount throughout FY2019. Some of our highlights included:

- The development and launch of the Advocates for Change program (see page 5 for more details). This high impact program positions women with lived experience of family violence as experts and equips them with the skills and confidence to drive initiatives focused on gender equality, social change and the primary prevention of violence against women.
- Leading a critical project on intimate partner violence in the LGBTQ+ communities in Tasmania (see page 6 for more details).
- Broadening the accessibility of our core service by introducing Skype counselling, allowing us to reach more Tasmanians in need.
- Facilitating the first Change the Story workshop for Tasmanian leaders, organisers and change makers to help address the underlying causes of violence against women.

Our CEO, Alina Thomas, continues to be sought out by local and national media, governments and corporates as an expert and spokesperson for family violence and gender equality. The experience, passion and commitment that she brings to Engender Equality is exceptional, and deeply appreciated by the Board of Directors. Similarly, we would like to sincerely thank all of the staff at Engender Equality who bring amazing energy and deep expertise to their work every day as they continue to make a positive impact on the lives of so many Tasmanians.

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## **CEO – Alina Thomas**

We spend a lot of time thinking about how we respond to family violence and looking to do better. We know that in order to see **Tasmanians living free from violence** we need to affect change in all areas of influence. The support and intervention work we deliver in Tasmania inspires in us the responsibility to challenge the drivers and conditions that enable the high rates of family violence which shatter the lives of women and children at epidemic proportions across the state. Engender Equality remains compelled to be enabling individual and systemic change to the experience family violence as a community based and specialist service.

### **The broader public.**

We have significantly expanded our training scope and built on partnerships in the public and private sector to deliver family violence response and primary prevention workshops. Our prevention focussed work ranged from building capacity within the organisation to become key partners for Our Watch in Tasmania, and delivering training to people with lived experience of family violence as part of Our Watch's Media Advisory Program.

### **The people we serve.**

Our service to people who have been subjected to violence and abuse is the cornerstone of the organisation. Over the last year counselling services saw an increase in victim/survivor-related enquiries, indicating a continued increase in public awareness as people reached out to us for support and advice. Engender Equality endeavours to provide timely, relevant and empowering therapeutic responses to people who have experienced abuse and violence.

Our system advocacy is informed by the need for change that must be driven by outspoken, vigorous, evidence-based actions that are persistent, clear and uncompromising. This action must be evident in our messages, our services and our brand as we act as a representative for people affected by domestic and family violence and the intersectional disadvantages which heightens the risk of domestic and family violence.

### **Ourselves.**

We advocate for practices, policies and systems that epitomise non-violence. We consider our constructs of power and justice in order to challenge the forces which discriminate or disempower the people we work with. In exploring oppression and power we are given the opportunity to see beyond everyday events and consider how our own practice and the environments where we work may limit others or even discriminate against them.

Engender Equality considers how prejudice and power result in oppression and encourage a renewed interest in social justice. In order to eliminate family violence, debates which draw attention to frameworks of oppression are critical and should be central to the practices of all of those involved in delivering human services.

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## Advocates for Change.

The greatest highlight for the year has been the development of the Advocates for Change program. Initially funded through Our Watch's *Media Advisory Project*, Engender supported 25 women from across the state through the training program and into proactive and responsive advocacy roles, representing the lived experience of family violence in Tasmania. The Advocates for Change are an awe-inspiring, passionate and expert group.

Advocates for Change positions women with lived experience of family violence as experts that will drive initiatives focused on gender equality, social change and the primary prevention of violence against women.

Engender Equality passionately believes that recognition of the value of lived experience voices are long overdue in Tasmania.

Therefore, to address gender inequality and family violence in Tasmania, Advocates for Change aims to:

- Use a community mobilisation model built on the value of lived experience voices. This strengths-based approach is recognised as an important technique for communities that are marginalised and often denied a voice in decision making.
- Challenge social norms and practices that support violence against women using local activism.
- Target the condoning of violence and other antisocial behaviours, while also promoting and respecting community self determination.
- Advocates for Change are inclusive, relevant and culturally sensitive and empower women who have experienced family violence and sexual assault to be part of decision making, drive new initiatives and to claim ownership of the program.

Advocates for Change represents an unprecedented opportunity to bring a significant primary prevention impact to the unique population in Tasmania. It offers the possibility to challenge community attitudes as a result of being community-led, as well as the possibility for influential and lasting social change.

“

When women with lived experience of family violence have space to consolidate, integrate trauma into their lives and reclaim sovereignty, they emerge as determined, dedicated and highly inspirational individuals.

