



Engender  
Equality

Submission to the Standing Committee on  
Social Policy and Legal Affairs

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**INQUIRY INTO FAMILY, DOMESTIC AND SEXUAL VIOLENCE**

## Preamble

This submission is informed by the statistical landscape of family, domestic and sexual violence in Australia as described in the Australian Bureau of Statistics Personal Safety Survey (PSS) 2016<sup>i</sup>. The PSS found that:

- one in six women (16% or 1.5 million) and one in seventeen men (5.9% or 528,800) have experienced physical violence by a partner;
- women are eight times more likely to experience sexual violence by a partner than men (5.1% or 480,200 women compared to 0.6% or 53,000 men);
- intimate partner violence is the leading contributor to death, disability, and ill-health in Australia for women aged 15-44 years;
- 95% of all victims of violence (women, men and gender diverse) experience violence from a male perpetrator.

Engender Equality acknowledges that men may experience family, domestic and sexual violence and abuse. We also acknowledge that women and people of other genders can use violent and abusive behaviours. However, based on the statistical evidence we believe it is critical that the Committee recognise and respond to the gendered nature of violence in Australia.

## About Engender Equality

Established in 1987, Engender Equality is the leading non-government agency in Tasmania supporting people who have experienced family violence.

Our core work is in providing therapeutic counselling to people who are currently or have previously experienced family violence, abuse and other violations. We also provide specialist family violence training and play an active role advocating for systemic change to gender inequality and violence against women, children and gender diverse people.

Engender Equality is a dynamic and evolving organisation, founding our philosophies and practice around lived experience and contemporary research. A progressive approach combined with three decades of skill, knowledge and frontline involvement powers our work against gender oppression in Tasmania.

Engender Equality believes that everyone has the right:

- to live free from violence and in safety;
- to equality and respect;
- to recognise their potential;
- to make informed choices regarding their lives.

## Our Submission

The Engender Equality submission addresses terms a. through to j. of the Terms of Reference. Given the breadth of the inquiry we have chosen to provide comment on issues pertinent to our clients' immediate experiences and our own organisational learnings, rather than exhaustive responses.

## Terms of Reference

### a. Immediate and long-term measures to prevent violence against women and their children and improve gender equality.

Like its predecessors, the Fourth Action Plan of the National Plan to Reduce Violence against Women and their Children 2010-2022 emphasises that “we must address gender inequality to stop violence – women will never be safe if they are not equal”<sup>ii</sup>. Yet as our national statistics reveal, women in Australia remain far from safe and far from equal in daily life.

In public discourse and policy we see increasing acknowledgement that gender equality is not just about enabling women’s participation; rather, it requires systemic change within the structures and institutions that drive discrimination and inequality. Aligned with this insight is a growing recognition that gender inequality affects everyone in a negative way, including men, whose lives are often harmed or limited by the behaviours and expectations that come with growing up male<sup>iii</sup>.

In our own state, The Tasmanian Women’s Strategy 2018-2021 recognises the importance of gender mainstreaming in government policy<sup>iv</sup>. However, we are yet to see this ideal translated meaningfully into gender conscious service design and delivery. Engender Equality advocates ongoingly, therefore, for the application of universal gender analyses to the development of both policies and services, in order to achieve equality in practice.

At the same time, we are mindful that efforts to combat gender-based oppression have historically focused on outcomes for a specific subset of women who experience considerable privilege in other aspects of their lives. This focus has come at the expense of the needs and rights of women who experience multiple forms of oppression, including Aboriginal women, culturally and linguistically diverse (CALD) women, women with disabilities and LGBTIQ+ women.

To achieve equality and safety for all women, then, we must apply an intersectional lens to oppression, recognising that different forms of power and injustice interact in subtle and complex ways. Further, we must give women of diverse backgrounds and experiences opportunities to lead conversations about what change must happen and how, ensuring their lived experience is valued and heard.

<b>Recommendation 1</b>	That mainstream gender equality analysis be applied in the design, development, implementation and evaluation of all state administered policies, systems and services.
<b>Recommendation 2</b>	That services and agencies funded to prevent and combat family, domestic and sexual violence be required to demonstrate social inclusion, cultural safety and opportunities for lived experience leadership.

### b. Best practice and lessons learnt from international experience, ranging from prevention to early intervention and response, that could be considered in an Australian context.

At the highest level, the international human rights community has recognised the fundamental importance of gender equality to the development of a sustainable global future. Goal 5 of the United Nations’ 2030 Agenda for Sustainable Development is to “achieve gender equality and

empower all women and girls,” with clause 5.2 naming up the elimination of “all forms of violence against all women and girls in the public and private spheres” as being key to this objective<sup>v</sup>.

Yet the difficulty in defining ‘best practice’ in relation to the private sphere – the realm of domestic and family violence services – within the bounds of international research and public policy remains. As Engender Equality has asserted previously, “we have little access to empirical evidence which links how women’s help seeking behaviour and their transition or recovery out of abusive relationships is linked to service provisions, their access to services or service outcomes.”<sup>vi</sup>

What Engender Equality does have, however, is a wealth of experience working alongside survivors of private sphere violence and the privilege of hearing first-hand their descriptions of what has helped or hindered their journeys out of abuse. The primary learning from these narratives is that the development of best practice in domestic and family violence services is two-fold, requiring both the reproduction of positive service attributes and the elimination of negative service attributes.

Regarding positive service attributes, Tasmanian women experiencing violence report that they seek out and benefit from services that:

- identify and name domestic and family violence;
- provide unlimited, non-discriminatory and individualised advocacy;
- streamline information and make co-appointments, especially with the legal sector;
- facilitate group programs;
- promote and advertise their services;
- uphold feminist values and support women’s empowerment;
- challenge gender inequalities that cause and perpetuate violence and favour abusive men and fathers.

Regarding negative service attributes, clients report that their help seeking journeys are adversely affected when they encounter services that:

- do not believe them;
- fail to recognise and label family violence, especially non-physical forms of violence;
- are victim-blaming in language or attitude;
- reinforce stigma and social marginalisation for women of different cultures and backgrounds;
- operate in isolation from other services, especially children’s and legal services;
- reduce their options to ‘leaving’ or ‘staying’;
- fail to foster trust and empowerment;
- are limited by service hours or geographical reach.

In recognising the central importance of empowerment to the experience of family violence service users, these findings support the consensus position of much contemporary research. They also illustrate in a tangible way how and why survivor-centred service models have emerged as preferred best practice within the sector<sup>vii</sup>.

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| <b>Recommendation 3</b> | That domestic, family and sexual violence services embed survivor-identified service attributes that improve accessibility and uphold empowerment.   |
| <b>Recommendation 4</b> | That domestic, family and sexual violence services eliminate survivor-identified service attributes that limit accessibility and reduce empowerment. |

**c. The level and impact of coordination, accountability for, and access to services and policy responses across the Commonwealth, state and territory governments, local governments, non-government and community organisations, and business.**

The need for improved collaboration and coordination between family, domestic and sexual violence services and adjacent service systems – including but not limited to child protection, the judicial system, housing and homelessness services, mental health and disability services, and alcohol and other drug services – has long been recognised in Australia and has formed the backbone of many Commonwealth and state policy responses over the years<sup>viii</sup>.

In Tasmania, which boasts the most decentralised population of all states and territories and has neither a peak body for women’s services nor family violence services, the issues of service fragmentation and siloing are even greater. There is little research into the impact of domestic and family violence within specific communities in Tasmania, and therefore the impact of service fragmentation and misalignment in more isolated regions of the state is largely unknown. However, we can extrapolate from the national research, which tells us that rural and remote communities contribute additional reinforcing factors to the presentation of family and sexual violence, including:

- social and geographical isolation;
- a lack of dedicated family violence services;
- a lack of specialised or culturally appropriate services (disability, CALD, Indigenous);
- delayed response times by emergency services and longer wait periods for non-crisis services;
- lack of privacy when services are accessed;
- higher cost of service provision;
- higher rates of gun ownership;
- more narrowly defined gender expectations that normalise male control and abuse;
- social norms that suggest family violence is a private problem that should not be spoken about<sup>ix</sup>.

In Tasmania, therefore, recommendations to increase the coordination and accountability of services across agencies and systems must be formalised in a way that considers the socio-cultural and socio-geographic characteristics of the population.

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| <b>Recommendation 5</b> | That targeted family violence policy responses and resourcing for regional and remote communities be made available with due attention to cross-agency service access, coordination and accountability. |
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d. The way that health, housing, access to services including legal services, and women’s economic independence impact on the ability of women to escape domestic violence.

Clearly, women’s economic empowerment is central to their ability to safeguard themselves and their children from violence. Financial independence is a fundamental factor enabling women in violent or abusive situations to take control of their lives, access services and support, find safe living arrangements and build a new life with dignity.