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## LGBTQ+ and intimate partner violence.

Over 2018-19 Engender facilitated a project on intimate partner violence in LGBTQ+ communities in Tasmania. This project was funded by a small grant from the Department of Premier and Cabinet. Overseen by a steering group of LGBTQ+ community representatives the project coordinated workshops delivered by Jill Faulkner. The *Beyond the Binary* workshops explored the power and gender divisions that inform our construction and response to violence against women. Calling for an intersectional, anti-oppressive approach to working with family violence survivors, the workshops invited participants to consider more inclusive ways of working with people that recognise the distribution of privilege and power.

The project was successfully completed with the following outcomes:

- Research on the prevalence, nature, and background conditions of family and intimate partner violence in and affecting Australia's and Tasmania's LGBTQ+ communities.
- Information and recruitment stands in Burnie and Hobart.
- Developed, circulated and collated responses to an online survey on service awareness of family and intimate partner violence in and affecting Tasmania's LGBTQ+ community and service responses, with 43 responses from across a range of services.
- Organised, delivered and analysed participant evaluations of *Beyond the Binary* workshops in Hobart and Launceston, with a total of 80 participants (40 in Hobart and 40 in Launceston) from across a range of backgrounds and services.



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## The primary prevention of Violence against Women

Engender Equality recognises family violence is a whole-of-community issue and is passionate about empowering people to make a stand against violence against women. Based on this expertise and practice wisdom, Engender Equality is uniquely positioned in family violence response and prevention training. Over this year Engender has emerged as a highly reputable and recognised training provider.

Engender Equality has successfully been able to achieve and deliver:

- Our Watch trainer endorsement.
- Change the Story Forum workshop for Tasmanian leaders, organisers and change makers. Addressing the underlying causes of violence against women such as the link between violence and gender inequality, promoting PPVAW and contributing to the wider conversation around violence against women and gender inequality.
- Workplace training to Norske Skog paper mill, Department of Premier and Cabinet/Treasury & Kingborough Council
- Beyond the Binary workshop: Development of non-binary responses to family violence in the community and increase understanding of the need for diversity and inclusive practices.
- In partnership with Our Watch, delivered Advocates for Change, a training program to promote the inclusion of survivor voices in media advocacy. The program focused on training and supporting women survivors of family violence and abuse to safely share their story. Participants received media and public speaking training to develop skills, confidence and support to speak publicly about their experiences

993

Number of people attending Engender Equality workshops

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## Partnering on Shark Cage® Groups

Across the state Engender Equality staff are trained to deliver psychologist, Ursula Benstead's evidence based program called The Shark Cage®. The Shark Cage® is a trauma informed, five step program, of interventions designed to support and empower women who have experienced repeated abuse such as family violence or sexual assault. The shark cage metaphor refers to women having a high risk of male violence due to social practices

that have not given girls and women the same rights as men. A consequence of this gender inequity is that some men abuse their power and violate the rights of women. It draws on a human rights approach in assisting girls and women to develop or regain a sense of their rights and provide them with skills in assertiveness and self-confidence.

Engender Equality has successfully delivered The Shark Cage® to targeted groups of women who might have experienced sexual assault and/or family violence in their life time. Engender has achieved this success by working in partnership with organisations that are well networked with families who are already engaged with a service. Child and Family Centres and Neighbourhood Houses are successful collaborative partners due to their existing relationships with families in their localities.

85

Number of people  
attending groups

7 groups

19 session

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## The Governance Board.



**Lauren Jauncey (BA/BComm, GAICD)**  
Chairperson

Lauren Jauncey is an experienced and highly credentialed people and culture consultant. She has an unwavering passion for diversity and inclusion and a proven track record of improving organisational performance through leadership, talent and culture change programs.

In her current role as Founder and Director of Frankly Diversity, Lauren works with clients to improve business performance through establishing more diverse, inclusive and innovative cultures. Her philosophy is simple - when people feel valued and included they are happier and healthier and will perform better at work.

Prior to launching Frankly Diversity, Lauren was the National Manager of Diversity and Inclusion at Australia Post and was a key contributor to the cultural transformation of the iconic business. She and her team achieved significant results, positioning the organisation as a national leader in diversity and inclusion.

Lauren is also the Chair of the Board of Lipscombe Early Years Education and Care.