However, it is impossible to discuss the relationship between economic empowerment and safety without acknowledging that many women in Tasmania cannot afford to meet their most basic needs, including those related to housing, food and health. Statistically women are more likely to experience poverty than men, and Tasmanian women are at even greater risk of experiencing poverty than other Australian women<sup>x</sup>.

The social disadvantage that stems from poverty undermines individual autonomy and wellbeing in every aspect of a person’s life. Women accessing Engender Equality’s family violence services are often presenting concurrently to a variety of other services, affected by trauma, homelessness, physical injuries and chronic health concerns, mental health conditions and legal orders.

Represented within this client group are further ‘at risk’ or marginalised populations, including Aboriginal and Torres Strait Islander women, women with disabilities, refugee women, older women and LGBTIQ+ women, whose experience of economic disadvantage is overlaid with additional, enduring experiences of stigma and discrimination.

In Tasmania, the intersection of economic disadvantage with family or sexual violence – and for many clients these are tandem, intergenerational experiences – necessitates an informed, cross-agency service response.

Service systems funded to support women and families in relation to housing, health and justice must be able to recognise and respond sensitively to clients who are experiencing violence; similarly, specialist family and sexual violence services must work closely and collaboratively with other service networks to ensure women accessing our services also have access to secure food, housing and other crisis supports.

**Recommendation 6** That domestic, family and sexual violence services be resourced to assist women with crisis food, housing and health needs.

**Recommendation 7** That all frontline service systems (housing, health, disability, justice) be upskilled in family and sexual violence response and referral.

e. All forms of violence against women, including, but not limited to, coercive control and technology-facilitated abuse.

In recent years there has been a broadening of understanding and acceptance regarding the definitions of family and domestic violence beyond physical forms of abuse to include categories of violence described broadly as sexual, verbal, emotional, psychological, economic, cultural, spiritual, social, systemic and technology-facilitated<sup>xi</sup>.

Some behaviours that fall within these categories are criminal offences – stalking, physical assault, sexual assault, threats, pet abuse, property damage, theft and breaches of intervention orders, for example – but many remain outside the parameters of legal recognition and recourse.

A particular and prevalent example of abuse that is not recognised by the law and that we wish to highlight is that which occurs within the structure of the courts, often termed ‘system abuse’. System abuse occurs when someone using abusive behaviour manipulates the mechanisms of a court to continue to perpetrate fear and intimidation in the targeted person. For clients at Engender Equality, this form of bullying or abuse is inevitably within the context of a chronic family violence relationship, leading to devastating emotional and psychological trauma for the victim and their children.

Importantly, courts are not the only tool that can be used to continue abusive behaviour in the public sphere. Other post separation services such as relationship counselling, contact centres, child safety and family dispute resolution services can all be used as opportunities to prolong a climate of oppression, fear, intimidation and humiliation. In these settings people who use abusive behaviour can present as calm and charismatic while the person subject to abuse is depicted as being unstable and emotional (a tactic called gaslighting). Again, in this example, bullying can be hard to recognise and difficult to articulate in tangible ways. Some examples of what system abuse may look like in practice are:

- stalling proceedings by appealing decisions even when there is no chance of success, or failing to provide necessary documents, creating adjourned hearings;
- self-representation in court, which in the past enabled family violence perpetrators to cross-examine their victim;
- making threats regarding attendance in court and court outcomes, creating doubt in the victim regarding their decision to work with the legal system including police;
- using court dates as an opportunity to employ intimidatory tactics to create fear such as staring or giving particular ‘looks’ or signals that may be invisible to others;
- subpoenaing personal papers such as counselling case notes.

The capacity for perpetrators to manipulate the legal system to perpetuate abuse and control in the lives of their victims is additionally frightening when children are involved. Time and again Engender Equality’s clients report the detrimental impacts on children of being continually exposed to an abusive parent or carer through court-mandated processes. One client said the following:

*I saw the effects holiday contact with their father had on our three daughters 2003-2008 where they were constantly exposed to verbal abuse, witnessed episodes of drunken behaviour and continued and prolonged denigration of me, their mother, a woman who had just left an extremely violent and abusive relationship of 17 years... the children regularly witnessed their father hitting me, threatening me with a gun, throwing me down stairs by the hair, trying to suffocate me and on and on. These incidents were put before the family court yet were dismissed as having little emotional trauma on the children because their father didn’t ‘abuse them directly’ and my pleas for supervised contact in the context of having been abused by the father, did not give me an advantage in court. Rather I was deemed hysterical and possibly unfit to parent.<sup>xii</sup>*

Engender Equality strongly asserts the need for a trauma informed legal response to family violence across Australian jurisdictions that recognises all forms of system and legal abuse, to protect women and children from the perpetration of ongoing and destructive post-separation control and coercion.

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| <b>Recommendation 8</b> | That training and practice standards be provided for all family law court personnel including judges, regarding the full spectrum of conduct that constitutes family violence and coercive control. |
| <b>Recommendation 9</b> | That family law processes, including court orders, re-centre the safety of children as the priority, above maintaining a relationship with an abusive parent or carer.                              |

**f. The adequacy of the qualitative and quantitative evidence base around the prevalence of domestic and family violence and how to overcome limitations in the collection of nationally consistent and timely qualitative and quantitative data including, but not limited to, court, police, hospitalisation and housing.**

Engender Equality reiterates the well-known limitations and data gaps within the domestic and family violence evidence base in Australia, including in relation to:

- children’s experiences of violence;
- specific at-risk population groups including Indigenous Australians, people with disability, people living in rural and remote areas; LGBTIQ+ people; migrant and refugee people, and older people;
- the effect of known risk factors such as socioeconomic status, employment, income and geographical location;
- services and responses that victims and perpetrators receive, including specialist services, mainstream services and police and justice responses;
- pathways, impacts and outcomes for victims and perpetrators;
- the evaluation of programs and interventions<sup>xiii</sup>.

In response, we simply note the importance of developing a common set of definitions across existing data sets and the ongoing need to share, link and analyse data in safe and sophisticated ways across jurisdictions and service systems.

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| <b>Recommendation 10</b> | That state and territory governments prioritise the development of a shared set of definitions across family violence data sets and work collaboratively to enhance data sharing, linking and analysis. |
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**g. The efficacy of perpetrator intervention programs and support services for men to help them change their behaviour.**

Engender Equality has observed a significant unmet need for men’s behaviour change programs (MBCPs) in Tasmania. In our three decades of experience as a counselling organisation we have

found that most women experiencing abuse wish for some form of intervention to help the men in their lives change their behaviour. Not all perpetrators are interested in undertaking this work, of course, but many clients believe their partner/ex-partner would consider accessing this type of service if it was available.

MBCPs operate with a degree of controversy, not least because their outcomes are difficult to prove empirically and, anecdotally, they often fail to produce meaningful and lasting change<sup>xiv</sup>. Our clients' own experiences support this as they regularly encounter an unwillingness in their male partners to take responsibility for their actions, a reality that is exacerbated when participation in an MBCP is court-mandated rather than voluntary.

We also note the significance of the typical service delivery model for MBCPs. Group work is the standard approach to working with men who use abusive behaviours but we now recognise that there are problems with this modality, including the risk of men colluding and supporting one another's pro-violence views, learning new methods of coercion and control from one another, and the difficulty of providing in-depth responses to individual participants<sup>xv</sup>.

Given these limitations, Engender Equality is in favour of a shift away from the group work approach to MBCPs towards an individual counselling model that is trauma informed and focuses on personal accountability and holistic change. The benefits of a shift towards individual counselling include:

- capacity for individualised risk and crisis management;
- facilitating a less adversarial approach – allowing for working together with men to make positive behavioural change;
- capacity to address broader mental health issues, including trauma history;
- capacity to provide support in relation to intersecting issues such as social disadvantage, substance use, gambling and other issues;
- increased interpersonal engagement with service organisations via the counsellor.

Further, Engender Equality recognises a gap in how men's services are marketed to the community and sees a need to soften the name and scope of services available to men who are questioning their behaviour with their loved ones. While we insist on labelling abusive behaviours 'men's violence' we are not going to attract the large number of low-risk and less dangerous abusers (the ones more likely to succeed in behaviour change) as they do not identify with the language and will resist the stigma of being labelled a family violence perpetrator. Service architects need to take a 'where communities are' approach and design pathways that are appealing and rewarding.

Finally, it is critical that we remember that the fundamental purpose of perpetrator interventions and MBCPs is to protect the safety of women and children. At Engender Equality we have learnt that it is essential to speak to a man's partner/ex-partner before commencing counselling as they will give a much more realistic account of the perpetrator's abuse in all its forms. This is also a way of holding the perpetrator accountable through the course of service delivery<sup>xvi</sup>.