**Katryna Induni (BA LLB)**  
Secretary

Katryna is a legal practitioner who works in a private practice where she is dedicated to the areas of family law, family violence, child protection and criminal defence. She is passionate about using her expertise to represent people at sensitive times in their lives and assisting with their access to justice.

Katryna has volunteered for Engender Equality since 2014 and is now the Secretary of the Board. She is also Secretary for the Tenants Union of Tasmania Board, after volunteering as an advocate and advisor throughout her studies.

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**Karen Hind, (CA, BComm, FAICD )  
Treasurer**

Karen is a Chartered Accountant with extensive local and international executive finance experience. She has worked in both corporate and not-for-profit environments including Southern Cross Austereo (Aust), EMI Music Publishing (UK), Marie Stopes International (UK) and Scotch Oakburn College (Aus).

Karen was first introduced to Engender Equality as a counselling client during her own lived experiences of family and domestic violence. Karen knows firsthand how essential this exceptional organisation is for supporting survivors to manage complex, dangerous relationships and advocating the end of violence in Australian families.

Outside of Engender Equality, Karen is Founder of Evidently App. She is managing the development of Evidently App's forefront technology that equips family violence survivors with evidence collection tools to assist in escaping dangerous and toxic relationships.

Driven by her desire to see entrenched toxic cultural attitudes about violence towards women wiped out, Karen aspires to see today's young girls experience equal and safe relationships when they reach adulthood.

As both a survivor of family violence and a finance professional, Karen brings to the boardroom table a dynamic combination of executive expertise, empathy and a strong passion to realise Engender Equality's mission.

Awarded a Tasmanian Government Board Diversity Governance Scholarship in 2018 and is a Fellow of the Australian Institute of Company Directors

Featured by Smart Company as "a fearless female founder to watch in 2018"

Awarded scholarships from Tech Ready Women in 2018 and ING Dreamstarters in 2019 to support the critical social initiative, Evidently App

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**Kathryn Thomas (DipTeach)**  
General Member

With a global career of more than 20 years as a Management Consultant and Global Learning Leader, Kathryn specialises in unlocking performance for people and their organisations.

She has previously worked as an HR Senior Consultant for Price Waterhouse Coopers and held global and Asia Pacific Leadership roles for IBM during her 14-year career with IBM Global Business Services. Worth noting, Kathryn also had responsibility for driving the transformational change program for the Asia Pacific IBM Executive Leadership team 2015-2016.

Throughout her career, Kathryn has worked locally, nationally and globally as an HR leader, specialising in organisation cultural transformation and strategic capability development.

On leaving IBM in 2017, Kathryn was appointed Culture and Capability Manager at Hydro Tasmania and in 2018, launched her own consultancy with a focus on supporting organisations and their people to thrive.

Kathryn brings 20+ years of experience, practical application and knowledge in the core and critical skills of communicating with influence, executive presence and being a trusted business advisor. She also brings deep expertise in adult learning, facilitation and executive coaching.



**Orla Baker (BA BTeach)**  
General Member

Orla commenced her career in Business Development working for a leading Australian Managing Contractor where she was responsible for managing large complex aid programs in developing countries. On top of that, she has a broad depth of experience that crosses many sectors including education, not-for-profit and business.

Orla was privileged to provide strategic business development advice to a small not-for-profit in Melbourne whose core mission was to assist young people who are hard to reach. Most recently she has been appointed as the Business Development Manager - Education for CSIRO, whose mission is to solve Australia's greatest challenges through science and innovation.

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Between her time in business development roles, Orla spent time teaching in the most remote Indigenous community in Australia and setting up education engagement programs to re-engage hard to reach young people in Melbourne and Launceston.

Orla is passionate about social justice and is excited about what the future holds for Engender Equality.



**Alina Thomas (BSSc Comm Serv, GDip WomenSt)  
Chief Executive Officer**

Alina Thomas has an established career in the Community Sector with over 20 years of experience across a range of health and community projects, with a focus on women and wellbeing.

Alina's skills include enabling marginalised communities, community development, project management, financial management, community education and evaluation, and has a reputation as a progressive change agent committed to developing community-driven solutions to inequality, marginalisation and dis-engagement.

As the CEO of Engender Equality, Alina has increased the capacity and standing of the organisation to become a known thought leader and advocacy body against domestic and family violence. Alina has a sound standing as a spokesperson on domestic violence and gender inequality in Tasmania. In her representation of women, Alina considers the diversity of the community and strives for inclusion and equal access of all women regardless of their lived experience, identity or socio-economic background.

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**Thank you,**



**with our whole heart.**

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