**Recommendation 11** That the preferred model of delivery for men's behaviour change programs shift from group work to individual, trauma informed counselling.

**Recommendation 12** That all perpetrator interventions be delivered in an integrated way that includes engagement with the victim-survivor.

- h. The experiences of all women, including Aboriginal and Torres Strait Islander women, rural women, culturally and linguistically diverse women, LGBTQI women, women with a disability, and women on temporary visas.

Engender Equality recognises that there is a range of diverse communities and ‘at risk’ groups in Australia that experience the impacts of family, domestic and sexual violence in a disproportionate way. This includes younger women, children, older people, people with disability, people from culturally and linguistically diverse backgrounds, LGBTQI+ people, people in rural and remote communities, people with mental health issues and/or substance misuse problems, people from socio-economically disadvantaged areas, Aboriginal and Torres Strait Islander peoples, people in the sex work industry and people who have been criminalised.<sup>xvii</sup>

Similarly, we recognise that services funded to respond to family, domestic and sexual violence are not equally accessible to all members of the population, on the basis of factors such as cost, location, language, religious ethos and a range of spoken or unspoken biases that may include racism, ableism, homophobia and transphobia. We also acknowledge that there are people in our communities who may be unable to access justice interventions at all – for example, women with criminal histories and women whose ex-partners are police officers.

Given these widespread inequities, Engender Equality believes the family, domestic and sexual violence response systems in Australia must move beyond a basic obligation to prevent discrimination towards proactively practicing inclusion and equity in all aspects of their service design and delivery. We suggest the ongoing provision of funding to services should be contingent on their performance against a range of indicators that address specific service elements such as:

- use of strategies to proactively recruit and retain staff who reflect the diversity of the community they serve;
- regular access to cultural safety training and supervision;
- co-design and review of services by people with a lived experience of family violence from a range of diverse communities and age groups;
- partnerships and referral arrangements with services representing marginalised groups;
- access to coordinated responses for victim-survivors who may be experiencing interrelated mental health issues, alcohol and drug issues, disability and other complex needs.

**Recommendation 13** That ongoing funding of state administered family, domestic and sexual violence services be contingent on performance against a range of proactive inclusion and equity indicators.

- i. The impact of natural disasters and other significant events such as COVID-19, including health requirements such as staying at home, on the prevalence of domestic violence and provision of support services.

A wealth of research makes it clear that in times of crisis and disaster, violent and abusive behaviour towards women increases<sup>xviii</sup>. In Australia increases in gendered violence were documented following the 2009 Black Saturday fires and the 2011 floods in Queensland and Victoria, and again in the context of the widespread 2019-2020 summer bushfires<sup>xix</sup>.

It is also evident that under the unique conditions imposed by an event such as COVID-19 wherein community lockdown and isolation are mandated, enabling factors for violence – including stress, unemployment and the temporary closure of services and supports – are multiplied and amplified.

Engender Equality notes the wide-ranging impacts and intersecting consequences of these factors on the perpetration of family, domestic and sexual violence, including:

- the tendency to revert to strict gender norms during times of disaster and uncertainty, whereby men function as protectors and decision makers and women function as carers, thus limiting their freedoms and financial choices;
- disaster becoming the catalyst for relationships ending as victim-survivors are less able to manage their safety within the relationship – we know that it is at the point of leaving and just after the end of a relationship that women are most likely to be killed by their partner;
- the reduction of avenues for help seeking, meaning women’s reporting of violence may not be heard or may be silenced;
- women with existing intervention orders or with violent ex-partners being exposed to renewed risk of encountering their perpetrator while accessing crisis-related welfare or relief services;
- specialist women’s services, including family and sexual violence services, being taken over or displaced by general support services during times of crisis.

In light of increased enabling factors and a corresponding rise in abusive behaviours, it is crucial that specialist services are supported and funded to respond to domestic and family violence as a dedicated service strand within a broader suite of crisis responses.

Disaster planning must treat family violence services as a distinct, necessary crisis specialisation; likewise, adjacent service streams operating throughout the crisis should be trained to recognise and respond to the full spectrum of behaviours that constitute domestic and family violence. They must also acknowledge and support the experience of women who face additional barriers and marginalisation through the provision of culturally safe and inclusive services.

**Recommendation 14** That Australian disaster response and recovery planning is gender conscious in design and considers the needs of all women as well as the specific needs of women who face multiple barriers in times of crisis.

**Recommendation 15** That the increased demand for family, domestic and sexual violence services that arises during crises is recognised and met with adequately resourced, culturally safe and inclusive specialist services.

**j. The views and experiences of frontline services, advocacy groups and others throughout this unprecedented time.**

As the Tasmanian community emerges from the severe restrictions of the early pandemic response Engender Equality expects to see high levels of trauma and complex ongoing impacts for victim-survivors of family, domestic and sexual violence.

We already know from our work that the impacts of family violence are multifaceted and long-lasting. We also know that the majority of our clients in Tasmania experience a background of

disadvantage or deprivation which may necessitate a need for multiple interventions and supports. Early intervention following a crisis such as the COVID-19 pandemic is crucial in helping victim-survivors build resilience and return to full participation.

In the months to come, a reduction in household incomes across Australia will pose significant and nuanced challenges to victim-survivors, including reducing opportunities to leave violent relationships and the onset of new, financially controlling tactics within relationships. With the loss of jobs, pending roll-back of Centrelink payments and other financial stresses bearing down on couples and families, Engender Equality anticipates an increased need to work with people on the presentation of financial abuse and how people can address risk and safety concerns with increasingly limited resources.

As social interfaces are reduced by the crisis, it is important that all services supporting the community across human service domains are equipped to identify and respond to family violence and trauma, and to on-refer victim-survivors to specialist support services.

Crucially, specialist organisations like ours must have enough provision in place to offer services when help is sought. With current wait times for new clients at Engender Equality stretching out to five or six weeks, we are acutely aware that in the present moment we cannot meet our community's need for family violence support and that Tasmanian women, children and families are suffering as a result.

We acknowledge that resources are limited and that progress in eliminating family, domestic and sexual violence must be strategic and incremental. However, it is our firm belief that the response to family violence and its impacts for victim-survivors, including children, is critical to all other expectations for Australia's recovery and growth in the months and years ahead. With this in mind, Engender Equality advocates strongly for women's needs in relation to gendered violence to be at the forefront of the nation's COVID-19 recovery response.

**Recommendation 16** That the increasing demand on specialist family and sexual violence services in Tasmania and nationally during COVID-19 be recognised and met with the provision of additional funding and resources.

## Summary of Recommendations

Recommendation 1	That mainstream gender equality analysis be applied in the design, development, implementation and evaluation of all state administered policies, systems and services.
Recommendation 2	That services and agencies funded to prevent and combat family, domestic and sexual violence be required to demonstrate social inclusion, cultural safety and opportunities for lived experience leadership.
Recommendation 3	That domestic, family and sexual violence services embed survivor-identified service attributes that improve accessibility and uphold empowerment.
Recommendation 4	That domestic, family and sexual violence services eliminate survivor-identified service attributes that limit accessibility and reduce empowerment.
Recommendation 5	That targeted family violence policy responses and resourcing for regional and remote communities be made available with due attention to cross-agency service access, coordination and accountability.
Recommendation 6	That domestic, family and sexual violence services be resourced to assist women with crisis food, housing and health needs.
Recommendation 7	That all frontline service systems (housing, health, disability, justice) be upskilled in family and sexual violence response and referral.
Recommendation 8	That training and practice standards be provided for all family law court personnel including judges, regarding the full spectrum of conduct that constitutes family violence and coercive control.
Recommendation 9	That family law processes, including court orders, re-centre the safety of children as the priority, above maintaining a relationship with an abusive parent or carer.
Recommendation 10	That state and territory governments prioritise the development of a shared set of definitions across family violence data sets and work collaboratively to enhance data sharing, linking and analysis.
Recommendation 11	That the preferred model of delivery for men's behaviour change programs shift from group work to individual, trauma informed counselling.
Recommendation 12	That all perpetrator interventions be delivered in an integrated way that includes engagement with the victim-survivor.
Recommendation 13	That ongoing funding of state administered family, domestic and sexual violence services be contingent on performance against a range of proactive inclusion and equity indicators.
Recommendation 14	That Australian disaster response and recovery planning is gender conscious in design and considers the needs of all women as well as the specific needs of women who face multiple barriers in times of crisis.
Recommendation 15	That the increased demand for family, domestic and sexual violence services that arises during crises is recognised and met with adequately resourced, culturally safe and inclusive specialist services.
Recommendation 16	That the increasing demand on specialist family and sexual violence services in Tasmania and nationally during COVID-19 be recognised and met with the provision of additional funding and resources.

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